

Study of Social Workers from the Perspective of Social Development—— Takes the Migrant Workers in Xi'an City as an Example

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Abstract: *With the development of the economy and the needs of urban construction, urban and rural migration has become a big trend. One of the main subjects of urban and rural migration is the migrant workers. After the migrant workers move from the countryside to the city, faced with the unfamiliar environment and others, there may be more or less some adaptive problems. These problems are not only related to the development of the migrant workers themselves, but also concern the stability and development of the society, and also reflect the degree of social fairness to a certain extent. We, therefore, need to value it and find ways to solve these problems. As an emerging profession, social work follows the professional value concept of helping people to help themselves and can intervene and help the adaptive problems of migrant workers through the application of professional knowledge and methods, to promote the balanced development of social development and social fairness. This article takes the situation of migrant workers in Xi 'an as the starting point, and analyzes the adaptive problems to understand the existing social structure of Xi' an.*

Keywords: *social worker, social development, migrant workers*

1. Introduction

With the development of economy and the construction and improvement of social infrastructure, cities have become the main destination of people's migration. One of the main subjects of urban immigrants is the migrant workers, and migrant cities provide opportunities and platforms for this group to meet their needs in different aspects. However, it has also caused certain adaptive problems. These adaptability problems are not only related to the migrant workers themselves but also related to social stability and development.^[1]Take Xi'an as an example. This new first-tier city has been constantly absorbing the people who have migrated here in recent years. To achieve common development, the good integration and mutual satisfaction of both the immigrant groups and the city are needed.

As a growing profession in recent years, social work plays an irreplaceable role in social management and service. Studying this problem is not only conducive to promoting the ability development of workers themselves, but also to understand the existing social problems, and to give suggestions to promote social progress and development. The study mainly in urban migrant workers as the research object, investigate the urban immigration in xi 'an, understand the adaptation of the immigrants and its influencing factors, can solve the problem of urban migration social adaptability, help migrant groups better into the society, but also help xi' an to get faster and better development, promote the social stability and progress of Xi'an.

2. The relationship between urban immigration adaptability and social development of migrant workers

The main body of this paper is migrant workers, which refers to the group who enter cities, engage in non-agricultural production and live in cities for a long time, yet still have rural household registration. Due to differences such as geography and habits, migrant workers will have a series of social adaptability problems after moving from rural areas to cities. Social adaptability refers to the social adaptation and integration of the migrant workers, which is reflected in the economic, social, and psychological aspects respectively.^[2]The group moves from its original residence to the city, facing unfamiliar environments and huge shocks, and needs to adapt to new environments, habits, and new

regulations, generating a series of adaptive responses in the process. Through the investigation of migrant workers in Xi'an, we mainly study the adaptation of migrant workers and understand the factors affecting the adaptability, to solve the existing social adaptability problems.

Social development refers to the changing process of the progress and rise of the various elements that constitute society. Only by solving the adaptive problems existing in the migrant workers, promoting the better integration of the migrant workers into the society, and developing themselves and achieving themselves in the society can the migrant workers better realize the feedback, and thus promote the development of the society. Social fairness reflects a kind of equal social relationship among people, including survival fairness, property rights equity, and development fairness. This social equity is relative, all under limited conditions of one difference in resources, but this difference is within certain limits. By understanding the adaptability status of migrant workers, we can also see the current degree of social equity. To solve the problem of poor adaptation of migrant workers, to better realize social equity and promote social development through the improvement of existing policies. The pursuit of social fairness has also been a basic goal and core value of socialism, but also the charm of socialism, and also an important factor of building socialism.

3. Analysis of the migration adaptability of migrant workers in Xi'an City

The target of this survey is Xi'an City, which is listed as the new first-tier big city. In recent years, the relaxation of college students and other settlement conditions have attracted a large number of people to immigrate here. Under the influence of social policies, some new generations of migrant workers choose to return to their hometowns to start their businesses. The limitation of ideology and lack of financial technology support make migrant workers born in the 1980s and 1990s become the main group of urban immigrants. In recent years, migrant workers 'unpaid wages have increased.[3] This year, the Xi' a Human Resources and Social Security Bureau has also announced several typical cases of unpaid wages. The rising rate of misconduct among migrant workers due to poor adaptation has put increasingly pressure on urban management. The investigation investigated the problems of poor adaptation of migrant workers. The survey of migrant workers in Xi'an mainly takes the form of an online questionnaire, conducts chance encounter sampling, and randomly selects the investigated objects, to avoid the unity of a certain group or occupation. Given the form of an online questionnaire, confronted with difficulties during the survey, the number of valid questionnaires was only 33. The latter article is the result of my analysis and survey according to the valid questionnaire. Among the objects I selected, the farthest is from Xinjiang, and the nearest is the population of the surrounding districts and counties. Most of the immigrants are engaged in industries mainly concentrated on accommodation and catering, wholesale and retail, construction, and other service industries. Through data analysis, I find that they have many problems in urban immigration adaptability, mainly in the following aspects:

3.1 Economic adaptability

3.1.1 Large economic income differences between groups, and there is low wage duration

In the questionnaire issued to the migrant workers, the economic and working situation of the migrant group was set up. According to the results, the respondents with a monthly income range of 2000-4000 yuan have a daily working time of more than eight hours per day, which is unequal compared with their monthly income. I learn from the interview that the service industry is in arrears or even refused for other reasons such as subsequent overtime payment, and this behavior is illegal. At the same time, it can be found from the results that the monthly income of more than 6,000 yuan accounting for 18%, and most of these are independent management or mental work. For some independent operators, even if the monthly income exceeds 6,000 yuan, the per capita income of family members does not reach the minimum wage level in the city. Some people engaged in the construction industry cannot get quantitative payment on time. I am a little negligent in the setting of a questionnaire option. For in this survey one respondent happens to be currently unemployed, and this state has lasted for half a year. For the monthly income range, I cannot answer accurately, so I chose the lowest one, and this income comes from policy subsidies, rather than simply work income.

3.1.2 Single occupation type and a difference in employment rights

As for the "work type bias", according to the survey results, the new generation of migrant workers with a bachelor's degree, their work types tend to be mental work. The group accounting for the most

proportion is primary and high school education. Most of these groups are jobs in the secondary and tertiary industries, such as catering service, construction workers, etc., which shows that the occupation type level of the group is low. Of the 33 questionnaires, 54.5% of the migrant workers were engaged in service work, indicating that the employment type was relatively dull. In the question of "the reasons why they were not satisfied with the current work", the respondents who chose "dissatisfied" thought they were limited by their academic qualifications and household registration. From the actual situation, there are indeed some enterprises and institutions that clearly stipulated the employment conditions, such as in the provincial examination, Xi'an government has post clearly limits the local household registration and other conditions. At the same time, the same work is different pay, is a guarantee of the phenomenon is also common. Investigators considered their abilities are inadequate and that is one, of the reasons why they could not find a satisfactory job.

Through the analysis of data test, I find that degree and there is no absolute correlation with income, For some groups that want to get units compiled, education is indeed the employment restrictions, but most migrant workers can choose a career to achieve a suitable salary level, so we should be involved according to the actual situation of migrant workers and help.

3.1.3 Low purchasing power of housing and insufficient housing security

In the questionnaire survey, "Xi 'an housing situation" is asked. According to the answer, 85% of immigrants have low purchasing power and do not have enough money for the house, so most of them rented houses or lived in workers' dormitories. When immigrants who do not buy real estate asked about "housing satisfaction" again, they discover that the houses rented by migrant workers are usually small areas, poor accommodation conditions, poor surrounding environment, poor travel are also the reasons for low housing satisfaction, accounting for 33.3%, 36.4%, 24% and 12% respectively. After inquiry in the process of filling out the questionnaire, they learn that respondent usually pays three on custody or long-term rental . Most of them believe that the housing price in the community is high, and the rent of the ordinary single bedroom with a better environment reached one or two thousand months. Housing rental in some urban villages is cheaper, but the place is small, the facilities are not perfect, and even daily safety cannot be guaranteed. Due to household registration restrictions, their right of residence is also restricted accordingly. They cannot fully enjoy public welfare housing, cheap commercial housing and housing subsidies.

3.2 Social adaptiveness

3.2.1 Social security is not perfect enough and it is not effectively utilized

Immigrants cannot enjoy the same policy treatment as the residents, which greatly affects the social adaptability of the immigrant groups and the process of cutinization. There is a currently institutional discrimination in society, and different people are treated with different policies. Within some communities, people they offers serves are limited to urban residents with local hukou, making the immigrant groups living here be just transparent, not included in the community work, and not effectively served." What kind of security is needed more" in the questionnaire, 45% of respondents chose to house, 18% chose employment, and 24% chose medical treatment, which shows that some social security for migrant workers is lacking. At the same time, through in-depth interviews, this paper also find that most of the respondents do not fully make use of social security, for which I think there are two reasons: one is that the migrant workers do not pay much attention to social security, and cannot make the best of social security to safeguard their rights and interests; the second is that the relevant units are not in place, making the social security policy is not effectively conveyed to the public. Among migrant workers, some personnel engaged in the construction industry have not established a stable labor contract relationship with enterprises or units. Due to the lack of contracted guarantees, the guarantee of the basic rights of migrant workers is also affected.

3.2.2 Single lifestyle, and very different from the local residents

Migrant workers adapt to a long-term, slow and leisure life before immigration. After emigrating to Xi'an, the fast pace of life makes them feel full, but also a little helpless or adaptive. And the environment before and after urban migration is different, so the group needs to learn a new lifestyle and some unwritten regulations. For example, in rural areas, people may be more closely connected and more homogeneous, but more heterogeneous for cities. Due to the underdeveloped countryside, the rural infrastructure is underdeveloped. In the city, we need to adapt to the new modes of transportation and the convenience brought by the new technology. According to the questionnaire and later unstructured interviews, the respondents work hard to integrate into Xi'an and gradually adapt to urban

life. But according to the results, this paper finds that some leisure and entertainment after migrant workers are only free public facilities, and the contact people are limited to the same immigrant groups or colleagues. The reason, this think this is also related to their economic income and psychological adaptation. More than 60% of the respondents, in the question of "spare time tendency", chose to be at home, which also shows to some extent that the lifestyle differences between the immigrant group and the residents are not completely integrated with the lifestyle of the residents.

3.3 Poor psychological adaptability and psychological problems

Psychological integration is also the highest level of integration. Only by truly achieving psychological integration can the immigrant groups consciously adapt to the society and consciously integrate into the society. Psychological maladaptability, such as the sense of inferiority in a new environment, the sense of belonging after a long time, and the sense of frustration after-acquired helplessness. Psychological adaptability affects mental health, and the bad state even leads to the breeding of criminal behavior, which is deleterious to the health and growth of the immigrants themselves, but also will disturb the stability and development of the society. In the survey subjects, the psychological attitude of some immigrant groups is the inferiority complex and no sense of belonging. Some people think that they are rural people and cannot be compared with the residents. They are always inferior. The psychological estrangement with the residents makes them exclude themselves. At the same time, the hostile eyes of some local residents make the immigrants feel no sense of belonging. As for the migration of the immigrant group, the residents believe that the original resources were robbed, thus rejecting the immigrant group. More than nearly 70% of respondents think they are treated unfairly in the course of urban life, which stems from the discrimination by the ordinary citizens and the neglect of the group by the relevant units.

4. Social work intervenes in the adaptability of urban migration and helps the social development

There are three working methods of social work, namely casework, group work and community work. In addition, social work administration is also often used to solve all kinds of problems.[4]In response to the issues I have investigated, this article believe that the intervention of social work can be done in the following way:

4.1 Social work is directly involved in the adaptability of urban migration

4.1.1 Case work

Migrant workers with very serious maladaptability need to be given case guidance. One to one targeted to understand the problems existing in migrant workers, and then formulate suitable work plans for them, through a series of processes to solve the problems, improve the poor adaptability of migrant workers, and enhance their ability and confidence. For example, for migrant workers who are long unemployed, and who commit crimes due to poor adaptation, case counseling is needed.

4.1.2 Group work

Group work achieves a state of common progress, power gain and power gain by dividing people in need into different types of groups, and through intra-group interaction and mutual help.[5]From the level of demand, we can see that the needs of different migrant groups are different. Through different levels of education groups, migrant workers can help to learn about social knowledge, so that they can better understand the urban society and improve knowledge and life skills. We will provide employment information for rural migrant workers to strengthen vocational training, and broaden their employment channels. The so-called work type, income status and the purchasing power of housing poor adaptation, come from their ability and insufficient experience. Through the interaction of groups, improve the personal ability of migrant workers, help migrant workers to find suitable jobs, meet their level of needs, and then promote the improvement of their satisfaction and happiness. The economy is the foundation, the good income status will make the migrant workers achieve a psychological and material good state, the living conditions and environment will be effectively improved. At the same time, for the migrant workers who do not pay much attention to the social security policies, actively publicize the relevant policies and education team members, so that they can make full use of the policies to protect their rights and interests. The group also became a support network for the group members, forming join forces with each other to cultivate adaptation together. In the group interaction, members who adapt well affect members who feel inferior and helpless in the face of urban life, change

their problematic psychological state and cognition, and make them optimistic about the changes and discomfort brought by urban life. Through group interaction, tap the resources and advantages of migrant workers themselves, take this as a support, cultivate their confidence and ability, and realize a good change in attitude and behavior.

Organize various group activities to develop and cultivate their special interests in social life. For migrant workers, their lives are mostly boring except for work. For their spare time, most people also choose to stay at home. This will not only cause a gradual self-closure but also widen the difference with the residents. Through groups, to cultivate the interests and specialties of migrant workers, enrich their spare-time life, and improve the participation and cohesion of the group. For interests and hobbies and other performance activities, giving full play to their advantages and strengths, will also gradually enhance the self-confidence of migrant workers, and improve the psychological adaptability to a certain extent.

4.1.3 Community work

Improve maladaptive groups among migrant workers by mobilizing community residents to participate in community activities.[6]For example, by holding community activities to strengthen the communication and interaction between local residents and migrant workers, and mobilize local residents in the community to take the initiative to contact with migrant workers and help them. Through the in-depth communication between local residents and migrant workers, to change their views of each other, improve the psychological maladaptability of migrant workers through good interaction, reduce the life differences between each other, and further achieve integration. At the same time, employment, skills training, social security and other policies through the community to provide certain help to migrant workers.

Through the investigation of the adaptability of xi migrant workers, I find that economic, social and psychological cannot separate, instead they are intertwined each other, For example, if the individual economic development state is good, the lifestyle will be diversified, and the attention to social security will also be strengthened. With the economic foundation, there is a psychological support to a certain extent, so the psychological inferiority complex will be reduced accordingly. The satisfaction of social security will also make the group have a sense of belonging to the city. Therefore, when involved in the adaptability of migrant workers, we should not alone on a certain aspect, but to comprehensively consider and use a variety of methods.[7]

4.2 Indirect involvement of social work to help the social development

4.2.1 Social work administration

Social work administration is the connection between social workers and administrative units. For example, given the phenomenon of low housing purchasing power of migrant workers, social workers can help them link appropriate resources by understanding the aspects needed by migrant workers, for different needs of migrant workers link to different units or information resources for their choice. In the process of helping migrant workers to solve their problems, social workers need to pay attention to the improvement of social policies and report the places that lack or need to be improved to the relevant units in time to ask for proper treatment. Given the too-long working hours and limited employment conditions of migrant workers in Xi'an City, this situation can be changed by contacting social workers and administrative units. Through social work administration, a suitable social support network can also be established for a group of migrant workers in need, to gain support and strength, and this social support network includes not only hospitals, civil affairs departments, schools, but also communities and families, etc. We will help members of society better achieve development equity through administrative forces.

4.2.2 Community work

Community is the cell of the city, and promoting community construction is the objective requirement of establishing and implementing the scientific concept of development. From the results of the survey, we can learn that the migrant workers move to the city, and they are more closely related to the communities they live in, which also means that the local urban residents are more closely connected with the migrant workers. When social workers intervene in community work, they should keep close contact with residents and migrant workers, understand the general situation of community development in real-time, promote the harmonious integration of residents and migrant workers through community activities and community construction, and promote the development of society

with community construction.[8]Community education and mass cultural activities with community characteristics should be carried out to improve the civilization of the community residents and the degree of civilization of the city. Community construction and development are also important guarantees for maintaining social stability.

5. Conclusion

The urban immigration group is a large social group. The various problems faced by migrant workers after moving to the city are practical. The economic, social and psychological adaptability problems are related not only to the development of individuals but also to social stability and development. Through the intervention of social work, professional methods and knowledge are used to provide effective services for the migrant workers in need, and through various aspects of improvement to change their maladaptation situation. Help migrant workers to solve their existing problems, enhance their confidence, their social life ability and responsibility, and then promote personal development and social progress, to achieve a harmonious state. While improving the adaptability of migrant workers, we should advocate the reform of social policies to promote social development and fairness. Social workers intervene in social work administration, participate in community construction, and promote social development through a series of behaviors and measures.

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