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China in the Global Labor Migration Channel

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INTRODUCTION

With the accelerated development of economic globalization, the cross-border flow of international labor force has become a remarkable feature of the migration of major nationalities in the world. As the world's second largest economy and a populous country, China's labor market plays an extremely important role in the international population migration. This paper aims to explore the development of China's labor market under the background of globalization, the formation mechanism of labor migration channels and the influence of labor migration on China's economic and social development, and on this basis, put forward to improve the labor migration policy in China, and promote the sustainable and healthy development of domestic labor market.

Globalization is the main theme of today's world, and its most direct manifestation is the economic globalization represented by trade and investment. Under the promotion of economic globalization, the industrial chain and value chain are gradually extended and expanded across the national boundaries, and enterprises directly face the opportunities and challenges in the global scope. With the accelerated integration of the labor market, the rise and rapid expansion of multinational corporations make the labor force migration between different countries frequent and huge scale, and the labor force is flowing in the global scale at an unprecedented speed. It can be said that economic globalization has closely linked the labor markets of different countries and regions in the world, and any change in any country will have an impact on other places.

In today's era, China is highly interconnected with the global economic system and the labor market. On the one hand, China is rich in labor resources and has a large number and low cost labor, which flows through various channels, providing abundant cheap labor for the global market; on the other hand, the continuous rapid development of China's economy attracts global talents and professional labor to flood into China to seek better development opportunities. It can be said that China has become an important participant and beneficiary of global labor mobility and allocation.

Now, with the acceleration of economic globalization, some new characteristics have emerged in the worldwide population migration. First, the scale continues to expand. Globalization has greatly promoted the overall expansion of the scale of international migration, in 2022, the total international migration has reached 280 million. Second, the composition is becoming increasingly diverse. The nationality, cultural background, education level and skill types of immigrants are highly diversified. immigrants are no longer only low-skilled workers in poor countries, but also highly skilled talents, businessmen, investment immigrants and students in universities, which show the characteristics of the era of large migration.

These new changes have also had a profound impact on China's labor market. The first is to push the labor demand wider. As China keeps opening up to the outside world

and its economy is deeply integrated into the world economy, the demand for labor force continues to increase. Second, we need to accelerate the improvement of the quality of the labor force. In the face of competitive pressure in the international market, China's labor force needs to accelerate the improvement of their own skills and quality to adapt to the new requirements of economic development for the labor force. Third, we will diversify the employment structure. Globalization has provided China with a large number of new employment opportunities, which has broadened the employment channels and made the employment structure increasingly diversified.

In the background of globalization, international labor mobility has become a phenomenon that cannot be ignored. For a country with a huge population and economic strength, how to make full use of the opportunities of international labor mobility to cope with the challenges it brings has become an urgent problem to be solved. The main task of this study is to analyze the influence of international labor flow on China's labor market, and the phenomenon of China's economic, social and human resources comprehensive effect, mainly from the following aspects: one is the background of the international labor flow and the global development status, in order to provide macro background for subsequent analysis. The second is to analyze the economic impact of international labor mobility on China's labor market, including the changes in labor supply and demand, industrial structure, wage level and other aspects. The third is to explore the impact of international labor mobility on Chinese society, such as cultural diversity, family structure, gender imbalance and other issues. Fourth, assess the impact of international labor mobility on China's human resources, focusing on brain drain, talent training and talent introduction. Fifth, according to the actual situation, put forward strategic suggestions to meet the challenge of international labor mobility to promote the sustainable development of China's economy and society.

This paper will use a variety of research methods to comprehensively and deeply analyze the impact of international labor mobility on China's labor market. In addition, this study will also focus on the development trend of international labor mobility, and China's position and role in the global labor market. The purpose of the study is to provide policy makers, entrepreneurs and scholars with a deep understanding of the impact of international labor mobility on China's labor market in order to better address the challenges and opportunities posed by international labor mobility. It is hoped that this study can provide useful enlightenment and suggestions for the sustainable development of China's economy and society.

CHAPTER 1. THEORETICAL BASIS OF LABOR MOBILITY

1.1 The nature and structure of the national and international migration

Before Columbus discovered the Americas at the end of the 15th century, countries developed almost independently. Only after the American continent was "rediscovered", the historical development of the world was linked together, influencing and containing each other. In this sense, a truly global international population migration is worthy of the name. In addition, during World War I and World War II, under the influence of the war, the global international population migration appeared a special phenomenon of stagnation during this period. International population migration is the result of the comprehensive effect of natural ecological environment factors (such as climate factors, freshwater factors, soil factors, mineral resources) and social and economic factors (such as economic factors, political factors, social and cultural factors, etc.).

At the end of the 15th century, with the discovery of the new continent by Columbus, new routes between the Americas. At that time, commerce was developing and trade was expanding. From the perspective of the world, Europe and Asia developed commerce. For Western and Northern Europe, Asia was undoubtedly thousands of miles away, while America and Africa were much closer. Thus, Portugal, Spain, Britain, France, and so on began their colonial expansion. They created plantations in America and developed gold and silver mines, and with much cheap labor, driven by profits, the colonists turned their greedy eyes on the uncivilized continent. In line with this, the main destination of international population migration is still the "virgin land" to be developed. With the expansion of commerce and trade and the need of capital accumulation in European countries, the global international population migration has entered the climax period. The population migration in this period has three major characteristics: (1) from the host country to colonies and affiliated areas, such as the United Kingdom to the United States, Canada, India, Australia and other places; (2) from more developed areas to underdeveloped areas and new development zones, such as European countries to Latin America; (3) from the old World to the new World, that is, the population of Asia, Africa and Europe to North America, Latin America and Oceania.(See Figure 1)

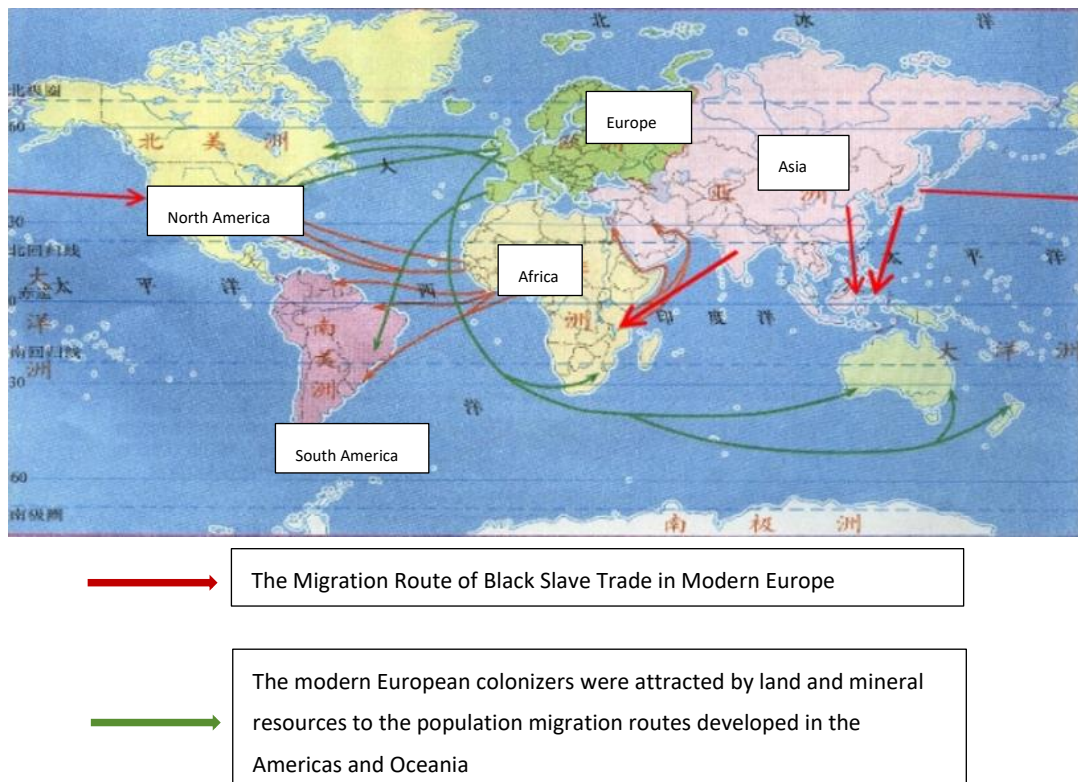


Figure 1. Traditional migration channels

The development of capitalism, the crazy pursuit of profits by European colonists were the main drivers of population migration during this period, and of course government policy ("mercantilist" and the default of government), social culture (such as the ignorance of African people due to the primitive social structure). During this period, the most representative international population migration was the "Black Triangle trade" (see Figure 2).

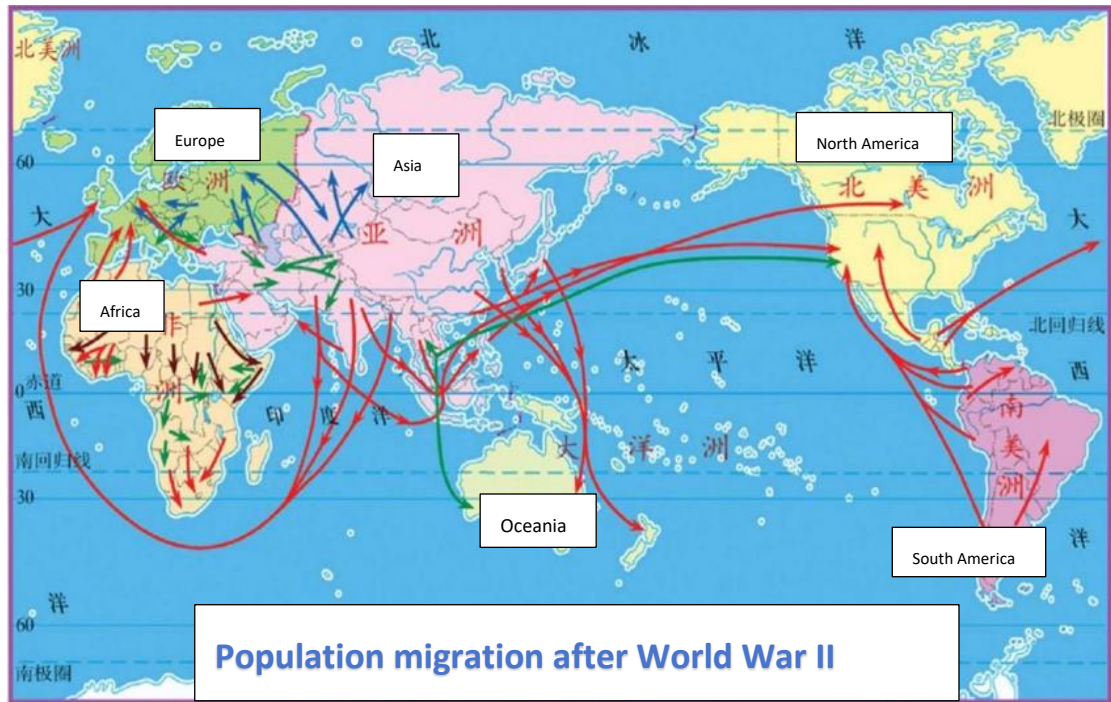
According to the theory of labor market segmentation, the process of globalization deepens the economic dependence of developing countries on developed countries, and makes the inequality more prominent. Furthermore, the labor market of developed countries is linked with the overseas labor market. When the labor shortage of developed countries occurs, it will turn to use immigration, which leads to the migration flow of developing countries to developed countries. The two world wars blocked the normal international population migration. However, as soon as the war ended, the international population migration entered a new historical period, and some new characteristics appeared. After World War II, the mainstream of immigrants, working migrant became the main body of immigrants; Latin Americans worked in North America; people from South Asia, South Europe and Africa worked in West Asia.



Figure 2. Channels of forced migration from Africa

After the second world war, the traditional immigrant countries adjust the immigration policy, mainly for the international immigration enhanced the selective, generally only accept highly educated technical personnel or family relations with their citizens, accept the size of immigrants is strictly limited within the scope of a given quota, and the principle of quotas depends on the domestic labor market demand. Based on the population changes, they develop the economic and social scale of migration to meet the needs of labor. This situation will not change much for quite a long time. Therefore, unless there is a future world war and the development of new geography, the mass migration of the world's population will slow down.

The gap between the developed countries and the developing countries is the main factor determining the international population migration. In the process of economic globalization, developing countries have always been under the control of developed countries, showing the characteristics of dependent development. This historical imbalance of international social and economic development constitutes the thrust and pull of today's international population migration. Therefore, as long as the gap between developed countries and developing countries exists, the international population migration from developing countries to developed countries and from poor countries to rich countries will continue to exist.



- Foreign labor and technology migration routes
- Environmental migration routes caused by
- International population migration routes caused by political reasons
- International refugee migration routes caused by war

Figure 3. Population migration after World War II

To sum up, today's international migration, like all times in the past, is closely related to the development of recipient countries and migration abroad. Migration is an ideal route to promote common development. This is to improve the economic and social conditions of the two types of countries according to the complementarity of the country of origin and the country of destination. Migration plays a positive role provides workers to meet the labor needs of developed economies and developing economies with strong growth, while alleviating unemployment and underemployment in the countries of origin, and in the process generating remittances, savings and knowledge that benefit the latter.

1.2 The theoretical model of international migration and residential mobility

The earliest immigration theory, in the immigration research academia is the push and pull immigration theory. As early as the end of the 19th century, American sociologist Leingstein tried to summarize the migration of migration. He believes that: the population migration is not completely blind and disorderly flow, but to follow certain laws. The driving force of population migration is the common push-pull factor. In the "push and pull model", "thrust" refers to all kinds of exclusion forces that the original residence (or country) is not conducive to survival and development. It can be a common influence on a certain area, such as war, turmoil, natural disasters and ecological environment deterioration, etc., or an accident or misfortune encountered by a small group. "Tension" is the attraction of moving into the place (or the country), it can be a lot of new opportunities presented, or just a special opportunity for a small group. Throughout the many works published on immigration before the 1970s, although there are different opinions, researchers have paid attention to their original residence to find the rejection power of "pushing" them to foreign countries, and analyze the attraction of "pulling" them to foreign countries. From here we can see that in the early study of immigration theory, the immigration theory has a great influence. As far as the current international immigration theory research is concerned, the push-pull immigration theory is still the most widely used immigration theory that studies immigration motivation.

Scholars from different countries and disciplines always look for and list the factors that promote and pull the migration. But any theory has its time limitations and theoretical limitations. With the continuous refinement and deepening of the researcher migration research, the push-pull theoretical model is constantly subjected to the following challenges and criticisms from different aspects. Due to some defects in the theory, and after the 1950s, international immigration is different from the previous times, the simple push-pull immigration theory born at the end of the 19th century cannot explain the complex immigration phenomenon after World War II. It is for this reason that the new immigration theory is able to emerge beyond the sliding immigration theory.

The second group of model neoclassical economic equilibrium theory is further developed on the basis of the theory. If the theory focuses on social comprehensive factors, then the neoclassical economic equilibrium theory focuses on the motivation of migration from the perspective of economy. Therefore, the wage gap between countries is the root cause of migration, and disappeared, so the international migration across borders will eventually disappear. The main representative figures of this immigration theory are Arthur Lewis (Arthur Lewis) and George J Boas (George J. Borjas) Michael Todal (Michael Todaro), etc. The main place of this theory is different from the immigration theory is that it focuses on analyzing the causes of immigration behavior from the perspective of economics. According to Boas, the neoclassical economic

balance theory, like the push-pull theory, emphasizes the role of the principle of "maximum personal utility" in the migration process. "Individuals will eventually seek to settle in a country that maximizes their welfare... and this seeks to be subject to the individual's financial ability and the laws and policies related to moving into and moving abroad. As a result, regional income gap is enough to trigger a wave of immigration. In the long run, a prolonged and protracted international migration will eventually bring the developed and developing countries to equal wages and working conditions, thus achieving an overall economic equilibrium.

Obviously, the neoclassical economic equilibrium theory only studies the motivation of immigration from the economic perspective, but ignores the significant influence of political factors, historical factors and national policy factors on immigration. Therefore, with the emergence of the contemporary new immigration phenomenon, the political factors, historical factors and national policy factors have more and more influence on the immigration activities, and the defects of the neoclassical economic equilibrium theory are gradually revealed. It is in this sense that Joaquin Alango (Joaquin Arango) believes that the neoclassical economic equilibrium theory underestimated the impact of non-economic factors on immigrants, "treating all immigrants as migrant workers and turning a blind eye to other identities". This theory usually includes political factors, labor policy, population status, humanitarian and other factors, which are the important reasons for developed countries to absorb immigrants.

The third group of model history-structuralism theory originates from the political economy of Marxism, and is the immigration theory closely related to the world system theory. According to the world system theory, the capitalist powerful countries force the underdeveloped countries to rely on them through unequal trade, forming the international unequal division of labor between the industrialized countries located in the "core" position and the underdeveloped countries placed in the "marginal" position. Although attached theory is not directly involving the international immigration, but after the 80s and 90s, more and more scholars, the international immigration and the era of globalization, think the unbalanced development of the world political and economic law of international immigration has a strong role, and immigration mainly as the service of capital cheap labor. The emergence of a large number of labor immigrants is rooted in colonialism, war and the unbalanced political and economic development among regions. It is in this sense that labor immigration is regarded as an important link between the developed capitalist core countries and the marginal countries of the backward third world. Together with the military hegemony and the control of world trade and investment, it makes the third world countries attached to the developed capitalist countries. Historical-structuralism theory has positive significance for understanding some types of migration and some of the dynamic mechanisms that cause migration, especially for the analysis of the formation and development history of labor immigrants,

and the reasons for the flow of immigrants from former colonies to masters. However, the historical-structuralism theory also has its own theoretical limitations. If the neoclassical economic equilibrium theory ignores the historical factors of international population migration and underestimated the role of the state, then the historical-structuralism theory overestimated the role of capital, regards capital as a decisive factor, and pays insufficient attention to the motivation and behavior of immigration itself. In addition, historical-structuralism theory properly explains the type of labor migration, which is often helpless for many other types of immigration. Therefore, it is criticized by many immigration research scholars, and it is inevitable. It also heralds the birth of a new immigration theory.

The fourth set of models differs from other immigration theories in ignoring the influence of international relations, politics and state factors, and the immigration system theory emphasizes the influence of international relations, political economy, collective behavior and institutional factors on international migration. According to this theory, due to colonization, political influence, trade, investment and cultural ties, a close and stable bond is formed between the migration country and the migration abroad. It is precisely because of this link factor that leads to the subsequent large-scale migration. The migration of Mexicans to the United States originated from the development of the West in the United States in the 19th century; without the military occupation of the Dominican Republic in the 1960s, it is difficult to cross the migration of so many Dominicans and the direct result of the prolonged military involvement of the United States in these countries and regions; the migration of Britain in India, Pakistan and Bangladesh is closely related to the British colonial rule in the Indian subcontinent. Similarly, immigration in the Caribbean tended to flow to their former masters: the Jamaican moved to Britain, the Martinique to France, and the Suriname chose the Netherlands; the Algerian immigration to France came from French colonial rule in Algeria, and the Turkish immigration to Germany was closely related to the large recruitment of Turkish workers in Germany in the 1960s and 1970s.

According to the immigration system theory, there are both macro and micro structure in the immigration system. Macrostructure refers to the world's political and economic situation and state-to-state relations, And the laws and systems enacted for the control of immigration and settlement, It has the power to kill the generation and development of modern immigrants; While the microstructure mainly refers to the migration chain, The immigration chain makes the immigration process safer and more secure, In terms of improving their understanding of the migrant country, and finding jobs as soon as possible to adapt to the local social environment when they arrive at their destination, The migration chain plays a very important and positive role; Families and communities play a central role in the migration chain; Once the immigration chain is established, It will operate according to its own rules. The immigration system theory

also holds that studies of Asian immigrants suggest that decisions about immigrant activities are often made by families rather than by individuals. Families provide economic and cultural support that allows the migration activities to occur and continue. Therefore, the emergence of migration movement is the result of the mutual influence and action of macrostructure and microstructure.

Almost all of the above models can be used to some extent for the migration process in China. The neoclassical attention approach may be more suitable to explain the process of Chinese migration, however, "network migration", the new economics of migration "and" history-structure theory " explain its maintenance, persistence is also possible.

1.3 Conceptual background of labor migration channels

Labor force migration refers to the migration of labor force between different regions or countries with the main purpose of changing the employment and income status.

In recent years, the process of globalization has been accelerated, and the ties and exchanges between countries have become increasingly close. Globalization has brought many opportunities and a series of problems, among which labor migration has become a topic of great concern.

One of the reasons why globalization has driven the increased labor mobility is the impetus of economic globalization. In the context of globalization, countries are trade and investment closer. The rise of multinational companies has allowed workers to move rapidly between countries in pursuit of better job opportunities and pay. At the same time, labor mobility also promotes the integration of global labor markets, improving efficiency and competitiveness. However, unlike the global labor market, there are cultural, skills and language barriers, which also makes labor mobility challenging.

The increase in labor mobility is also influenced by social factors. With the advancement of globalization, especially the development of information technology and the popularization of the Internet, people are easier to understand and access overseas job opportunities. The emergence of platforms such as social media and job search sites has made it easier for labor mobility. In addition, globalization has also intensified the competition among countries, making labor mobility a way to adapt to the changing economic environment. In particular, the young workers in some developing countries are facing the problems of lack of employment opportunities and low living standards, so they are more motivated to choose labor mobility.

Labor mobility in the background of globalization also brings cultural impact and integration. With the flow of labor force, the communication between different ethnic groups and cultures became more frequent, and different cultures began to merge with each other. This cultural integration is both a product of globalization and the result of

labor mobility. For example, the movement of migrant workers made possible the intersection of cultures, who brought their own language, customs and culture, while also being influenced by the local culture. This integration of multicultural not only enriches the social culture, but also brings a series of challenges.

Labor mobility in the context of globalization also faces a series of challenges. On the one hand, labor mobility has led to the loss of some human resources, especially in some developing countries, whose investment in talent training has not been fully rewarded. On the other hand, the migrant labor force in the destination countries also faces problems such as integration difficulties, unstable working conditions and imperfect social security. In response to these problems, the international community needs to strengthen cooperation and formulate relevant policies and measures to protect the rights and welfare of the migrant labor force. Moreover, countries need to strengthen education and training and improve the skills of the workforce to meet the employment needs in the context of globalization.

Under the background of economic globalization, labor force migration has increasingly become an important part of international economic cooperation. The driving effect and influence of economic globalization on labor force migration are becoming more and more obvious, but it is also facing challenges and opportunities. Through reasonable policy adjustment and planning implementation, countries can better respond to and take advantage of the opportunities brought about by labor force migration, and promote economic development and the optimal allocation of human resources.

Conclusion of this Chapter 1

The first chapter of this paper is to summarize and summarize the relevant theories of international labor migration, including push-pull theory, neoclassical economic theory, world system theory and immigration system theory. The detailed introduction of these theoretical models in this chapter draws the following conclusions:

First, any single theoretical model cannot fully explain the complex phenomenon of international labor force migration, and each theory has its own unique perspective and focus. Push-pull theory from the perspective of sociology examines the "push" and "pull" mechanism, while the neoclassical economic theory from the perspective of economics wage difference analyzes the influence of immigration, so we can't simply to a theory, need to combine different countries and different regions, using a variety of theoretical tools to form a systematic understanding framework. For example, the neoclassical economic theory may have a greater role in analyzing the migrant theory than the push-pull theory. However, for the flow analysis of ordinary migrant workers in

developing countries, the interpretation of the push-pull theory is stronger than the neoclassical economic theory.

Second, the theoretical explanation of the migration trend of China's labor force should not be limited to a certain theoretical method, but should be analyzed by a variety of theoretical tools in combination with China's national conditions, so that a systematic understanding framework can be formed. The imbalance of regional development in China is prominent and the gap between urban and rural areas is huge, which lays a theoretical foundation for the use of the world system theory to analyze the labor flow within China. At the same time, the role of the social network of Chinese migrant workers is increasingly prominent, which can be well explained by the theory of immigration system. In addition, the phenomenon of "overseas employment" of Chinese college graduates occurs frequently, and the mechanism of "maximizing expected income" in neoclassical economic theory also plays a driving role here.

Third, the future research on the international migration of China's labor force needs to pay attention to the new changes and characteristics in the scale, composition and policies of migration in the context of globalization and COVID-19. For example, the phenomenon of "remote labor" during the epidemic and the trend of tightening immigration policies in western countries will have a certain impact on China's future labor export. In addition, China's national policy of attracting advanced talents also needs to be adjusted in response to the development of The Times. On the methodology of Chinese scholars need theoretical model combined with empirical research, both focus on the theoretical discussion to closely track the new development of immigration practice, which can form the theory of immigration with Chinese characteristics, and to better guide the Chinese international labor flow, realize the rational allocation of human resources is of great significance.

The content of this chapter lays a theoretical foundation for the subsequent chapters to analyze the impact of international labor force migration on China's economy, society and other fields. China as an emerging power abundant labor resources in globalization plays a dual role, is both an important labor importer and labor exporter, so understand China unique law of labor migration, explore actively guide reasonable labor flow strategy is the core of this paper, is also Chinese policymakers need to face and solve the major issues.

CHAPTER 2

ANALYSIS OF LABOR FLOW IN THE WORLD AND CHINA

2.1 Formation of global labor migration channels

The international mobility of labor force is an aspect of the international economic relations, which reflects the differences in the economic development level and status of different countries from one side, and has a close connection and mutual influence through other international economic relations.

During the Industrial Revolution, agriculture was gradually dominated by industry and accepted the reform of capitalist mode of production. The trend of large farms and land concentration drove the bankrupt residents out of the land and the countryside, the population was concentrated from the countryside to the city, and many farmers emigrated to regain the land.

It was as Marx said: " The small farmers saw the bad harvest and lacked the necessary capital to improve the soil to pay for the rent, so they had to find new homes and new land, and there was no way out. I am talking here not about immigration caused by the gold rush, but by the concentration of large landowners and of the cultivation of land by machines and the mass adoption of modern agricultural practices."

In agriculture, a large number of surplus population is mainly those European countries with high degree of land concentration, rapid development of self-sufficient economy. In addition, with the influence of dense population, Europe became the main migration area for early international labor mobility, mainly into the American continent, with sparse population and access to land.

There, immigrants heavily entered the farms and engaged in agriculture. This type of labour mobility has a distinct transitional nature. Its mainstream consists of farmers and land-seeking people, and it flows from the more developed capitalist areas to the underdeveloped areas. They try to get rid of the threat of big capitalist industries and large farms, and return to the feudal self-sufficient and stable agricultural economy and rural life. With the development of capitalism and the large inflow of population in the moving areas, and the large reduction of the release of agricultural population in the relocated areas, the initial inducing factors no longer existed, and this type of international labor mobility began to die out.

This point reflects the regulation and restriction of the influence of production activities on the natural conditions. In areas with rapid economic development, the natural growth of population can not catch up with the growth of production demand for labor. The shortage of labor force and easy employment are attractive to the labor force in countries with relatively surplus labor population, leading to the inflow of labor force in

other countries. This was an important reason for the large influx of Europeans into the United States in the 19th and early 20th centuries.

It can be seen that the unbalanced economic development of various countries is the fundamental cause of the international difference in labor supply and demand, and promotes the labor force from countries with slow economic development to countries with rapid economic growth.

In addition to the growth rate, the level of economic development is also an important factor affecting the labor supply and demand. This is clearly evident between countries with different levels of industrialization. Undeveloped countries have a low level of industrialization and cannot provide sufficient employment opportunities for the working population. The surplus labor force released in agriculture is difficult to be absorbed, forcing many labor force to remain in rural areas, in a state of potential overpopulation, resulting in strong pressure on unemployment and excess population.

In developed countries, the release of surplus population in agriculture has been completed, and the released surplus labor force is gradually absorbed in the process of industrialization. On the basis of the huge economic scale, the same huge labor market and labor absorption capacity have been formed, and the employment opportunities created are much higher than those created in underdeveloped countries. Based on this, the international mobility of labor flows flows from less industrialized countries to more industrialized countries.

The national difference of wages refers to the different wage income of the labor force of the same quality in different countries. For workers, he takes labor as a means of making a living, and always hopes to get a higher income after his work, so he has a tendency to migrate from low-wage areas to high-wage areas.

The national difference in wages is first due to the different labor productivity of different countries."In the world market, the higher the productivity in a country compared to other countries, the higher its wages."Because, in the same necessary labor time, the workers there can produce more means of living for themselves. Secondly, it is due to the different historical and moral factors in the formation of wages in different countries.

It makes the connotation of wages- -the necessary means of living have different contents in different countries, thus affecting the determination of wage levels in different countries. Another is the difference in the supply and demand of the labor force, as discussed earlier. Among them, the first two factors will play a decisive role. Developed countries have higher labor productivity, and historical and moral factors have a larger share of the wage mix. Therefore, wages in developed countries are higher than those in underdeveloped countries. National differences in wages also exist within developed or underdeveloped countries.

In the 19th century, wages in America were much higher than those in Europe. This is an extremely important reason for the mass migration of Europe to the United States from the 19th century to the early 20th century. Of course, the wage gap between developed and underdeveloped countries is even greater, especially after the narrowing between developed countries. Therefore, the national difference in wages between the developed and underdeveloped countries has a more prominent impact on the international movement of the labor force. Due to this factor, the labor force is characterized by moving from low wage (underdeveloped) countries to high wage (developed) countries.

For the international mobility of labor force, it is not the relative level of wage national differences, that is, not the proportion of wages in a country's national income, but the absolute level of wage national differences, that is, the direct comparison of wages in each country. Moreover, the nominal salary is different from the actual salary. Nominal wage is the monetary amount of wage income, and the real wage deducting the influence of exchange rate and price factors, but it is related to the social welfare, tax system and so on.

They have different effects on labor inflows for different purposes. Short-term labor to high wage countries for the purpose of saving, the most important thing is wages, the second has nothing to do with the length of labor time wages, the standard of living is relatively less important, because the inflow of working population is not to the income in the local consumption, their consumption and local general consumption level is not very close. But for long-term migrants, the standard of living, or the real wage, is decisive.

2.2 International migration in China: pandemic and post pandemic period

The COVID-19 epidemic swept the world in 2020 and has a profound impact on international population migration. According to a 2019 data from the United Nations Ministry of Economic and Social Affairs on the global stock of international immigrants, Chinese mainland is the world's third largest exporter of immigrants with about 10,732,300 exported immigrants. In terms of the distribution of export destination countries, the top three export destination countries for Chinese mainland migration in 2019 are the United States, Japan and Canada. Among the top 20 destination countries of Chinese immigration export, 13 are developed countries and 7 are developing countries. The upsurge of Chinese students studying abroad does not retreat, and the trend of younger immigrants appears. According to the 2019 Open Portal Report of the United States, the number of Chinese students in the US in the 2018-2019 academic year accounted for 33.7% of the total number of international students, continuing the largest source of international students; according to the 2019 Report, the total number of students in China accounted for 23.2% of all international students in the UK, with an

increase of 12%, becoming the largest source country. In addition, the scale of studying abroad at a young age is gradually expanding. The number of Chinese students in the high school in the United States has increased 98.6 times in the past decade, much higher than the 14 times at the undergraduate level. Children's education has increasingly become an important reason for the emerging middle class to immigrate overseas, and the phenomenon of "whole family immigration overseas" has emerged.

More than 10 million immigrants in 2020. Although the number of immigrants in China showed a downward trend before 1990, the communication between China and foreign countries increased significantly as China joined the WTO, and the annual net increase of international immigrants showed an upward trend after 1990. In particular, during the decade from 2000 to 2010, the average annual net increase of international migration was about 280,000, a significant increase from the average of 110,000 in the previous two decades. However, during the decade between 2010 and 2020, the rate of migration increase in China has slowed, with an average annual net increase of about 150,000 people.

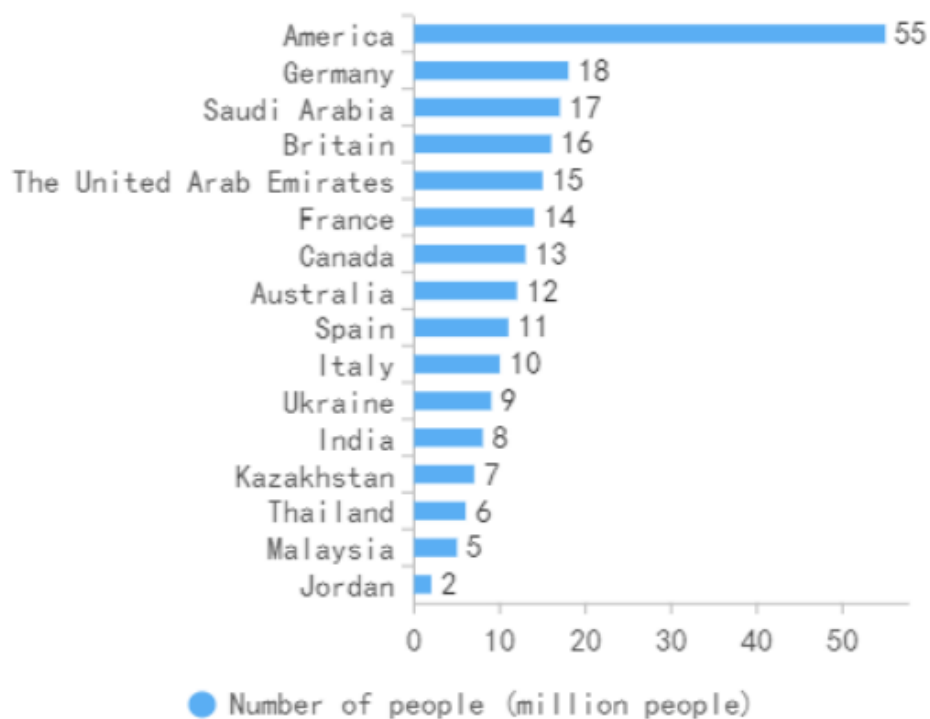


Figure 4a. Top 20 destinations of international migrants in 2020 (millions)

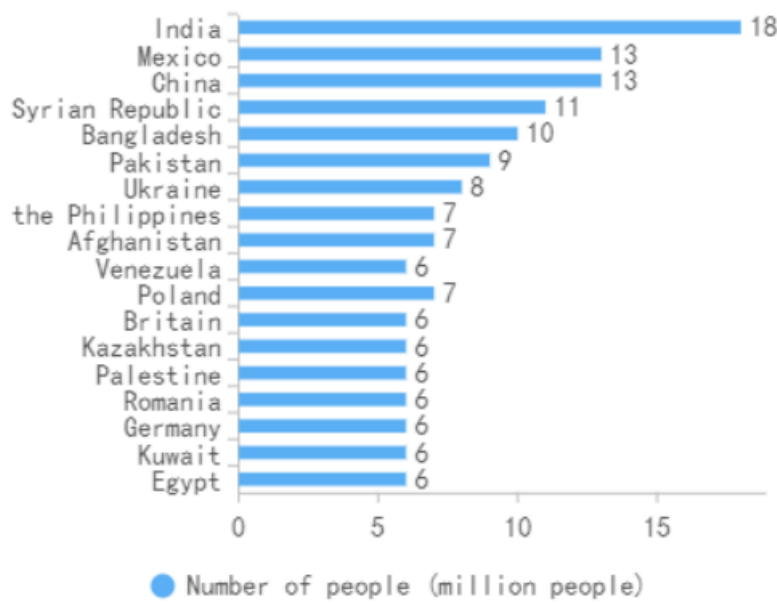


Figure 4b. Top 20 origins of international migrants in 2020(millions)

The destinations of Chinese immigrants are mainly in North America, especially in the United States. According to the United Nations, about 51 million international immigrants lived in the United States in 2020, the highest in the world. In addition, Canada is also one of the main destinations for Chinese immigrants, with more than 8 million international immigrants living in Canada in 2020. However, Chinese still migrate less in Canada compared to the US, mainly from India, China and the Philippines.

Chinese international students are also one of the main groups of Chinese immigrants. China is the world's largest source of international students, and many students choose to go abroad for higher education. Especially in the United States, the number of Chinese students has been high. According to the data, about 372,000 Chinese students are studying in the United States in the 2019-2020 academic year. However, with the deterioration of Sino-US relations, the United States has become increasingly strict in visa censorship for Chinese students, bringing greater difficulties for Chinese students to study in the United States. In 2021, Canada is one of the top three most popular Chinese immigrant destinations, with the other two being the United States and Australia. Canada's lead is mainly related to the relaxation of the immigration policy in 2021, and Canada is expected to collect 1.45 million new immigrants from 2022 to 2024, so the public enthusiasm for immigration to Canada is high. From the perspective of immigration purpose, among the main purpose of Chinese immigration, wealth appreciation accounts for 25%, medical welfare for 21%, wealth preservation for 16%,

children's education for 15%, pension for 10%, enterprises overseas for 8%, and convenient access for 5%.

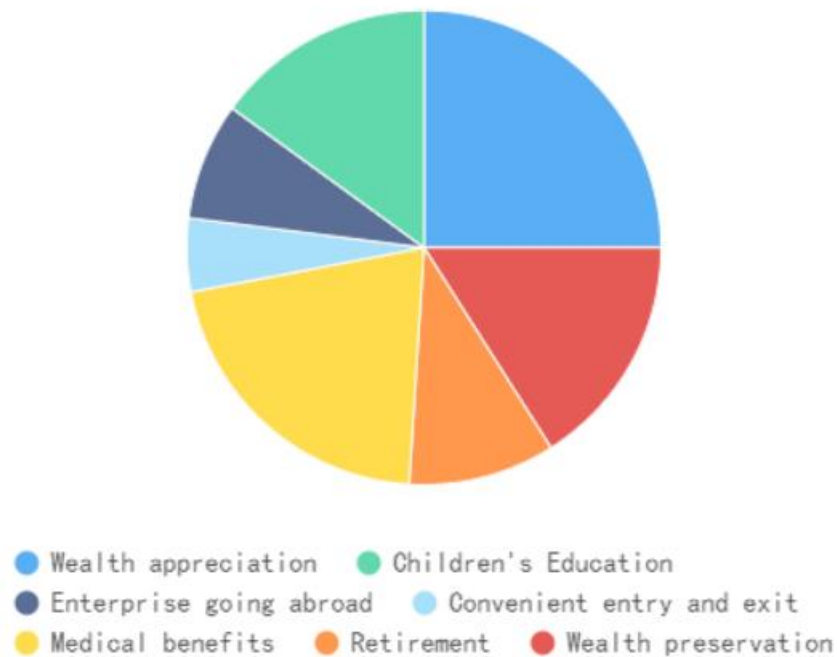
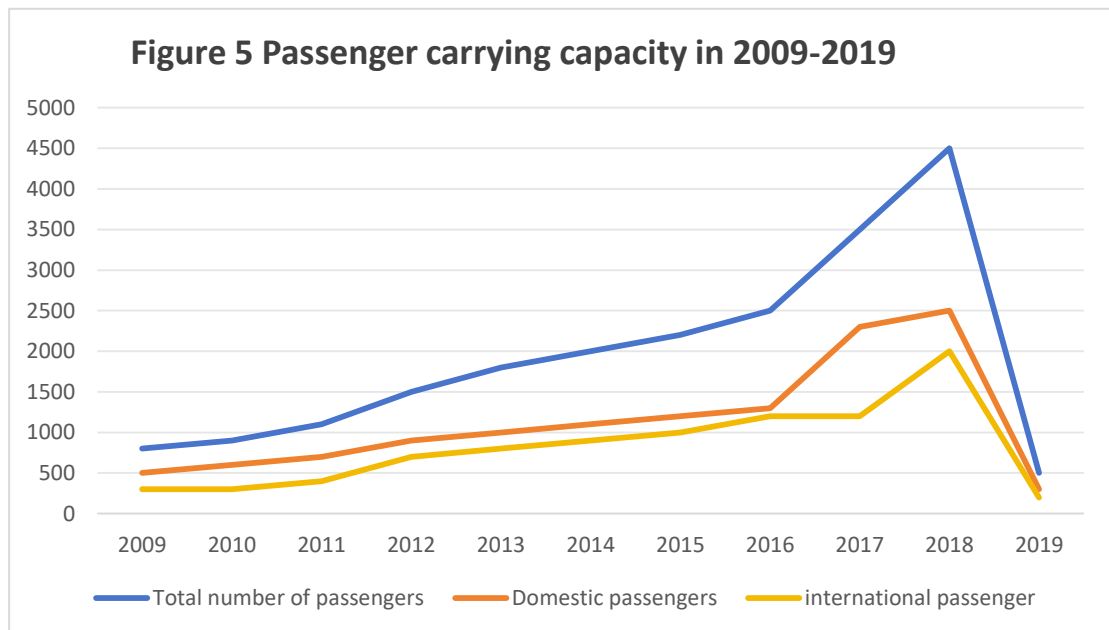


Figure 5: The main purpose of Chinese migration

At the same time, Chinese immigrants to the United States have become the main body, while investment immigrants has declined rapidly. With the continuous promotion of CRS (automatic exchange standard of tax information on financial accounts), high-asset immigrants will be more cautious in the global asset allocation and geographical selection of immigrants, and low-tax and non-CRS countries will receive more and more attention. Overseas asset allocation is becoming more diversified, the proportion of real estate has risen rapidly, and investment methods such as insurance, standard financial products, funds, bonds and trusts have seen significant increases. The policy of introducing talents to major immigrant countries has been gradually upgraded. Japan has set up the "highly specialized occupation No.1 / 2" visa for high-level talents, and further expanded the introduction scale of high-level talents through the construction of a high-level talent points system, so as to complete the goal of introducing 20,000 high-level talents by the end of 2022 proposed in the "Future Investment Strategy 2017". In the UK, the annual cap for talent visas is lifted and the global talent, entrepreneurship and innovators visas are introduced. Most EU member states have amended their laws between 2018 and 2019 to relax the conditions for non-EU researchers and students to move within the EU member states. The United States has shifted the green card quota to professional immigrants, increasing the proportion of highly skilled immigrants from 12

percent to 57 percent, and passed the High Skilled Immigration Equity Act of 2019 to attract technology talents in 2019. These are the main reasons why China was an international player before the COVID-19 outbreak.

COVID-19 outbreak under the relevant restrictions on the global migration, migration and migration in the first year of COVID-19 outbreak, in addition to the national ongoing travel restrictions, countries, regions and localities also implemented more than 108000 COVID-19 outbreak related international travel restrictions, seriously hit the global tourism related industries. In 2020, international tourism lost about \$2 trillion, accounting for 2% of global GDP. The United Nations estimates that the outbreak has slowed the growth of the international immigrant stock by about 2 million by mid-2020, a 27 percent lower than expected. In terms of population movement, 108,000 international travel restrictions related to the COVID-19 outbreak have been implemented globally. The number of air passengers (1.8 billion) fell by 60 percent in 2020 compared to 2019 (4.5 billion).



The COVID-19 pandemic has dramatically broken the status quo, with negative effects on migration throughout the international migration cycle: from leaving, to entering transit and destination countries, staying in, and returning to the country of origin. The epidemic has forced people to stagnate, reinforcing certain types of flows, or pushing them to informal channels.

In the post-epidemic era, the scale of international population migration will shrink significantly. For a long time, the world has been a "global village" due to the frequent migration of international population and the cross-regional circulation of production factors, but COVID-19, a global public health event, will trigger a public rethink of this highly connected world. In order to fight the epidemic, countries around the world have taken measures of "closure" and "city" such as restricting entry and exit,

which greatly restricts the free movement of population across the country in the short term, and the scale of international population migration will significantly shrink. The epidemic has severely impacted the global supply chain, and the security of the local industrial chain has once again returned to the visual scope of economic development, and has been highly valued by the governments of all countries. "Protectionism" is on the rise, and the trend of anti-globalization seems to be accelerating. Before that, countries around the world have adjusted their immigration and immigration policies in order to fight the epidemic. The immigration issue has become an important topic of social contradictions caused by the relocation of the epidemic in some Western countries, and the trend of "anti-immigration" has been further strengthened. With social sentiment fluctuating significantly over the impact of the pandemic and the shutdown, people in these countries are prone to project the blame on local Asian immigrants.

Affected by the epidemic, international intellectual mobility may open a new model. Although during the outbreak is difficult to international migration in the entity space, but the virtual space of international intelligence flow frequency has soared, such as some international famous colleges and universities for foreign students, many international science and technology, talent exchange activities from offline to online, objectively for the international virtual space of intelligence flow provides a new opportunity.

2.3 Labor migration channels and their impact on China's economy

With the process of globalization, the increasing migration of international labor has had a profound impact on China's social economy. International labor migration has both a positive side and some challenges and problems.

International labor migration has had a significant impact on China on the economic level. First, labor migration can lead to economic growth and development. By attracting foreign workers, China has increased its foreign exchange reserves and promoted the accumulation and investment of domestic capital. At the same time, labor migration also provides cheap labor, bringing a competitive advantage to China's manufacturing and services industries, and driving the export growth of products and services. Secondly, the international labor migration has played an important role in supporting China's family economy. Many Chinese families rely on remittances from international workers to make ends meet, providing better education, medical care and housing, reducing the pressure of poverty and inequality. In addition, the international labor migration has also had a positive impact on the job market, broadening the employment opportunities and improving the mobility of the labor market.

However, the international labor migration also brings some negative economic impacts. On the one hand, labor migration has caused a "loss of human resources", in

which China has lost some of its talented and skilled workforce. This may lead to shortages of technology and human resources in developing countries in certain areas, limiting their potential for economic development. On the other hand, labor migration may also lead to increased competition in the domestic labor market, increasing the employment pressure on unrelocated workers, especially low-skilled workers.

International labor migration has had many effects on Chinese society. First, labour migration changes the social status and roles of workers and families. When Chinese laborers moved to developed countries, the experience of working outside increased their social reputation and family status, while providing them with better education and employment opportunities and improving their soci-economic status.

Secondly, the international labor migration also brings a series of social problems. First, labour migration may lead to family separation and discretization. Parents working away from home pose challenges to children's growth and education, potentially leading to family breakdown and the emergence of social problems. Second, the international labor migration also increases the gender imbalance problem. A large number of male workers have moved to work abroad, leading to an imbalance in some areas, affecting family structure and social stability.

International labor migration has had a profound influence on Chinese culture. First, the international labor migration leads to the communication and integration between different cultures. Labor immigrants bring their culture, values and lifestyles to their destination countries, promoting cultural diversity and cultural exchange. This kind of cultural exchange helps to broaden the horizons and enhance the sense of cultural identity.

However, international labor migration may also bring about cultural conflicts and identity crises. Chinese laborers may suffer from discrimination and exclusion in the destination countries, and face language barriers and difficulties in cultural adaptation. They may also lose their own cultural identity in the cross-cultural environment, resulting in cultural disruption and identity anxiety, which have a certain impact on China's cultural identity.

To sum up, international labor migration has a complex and far-reaching impact on China's social economy. Despite some challenges and problems, international labor migration brings to China some opportunities for economic growth, social support and cultural exchanges. China needs to formulate reasonable policies in the process of managing labor migration to maximize its positive impact and reduce its negative impact, and achieve sustainable social and economic development.

Conclusion to chapter 2

This chapter mainly combs the historical evolution, current situation characteristics and trends of global and Chinese labor mobility from two levels. The following main conclusions can be drawn from the above contents:

First, globalization and the change of information technology have promoted the vigorous development of cross-border labor flow in the world. Globalization connects labor markets around the world, with large amounts of cheap labor flowing from developing countries to developed countries, and highly skilled people flowing around the world. Information technology reduces the costs and barriers to human mobility. As the world's largest populous country, China is becoming an important participant and beneficiary of global labor mobility and allocation.

Second, the analysis shows that China is at an important juncture of its transformation from a labor exporter to a talent importer, and is facing the dual role of international labor mobility. On the one hand, China is still flowing to meet the demand of developed countries; on the other hand, China began to attract high-end talents to China. This dual role will coexist for a certain period of time.

Third, in the short term, the global population flow has sharply, and the international migration of China's labor force also faces many uncertainties. But in the long run, COVID-19 will not fundamentally change the trend of growth in labor mobility worldwide. Therefore, China should seize the opportunity in the crisis to further expand the scale of the introduction of highly skilled personnel, and also strengthen the management and planning of new forms of migration (such as remote work) that have emerged during the epidemic.

Fourth, the main challenges facing China's international labor flow are the brain drain and the tightening of immigration policies. China needs to fundamentally improve the quality of human capital to enhance the international competitiveness of its labor force. In addition, it is necessary to further improve the talent policy in accordance with the general trend of global talent competition to provide more convenience for overseas talents. China's large and excellent human resource base will provide support for these measures.

Fifth, the analysis shows that the current domestic labor flow in China mainly presents a polarized trend of accelerating the flow of low-skilled labor force and slowing down the flow of highly skilled labor force. This is related to the impact of imbalance, this trend is difficult to change in the short term, but China needs to fundamentally improve the quality of labor force, promote the old and new kinetic energy conversion and industrial structure upgrading, make more labor from the traditional industry to advanced manufacturing and modern service industry, also need to strengthen the public health system construction and social security, enhance the ability to resist the future public health emergencies.

In general, this chapter from the world and the dual perspective of China's national conditions, comprehensive and systematic analysis and summarizes the characteristics of contemporary labor mobility, combined with the new reality, deeply analyzes the international labor migration and the internal link of China's labor market changes, in the content covers the theoretical model, historical evolution, empirical data, multiple levels. Through the above argument, we can clearly see that reasonable and orderly flow of labor is an important foundation to promote economic and social development, and two-way guide into the optimal allocation of human resources has become the key to the relationship between national competitiveness, so fully understand and actively respond to the new situation of labor flow, will directly affect the future prospects of a country and the world.

CHAPTER 3

REGULATION STRATEGY OF LABOR MIGRATION IN CHINA

3.1. China's labor force migration policy

For a long time, the administration of China's foreign labor export focuses mainly administrative orders, and the responsibilities and powers of competent departments at all levels need to be further clarified by legislation. China's reliance on internal policy management violates the requirements of the international labor market, is not conducive to the export of labor services, and does not conform to the transparency principle of the GETT. The WTO agreement is the norm of international economy and trade, the basis for the member states to formulate laws and regulations, and the guide for the trade practices of the governments of the member states. China's current laws and regulations on the export of foreign labor services have not fully met the requirements of the international community, and its legislative work needs to be strengthened urgently.

In terms of management, China's labor export still has the characteristics of the traditional planned economy model. There is no dedicated management organization, and many leaders are open to the outside world. The Ministry of Foreign Trade and Economic Cooperation, the Ministry of Foreign Affairs, the Ministry of Public Security and other departments all hold the same positions. They are decentralized, without a unified coordination and strategic thinking. There are many kinds of enterprises engaged in overseas labor service business. In addition to the approval of the competent department of foreign labor cooperation, the overseas employment service agency subordinate to the Ministry of Labor Service and the local foreign trade and passport handling authorities also approve the establishment of some private labor export companies, and even some companies and individuals without the approval of any department are also engaged in labor export business. The chaotic management has left some loopholes for enterprises and individuals who cheat and profit in the name of labor export, which has brought a very serious negative impact on China's labor export. We can learn from the successful management experience of other countries. The Philippines has established a set of specialized organizations and coordination agencies from central to local governments, forming a complete system of labor export organizations. The president has special advisers to make recommendations. Under the Ministry of Labor and Employment, there are also overseas labor employment agencies, overseas Labor and Welfare Bureau and training centers. Each local government has an agency. In view of the participation of overseas workers in diplomatic relations, the Ministry of Foreign Affairs has an Overseas Labor Bureau. In countries where overseas labor is concentrated, the Philippine Embassy has advisers and labor affairs secretaries. In addition, it is very convenient and fast to go

abroad in the Philippines. Anyone can apply for a passport by presenting their ID card and proof of no criminal record. Generally, he / she can get it within a week.

Government departments in addition to strengthening the legislation and standard management, but also should pay attention to labor export information collection, strengthen the contact with the importing country relevant authorities, strengthen the study of labor import policy, gradually establish labor export information network and information processing system, establish information resource sharing mechanism, ensure the smooth flow of labor export information channel.

China's labor export channels are relatively simple, usually through intergovernmental agreements, or according to the market information obtained by overseas embassies and consulates and related companies, and are produced by the state-owned enterprises enjoying the right of labor division. Many countries have established three channels in the practice of labor export: government agencies, private institutions and individuals. These three channels are implemented at the same time, which not only expands the export channel, but also introduces the competition mechanism, and improves the competitiveness of the labor export business. The private and self-employed workers are decentralized and flexible, with few restrictions on market access for importing countries. There seems to be only two channels for Chinese labor export: legal official organizations and illegal "illegal immigrants". The export of private and personal services has only developed in recent years, but official channels are still the main channel. As mentioned above, Mingxi County in Fujian Province is still an example. Most of the passports and visas of Ming Han people abroad are entrusted to intermediaries. They are also known as "snake heads" in society. Unlike the "snake head", these middlemen are abroad. They are not only familiar with the exit policies and regulations, but also have a variety of familiar ways and people. They can legally obtain visas from the entry country through various relationships. Some people who have been denied visas by embassies or consulates through "official" agencies, entrust private agencies to address key issues and successfully transfer visas. It can be seen that the efficiency of the dedicated channels is quite high.

The demand for labor force and talents in the international labor market is multi-level and diversified. Generally speaking, labor export personnel can be divided into three levels: ordinary labor force (such as "3D" labor force, construction workers, skilled workers), professionals (such as medical personnel, domestic personnel, teachers, sailors, nannies) and senior personnel (e. g. senior managers, researchers, computer software and service personnel). In recent years, in order to meet the needs of industrial upgrading, the international labor market has higher and higher requirements on the professional technical quality of labor workers, while the demand for ordinary services without professional technical training is smaller and smaller, and the restrictions have become more and more strict. To meet this requirement, some labor-exporting countries

have gradually improved the quality of export services, with a focus on the training and export of professionals and senior personnel.

In recent years, the employment situation of Chinese college graduates is grim, and overseas employment is one of the ways to expand the employment of college graduates. Experience of working abroad helps to develop their international perspective and also to improve their professional and foreign language skills. When Jiangsu province exports labor services to foreign countries, it directly sends university graduates abroad through intermediaries, or sends students who have not graduated to study abroad to export as labor exporters. This practice is worth learning from it. Many foreign labor exporters are highly educated.

At the same time, overseas Chinese are the unique resources of the Chinese nation. In the early days, Western colonialists used the business network between overseas Chinese as a bridge between colonial and indigenous economies. The network of Chinese merchants developed from the early transnational network of Chinese merchants with regional, dialect and gang characteristics to the later transnational network of Chinese merchants with Chinese characters as the medium. At the end of the 20th century, the network of modern Chinese merchants with internationalism and Internet characteristics covered a variety of overseas Chinese associations, commercial organizations and other organizations, improving operational efficiency. Overseas Chinese have lived in foreign countries for a long time and are familiar with local laws, regulations and customs. Some of them also hold certain positions in government departments, industries, and organizations. The vast majority of overseas Chinese have formed a platform for information and resource exchange and sharing through the Chinese business network. Through this network, we can more easily collect the labor information from various countries, establish good relations with the labor departments and related organizations of various countries through its intermediary role, and expand the information channels. At the same time, some Chinese people and corporate groups are themselves employers. Giving full play to the advantages of the large number of overseas Chinese and the network function of investment attraction personnel will play an important role in increasing the proportion of China in the international labor export market.

Under the new situation, the efforts of the government, society and the people need to do a good job in labor export. Expanding the scale of labor export and increasing the number of export workers are of great significance to China's economic and social development. The Chinese people are industrious and eager to learn. They have the social capital of ethnic minority groups around the world. If they can be supplemented by legal protection and policy guidance, they will see more Chinese in the international labor market in the future.

3.2. Regulation of labor mobility under modern challenges and threats

Floating population is a special population group in China's developing country. The size and structure of this group has been changing over the last three decades. So far, China's floating population has continued to grow. It is not difficult to see that large-scale labor mobility is undoubtedly a huge challenge for a developing China.

At present, China's labor flow has four big flow, namely from rural and small towns to large and medium-sized cities, from backward inland cities to developed coastal cities, from the traditional economic sector to new technology and new industrial development zone, from the technical strength of departments and units to weak departments and units or strong technical strength between departments / units. In addition, China is also facing international labor mobility, which is mainly reflected in labor export and foreign talent introduction. Of course, with the development and prosperity of China's economy, the trend and scope of labor mobility will become bigger and more diversified

The difference in the level of economic development is a much more important reason. In China, the coastal areas have developed rapidly since the reform and opening up in the 1970s. So far, they are all economically developed regions of China. In these developed areas, the release of the original rural surplus population has been nearly completed, and the surplus labor force has been gradually integrated into the process of industrialization. Entrepreneurship and employment opportunities in developed areas will naturally attract some immigrants, and the supply and demand relationship of labor force forces the natural flow of labor force.

The economic development of different levels naturally leads to the wage difference of the homogeneous labor force between regions. The entry of the above immigrant population is mainly due to wage differences in the homogeneous workforce. People are willing to leave the original work area and choose to work in the original place to follow the better treatment. That is why labor mobility is the most common reason. In general, the larger the business, the lower the employee turnover rate. In addition to wage differences in homogeneous labor between regions and regions, it is natural for countries to induce international labor mobility. This is particularly prominent in recent years, which fully reflects China's increasing economic integration and the gradual formation of the concept of a global village. This is also an explanation of the "international capital mobility" leading to labor mobility. Some of the macro factors that lead to the current situation of labor mobility in China. Influenced by these macro environment, some micro factors also lead to the current situation of labor mobility in China. The main aspects are the age, family, education level and vocational and technical level of the labor force.

Age is one of the most important factors compared to other factors. The peak age of labor mobility is between 20 and 24 years old. This age group would think that

because they are still young, they would reap a relatively high potential benefit from human capital investment. In addition, when we were young, we did not think enough and pay enough attention to problems such as "leaving friends, leaving our original life circle, and losing some of the benefits of being familiar with our surroundings". The main reason for these problems is that the young workforce itself is not yet mature and has no rich social experience. Social migration becomes less with age. Under the influence of some irresistible factors, people are unwilling to move over again. This is true of most workers.

Labor mobility caused by household factors is related to age. People are more likely to move when they are unmarried than when they are married. If there are school-age children in the family, it is difficult for such families to move. Children who need support will limit parental mobility, while parents who also need support will also limit child mobility. The concept of "home" is one of the safest places in China. It is this sense of security that also reduces labor mobility.

Education level also plays a very important role in the migration of labor force, especially in highly developed social environments such as information technology, education level has a increasing impact on the mobility of labor force. The more educated people are, the higher their immigration rate will be. This is true not only at home, but also internationally. More and more overseas returnees are choosing to return to their motherland after studying abroad or working in China for a while. This is a specific and common example of higher education transfer.

Another micro reason also leads to the mobility of Chinese labor force, that is, different professional and technical levels of labor force. In general, people with higher skills are less likely to choose mobility because they are very professional people in their industry. Their skills are formed through long-term learning. During this time, they also invested significant "human capital" and they were unwilling to change their career or workplace. This will not only make them profit, but also lose certain "benefits". Another thing that must be mentioned is that people with higher skills usually earn more jobs than those in other industries, which is one reason that prevents them from moving between industries. However, it is easy for professional and skilled people, they can not find a career that can let them play their major in one field, so they will choose to go to other fields to find a suitable position for themselves. In this regard, they have higher mobility than the general labor force.

It must be pointed out that there are many reasons for China's current labor mobility, and labor mobility is the objective requirement of China's development since the reform and opening up. The flow of labor force between different industries, regions, occupations and positions plays an important role in the operation of China's current labor market and the rational utilization of labor resources. Labor mobility makes the full use of the human resources in China's labor market. It allows employers and employees

to get the maximum match in the two-way process. Not only that, but the mobility of the labor force can also promote economic growth. High-quality labor force from some relatively prosperous industries, sectors or regions into prosperous industries, sectors and regions, can give full play to their own hot and cold, so that their industries, sectors and regions can gain more benefits in a larger range, and greatly promote the economic development of these industries, the whole region and even the country. If our labor market is not immobile, we want to know that our entire market mechanism will be aging and unable to keep up with social development and meet the needs of social development. The flow of labor force greatly guarantees the vitality and efficiency of our entire labor market. It is precisely because of the movement of labor that there is competition among workers. In the competition, they will also improve the quality of jobs, better display jobs, and activate the labor market throughout the industry.

Of course, the benefits of proper labor mobility to China's labor market are very obvious. But I have to say that if we can't control this degree well, for example, labor mobility is extremely serious, it will have some negative impact on the market. If the labor flow is too frequent, it will make it more difficult for us to grasp the complete information of the labor market, which seriously hinders the development of the market. China is a country with its own characteristics, and it will face other specific conflicts in the process of labor mobility.

In the post-epidemic era, the mobility of the Chinese workforce was polarized. Some groups with stable employment and income are easy to obvious migration, and the phenomenon of "floating population does not flow" appears. Low income, unstable another part of the accelerated flow trend.

Some of the floating population began to seek to integrate into the local residents, lived in a city for a long time, and began to buy houses and settle down. In addition to college students, white-collar workers and business managers, there are also some migrant workers who have achieved relatively successful career development. The situation in various places shows that the stable living time of the floating population in the current residence is increasing year by year, and the trend of "migration" is becoming more and more obvious, and a considerable part of it has become the fact of "migration". In recent years, about 10% of the floating population in Shanghai will gradually settle down in the city and live steadily in the city.

The other part shows an accelerated flow trend. Most highly mobile groups are concentrated in developed manufacturing areas. Migrant workers working in some companies are highly mobile and are reluctant to settle in cities. Because this is just a simple manual labor, migrant workers do not need to master too much technology, only a little training to become skilled workers. In terms of manual labor, migrant workers can earn 60 to 70 yuan or more a day and one to 200 yuan in odd jobs on construction sites.

As a result, simple processing companies are highly mobile, and many migrant workers are willing to leave at any time.

Conclusion to chapter 3

This chapter mainly puts forward suggestions on guiding and regulating the transfer of Chinese labor force from the aspects of improving policies and regulations, innovating management mode and changing the concept of mobility. Through the above analysis and argument content, you can see that in order to establish a more fair and efficient labor market need to take a series of comprehensive measures, including perfecting the labor flow policies and regulations, optimize the urban space layout, increase investment in human capital, the implementation of precise control, strengthen collaboration and implement and improve the relevant policies. The specific conclusions are drawn as follows:

First, by formulating a unified and open labor mobility policy, we can reform the household registration system and remove the institutional barriers to mobility between urban and rural areas. At the same time, by promoting the clarity of government responsibilities and establishing the supporting labor entry and exit management system, China can further expand the flow channels of labor force and allow the participation of individuals and intermediary agencies, so as to stimulate the market vitality.

Second, by optimizing the urban spatial layout, the labor force can be reasonably guided to the economically developed regions, including supporting the orderly transfer of surplus labor force in the central and western regions, cultivating the talent polarization effect in the eastern regions, and accelerating the urbanization process in the central and western regions to form industrial support capacity.

Third, increasing the investment in human capital to improve the overall quality level of the people is crucial for the realization of high-quality flow of labor force. This requires China to expand the scale of education and accelerate the development of vocational and technical education, and encourage enterprises to cooperate with universities to strengthen the market demand orientation of talent training.

Fourth, China needs to implement precise regulation and adopt different measures according to the actual conditions of different regions. For example, we will actively guide the two-way flow of highly skilled personnel in the eastern coastal areas to promote the transfer of technology and experience, and also support the orderly migration of ordinary labor force in the central and western regions to the developed eastern regions.

Fifth, strengthen department collaboration to build a nationwide labor supervision system, which is crucial to ensure fair labor market and orderly, China needs

to clarify the departments in the labor flow regulation regulatory responsibilities together, and use the means such as big data, real-time tracking understand the scale and flow of migrant labor.

Sixth, China needs to implement and improve the relevant policies, continue to optimize the environment of labor flow, including simplifying the mobile labor in the destination of household registration, children school formalities, make it really enjoy the same treatment with local residents, at the same time strengthen the vocational training and legal aid to safeguard its legitimate rights and interests, and improve the social security system gradually achieve universal coverage.

In general, this chapter systematically expounds the important measures that China needs to take to better promote and guide the rational and orderly flow of labor force under the background of the new era. These policy suggestions are highly targeted and highly operational, which is of great guiding significance for decision-making departments to promote the optimal allocation of human resources and maintain social stability. This study forms a complete closed loop in the logical chain of "theoretical analysis-problem judgment-policy suggestion", which makes the academic value and practical significance of the paper well reflected.

CONCLUSIONS

Under the socialist market economy system, the market mechanism has an increasing influence on China's labor mobility, and will eventually become the decisive factor affecting the labor mobility. Under certain conditions, the trend of labor flow under the market mechanism is irreversible. This trend of labor mobility will not be reversed unless the relevant conditions change. From the perspective of labor flow, whether immigration or temporary residence, the trend of labor flow in China at this stage is very obvious: labor from the western and central regions flows to the east, rural labor flows to cities and towns, and labor from areas with poor natural economic conditions flows to areas with good natural economic conditions. The movement of labor must be accompanied by the movement of population, although population flow may be lower than labor flow. Profit-driven labor mobility is the main reason for China's current labor mobility.

The group characteristics of labor mobility are as follows: the probability of high quality labor force transferring from poor areas to good areas is higher than that of low quality labor force. Because high-quality workers have higher human capital stocks than low-quality workers, the former is not only easier to find jobs than the latter, but also pays higher labor returns than the latter. Therefore, the flow of high quality workers often shows as migration, while that of low quality workers shows as temporary residence. The scale of human capital stock and its income are the main factors that determine the form of labor mobility. In dealing with the problem of labor mobility, the government and the workers have basically adapted to the requirements of the market economy, and are able to reasonably understand and deal with them according to the requirements of the economic laws. This favors the optimal distribution of the labor force.

In order to promote the rational flow of the national labor force, achieve full employment and optimize the allocation of labor force, the following suggestions are put forward:

We will make full use of the situation, actively create conditions to promote the flow of rural labor to cities, and accelerate the national urbanization process. Urbanization is an important symbol of world economic and social progress. It is of great significance to accelerate economic and social development, realize the transfer of agricultural labor force, narrow the gap between urban and rural areas, and improve people's living standards. Labor force mobility, especially the flow of rural labor force to the cities, is an important way to realize urbanization. With the development of China's socialist market economy and the gradual improvement of the labor market, the speed of labor mobility will inevitably accelerate. In this process, more rural surplus labor force will flow into the cities, especially those with rapid development. All parts of the country should take this opportunity to take effective measures to create conditions for the rural

surplus labor force to flow to the cities. First, we will thoroughly reform the current household registration management system, break the barriers to the urban and rural isolation system, and implement a unified urban and rural household registration management system. Second, the city should give a unified treatment to all its residents. Both former residents and foreign residents should implement unified policies and equal treatment in terms of housing purchase, employment, social security and children's education. Third, follow the law of urban development, formulate scientific and long-term urban development plans according to the needs of China's urbanization, strengthen the construction of urban infrastructure, and strive to improve the carrying capacity of cities.

We should give full play to the economic function of cities and towns with rapid economic development, enhance the ability of cities and towns to absorb labor force, and gradually form a modern urban system that is in line with economic laws and China's national conditions. The formation of this system must follow the objective laws, and cannot be artificially "manufactured". Experience shows that it is impossible to establish an artificial "economic center" established against the objective law. The flow and aggregation of labor force and population from economically backward areas to economically developed areas is not the objective law of human will, but also the main basis for determining the layout and structure of China's urban system. Therefore, we can imagine that China's future urban system should be: taking the existing big cities as the center, radiating the surrounding towns to form hundreds of urban agglomerations, so as to form the urbanization area with reasonable layout and different scale in the eastern, central and western regions with the eastern and coastal areas as the center. It is China's future business center and the majority of the population. The solution.

We will vigorously improve the quality of human resources. Experience at home and abroad shows that the quality of human resources is closely related to the level of modernization and urbanization. The higher the quality of human resources in a country or region, the higher the level of modernization and urbanization; and vice versa. The reason is simple. In a country with a large proportion of illiterates, it is impossible to envision modernization and urbanization. Only by constantly improving the quality of human resources, can we accelerate the flow of rural labor force to cities, accelerate the technological progress of the whole national economy, and accelerate the process of modernization and urbanization. To improve the quality of human resources, the most fundamental thing is to increase the investment in human capital. Now, Chinese governments, enterprises and many families have realized the importance of human capital investment, and the number of human capital investment is also growing rapidly year by year. We will further mobilize the enthusiasm of all departments to invest, expand the sources of human capital investment, and accelerate the growth of total human capital investment. At the same time, we will continue to expand the scale of

education, actively develop various forms of education, strive to improve the quality of education, help train more high-quality workers, and improve the quality of the whole country.

Influenced by the level of economic development, the trend of human resources in central and western China, especially the flow of high-quality talents to developed areas, is difficult to change in a short time. In this case, the central and western regions should adopt the following human resources strategies: First, encourage and support the flow and migration of ordinary workers to the developed areas. Because the natural and economic conditions in these areas are very poor, and the population carrying capacity is limited, if we can reduce the population through the part of the labor mobility, on the one hand, we can relieve the employment pressure in these areas, on the other hand, we can increase the income of these workers. Second, strengthen the effect of talent differentiation in central and western cities to attract and stabilize high-quality talents. The so-called talent polarization effect means that talent aggregation needs certain conditions. As long as the above conditions are met, it can attract and gather talents within a certain range. Regions with lagging economic development are not generally conducive to attracting and retaining talents, but it does not mean that these regions are unable to attract talent. Experience has shown that as long as conditions are favorable for the role of talents in some places, areas with lagging economic development can also attract and stabilize talents. The central and western regions should focus on creating conditions for some cities to attract and gather talents, and gradually form some talent gathering centers to build style.

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