



# Transformation of Migrant Workers and Sustainable Development of Enterprises: A Study on the Construction of Supporting Service System in Industrial Parks

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**Abstract:** With the rapid development of China's economy, migrant workers play an important role in promoting urbanization and industrialisation. However, there is a close relationship between the transformation of migrant workers and the sustainable development of enterprises. This paper explores the synergistic development path between the transformation of migrant workers and the sustainable development of enterprises by studying the construction of supporting service system in industrial parks. The study shows that the establishment of a perfect supporting service system in industrial parks can effectively support the career development of migrant workers and improve the competitiveness of enterprises, thus achieving a win-win situation.

**Keywords:** migrant workers, enterprise sustainable development, industrial park, supporting service system

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## 1. Introduction

In China, migrant workers are an important force in urban development and economic growth. They contribute a large number of labour force to the process of urbanization, but due to the education level and insufficient skill training, many migrant workers face difficulties in transition. With the transformation and upgrading of the economic structure, the requirements of enterprises for labourers are increasing, and the transformation of migrant workers is imminent. Therefore, it is of great theoretical and practical significance to explore the transformation path of migrant workers and its impact on the sustainable development of enterprises.

Industrial parks, as places where new industries gather, are not only an important carrier for enterprise development, but also an important place for the transformation of migrant workers. Through the establishment of a perfect supporting service system, industrial parks can provide migrant workers with training, employment, life and other aspects of support to promote their career development, so as to achieve the sustainable development of enterprises.

## 2. Background and Significance of the Study

### 2.1 The necessity of transformation of migrant workers

Migrant workers have assumed an important role in urban and rural development, but many of them are at a low level in terms of skills and education. In order to adapt to the new economic situation, they need to be transformed through vocational skills training and educational upgrading. This will not only help personal development, but also help alleviate social problems.

### 2.2 Requirements for sustainable development of enterprises

The sustainable development of enterprises needs to rely on high-quality human resources. As an important source of labour, the transformation of migrant workers directly affects the human resource structure and productivity of enterprises. Therefore, supporting the transformation of migrant workers is an important way to enhance the competitiveness of enterprises and achieve sustainable development.

### 2.3 Supporting service system of industrial parks

The supporting service system of industrial parks should include vocational training, employment services, life protection and other aspects. Through these services, industrial parks can provide all-round support for migrant workers, help them transform smoothly and enhance the overall competitiveness of enterprises.

### **3. Research Methods**

This study adopts a combination of qualitative and quantitative methods, firstly analysing the relationship between the transformation of migrant workers and the sustainable development of enterprises through literature review, and then conducting field research in several typical industrial parks to collect relevant data and analyse the impact of the construction of supporting service system on the transformation of migrant workers.

#### **3.1 Literature Review**

Through analysing the relevant literature at home and abroad, we understand the current situation of the transformation of migrant workers and its impact on the sustainable development of enterprises, and clarify the theoretical basis for the construction of the supporting service system.

#### **3.2 Field research**

Questionnaire surveys and interviews are conducted in typical industrial parks to collect data on the career development needs of migrant workers, the requirements of enterprises for human resources, and the existing service system in the parks.

#### **3.3 Data analysis**

Statistical software is used to analyse the collected data to explore the relationship between the construction of supporting service system and the transformation of migrant workers, as well as its impact on the sustainable development of enterprises.

### **4. Research Findings**

#### **4.1 Current situation of migrant workers' transformation**

Survey results show that more than 70% of migrant workers want to improve their skills through training, but only 30% of them have participated in relevant training. Lack of training opportunities, information asymmetry and other problems seriously constrain the transformation of migrant workers.

#### **4.2 Enterprises' demand for human resources**

Most enterprises indicated that they preferred to recruit labourers with professional skills and relevant experience after transformation. Enterprises' demand for career development training for migrant workers is also gradually increasing.

#### **4.3 Status of supporting service system**

At present, most industrial parks still have deficiencies in the construction of supporting service systems, especially in vocational training and employment services, which need to be strengthened.

#### **4.4 Impact of supporting service system on transformation**

Research has found that the establishment of a sound supporting service system can significantly increase the career transition rate of migrant workers, which in turn improves the quality of human resources and overall competitiveness of enterprises. Research data show that the transition success rate of migrant workers in parks with a sound supporting service system has increased by more than 30 per cent.

### **5. Discussion**

#### **5.1 Path of supporting service system**

In order to effectively support the transformation of migrant workers, industrial parks should construct a multi-level supporting service system, including:

Vocational training: organise skills training courses on a regular basis, encourage migrant workers to participate in relevant vocational qualification certification, and improve their professional skills and employability.

Employment services: establish an employment information platform, organise regular job fairs, promote the docking between enterprises and migrant workers, and help migrant workers find suitable jobs.

Life protection: provide migrant workers with good accommodation, medical care, transport and other life protection to improve their quality of life and reduce the pressure during the transition process.

#### **5.2 Need for policy support**

The government should actively formulate relevant policies to provide support for the construction of supporting service systems in industrial parks. This includes financial subsidies, tax incentives, training grants, etc., in order to incentivise

enterprises and parks to invest more in migrant workers.

### 5.3 Responsibility and accountability of enterprises

Enterprises should assume social responsibility and care not only about their own development but also about the growth and transformation of their employees. By providing training and development opportunities, etc., they can help migrant workers achieve career development while enhancing the core competitiveness of enterprises.

## 6. Conclusion

The transformation of migrant workers is closely related to the sustainable development of enterprises, and the construction of a perfect supporting service system for industrial parks is an effective way to promote the development of both sides. By strengthening vocational training, employment services and life protection, industrial parks can provide necessary support for migrant workers and help them transform smoothly, thus promoting the sustainable development of enterprises. In the future, the combination of policy support and corporate responsibility should be strengthened to jointly promote the transformation of migrant workers and the sustainable development of enterprises.

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