

APPENDIX 1: PROFILE OF THE INTERVIEWEES

Table A1 Profile of returned migrant workers

<i>Nr.</i>	<i>Gender</i>	<i>Age</i>	<i>Occupation</i>	<i>Education level</i>	<i>Marital status</i>	<i>Period of migration</i>
RM1	Female	30	Automobile factory	Primary	Married	2003–2010
RM2	Male	19	Computer parts factory	Junior high	Single	2007–2009
RM3	Female	27	Watch factory	Primary	Married	2004–2008
RM4	Male	36	Steel factory	Senior high	Married	August 2005– Septemper 2005
RM5	Male	33	Plastic factory	Senior high	Married	1998–2008
RM6	Male	36	Mining	Below primary	Married	2002–2009
RM7	Male	25	Iron Factory	Primary	Single	2005–2008
RM8	Female	35	Printing factory	Below primary	Married	2000–2006
RM9	Male	35	Construction worker	Senior high	Married	1997–2008
RM10	Male	28	Automobile factory	Junior high	Married	2006–2009
RM11	Female	24	Cell phone salesperson	Senior high	Single	2008–2010
RM12	Male	32	Construction worker	Junior high	Married	2000–2008
RM13	Male	45	Leather factory	College	Married	1996–2008
RM14	Female	32	Garment factory	Junior high	Married	2005–2008

(continued)

Table A1 (continued)

<i>Nr.</i>	<i>Gender</i>	<i>Age</i>	<i>Occupation</i>	<i>Education level</i>	<i>Marital status</i>	<i>Period of migration</i>
RM15	Male	31	Solar panel factory	Senior high	Married	1998–2009
RM16	Male	29	Decoration company	Junior high	Married	2003–2009
RM17	Female	42	Cleaning lady	Below primary	Married	1998–2010
RM18	Female	35	Garment factory	Primary	Married	2000–2008
RM19	Male	48	Construction worker	Below primary	Married	2003–2008
RM20	Male	45	Construction worker	Primary	Married	1997–2007

Table A2 Profile of migrants in the migration phase

<i>Nr.</i>	<i>Gender</i>	<i>Age</i>	<i>Occupation</i>	<i>Education level</i>	<i>Marital status</i>	<i>Year of out-migrated</i>	<i>The receiving area</i>
M1	Male	19	Fan factory	Junior high	Single	2009–	Beijing
M2	Female	40	Fan factory	Junior high	Married	1992–	Beijing
M3	Male	36	Construction worker	Primary	Married	2005–	Beijing
M4	Male	35	Driver	Junior high	Married	2002–	Beijing
M5	Male	29	Cook in a restaurant	Junior high	Married	2000–	Beijing
M6	Female	20	Waitress in a restaurant	Junior high	Single	2007–	Tianjin
M7	Male	18	Courier	Junior high	Single	2008–	Tianjin
M8	Male	38	Construction worker	Primary	Married	2000–	Tianjin
M9	Male	32	Driver	Primary	Married	2003–	Fujian
M10	Male	33	Decoration worker	Primary	Married	1998–	Fujian
M11	Male	43	Construction worker	Below primary	Married	2000–	Fujian
M12	Female	20	Hardware factory	Junior high	Single	2007–	Fujian
M13	Female	33	Plastic factory	Below primary	Married	*1997–2010	Beijing

* *Note* This interview was conducted with her family since she died in December 2010 in Beijing

Table A3 Profile of interviewed employers

<i>Nr.</i>	<i>Gender</i>	<i>Age</i>	<i>Location</i>	<i>Sector</i>	<i>Position</i>	<i>Years in this position</i>	<i>Number of migrant workers he/she employs</i>
E1	Male	30	Fujian	Clothing factory	Boss	8	1250
E2	Male	33	Beijing	Fan factory	Boss	8	150
E3	Male	38	Fujian	Plastic factory	Boss	6	65
E4	Male	48	Tianjin	Construction	Boss	14	450
E5	Male	28	Beijing	Construction	Contractor	4	50
E6	Male	54	Fujian	Construction	Contractor	15	20
E7	Male	45	Beijing	Restaurant	Owner	14	25
E8	Female	48	Tianjin	Restaurant	Owner	2	8

Table A4 Profile of interviewed local officials

<i>Nr.</i>	<i>Department</i>	<i>Duty</i>	<i>Title</i>
O1	Migration Office	Administers skills training program policy on returned migrants	Chief
O2	Labor Training School	Conducts the actual skills training courses	Principal
O3	NRMCS (Health Insurance) Office	Deals with migrant workers' health insurance compensation	Vice-Director

APPENDIX 2: INTERVIEW GUIDE

INTERVIEW GUIDE FOR MIGRANT WORKERS

Background Introduction

- Purpose of interview: Data collection for a doctoral dissertation. This research tries to explore migrant workers' coping strategies under policy interventions.
- Use of data: All data will be processed anonymously and personal information, such as the names of interviewees, will not appear in any publications.
- Tips: An estimated one and half hour will be required for this interview. Also, permission to tape-record the interview must be requested from the interviewee prior to the interview.

Basic Information

- Age, gender, level of education, marital status, family structure, as well as the sending and receiving place.

Job Seeking

- When did you start to migrate? And why did you out-migrate?
(If the interviewee has completed his/her migration and has since returned home, how long did the interviewee's migration last?)

- How did you find your first job?

(If the interviewee found his/her job through a government program, how did the interviewee have the access to this program and what is the procedure when claiming on this program? If not, what is the reason they were excluded by these program?)

- What do you think of the skill training and job advisory programs?

Employment in Cities

- What work do you do? Did you change your job?
- Did you sign the labor contract with your employer? (If not, why?) What do you think of the labor contract? And what's the importance of it?
- How long was your probation period? Did you get paid for your probation? Whether your boss kept deposit from your wage? How much?
- How much was your wage per month? What is the payment method?
- How is the accommodation? How do you feel about that?
- How is your interaction with your boss?

Wage Payment Protection

- Can you get paid monthly? If not, how many times do you receive wages per year?
- How do you spend your wages?
- How many hours do you work per week? Do you get overtime payment? If not, why?
- Do you have experience with wage exploitations? If so, how did you deal with it?
- Have you heard the Circular on wage payment protection? And what do you think of it?

Work Injury Insurance

- Do you know about work injury insurance? How did you learn about it and are you covered? Did you get any work-related injuries? If so, which kind of injury did you get, how did you treat it and how much did it cost?

- Did you ever claim any benefit from the injury insurance, if so, can you describe the procedures and how much compensation you got? If not, why? And how did you deal with treatment costs? Did your injury affect your employment and life in the future?
- What do you think of work injury insurance?

Health Insurance

- Do you know about the NRMCS and do you join in it, why and why not? Did you get ill while working in cities?
- If so, which kind of disease did you get, how did you treat it and where? How much was the medical fee? Did you ever claim any benefit from health insurance? If so, how did the procedure work and how much compensation did you get? If not, why? And how did you deal with the treatment costs? Did your illness affect your work and life in the future?
- What do you think of health insurance?

Further Information

- For a migrant has completed his/her migration: Why did you return to your hometown? What activities did you engage in after your return?
- For a migrant who is still working in cities: Do you have any plan for your future life?
- Do you think your employment in cities has had any positive/negative influence on your work after returning?
- What do you think of your employer?
- What do you think of local officials who are in charge of migration policies?

INTERVIEW GUIDE FOR EMPLOYERS IN RECEIVING AREA

Background Introduction

- Purpose of interview: Data collection for doctoral dissertation. This research tries to explore migrant workers' coping strategies under policy interventions.
- Use of data: All data will be processed anonymously and personal information, such as the names of interviewees, will not appear in any publications.

- Tips: An estimated one and half hour will be required for this interview. Also, permission to tape-record the interview must be requested from the interviewee prior to the interview.

Basic Data

- Age, gender, education, marital status, family structure
- When did you found this company/factory? And what is the main business?
- How many employees are working here? And how many rural-urban migrants are there? How about their age, gender, original place, duration in your company/factory?
- What specific jobs do these migrant workers do?

Recruitment

- How did you recruit these migrant workers?
- Do they have any professional skills before they start working here? Do you offer any training to them? What is the procedure?

General Information

- Did you sign the labor contract with your migrant workers? (If not, why?) What do you think of the labor contract?
- How long was the probation period for new workers? Did they get paid for probation? Whether you kept deposit from their wage? How much?
- Do you arrange accommodation for them? Why and why not?
- Do you interact with your workers frequently?

Wage Payment

- What's the wage earned by migrant workers? How do you pay your workers? By working hours or results? How often do you pay them, and in cash or by bank transfer?
- How many hours do they work per week? How many times do they get days off per year? Do you pay for overtime work, how much? If not, why?

- Do you ever pay migrant workers' wages in arrears, why and how much? What's the reaction of migrant workers? And how did you deal with it in the end?
- Have you heard the Circular on wage payment protection? And what do you think of it?

Work Injury Insurance

- Do you know about work injury insurance, how did you know about it? Did you purchase work injury insurance for migrant workers, why and why not?
- Have any of these migrant workers had any work-related injuries? If so, which kind of injury? Do you know how he/she treated it and how much it cost?
- For an employer who purchased work injury insurance: did you report this injury to the labor security department in time? If so, do you know the procedures of his/her claim and how much compensation did the injured migrant get? And did you pay any compensation for it, how much? If not, why?

For an employer who did not purchase work injury insurance or purchased insurance but not report to the related department: do you know how the injured migrants dealt with treatment costs? Did you pay any compensation for the injury? If so, how much did you pay? Did the injured migrants bargain with you about the compensation, and how did you handle it? Do you think he/she was satisfied with your compensation finally?

- Do you think the work injury might affect the injured migrant's employment career or his/her future life? How?
- Has any labor security department checked your company/factory about work injury insurance, if so, what was the penalty or how high was the fine if you did not purchase work injury insurance?
- What do you think of work injury insurance?

Health Insurance

- Do you know how migrant workers deal with illness when they work in your company/factory? Did they take days off? If so, did you pay wages to them during these days?

- If it is a serious disease, do you still hire them or not, why? If you fire them, did you pay any compensation? And what's their reaction? Do you think the disease might affect migrants' employment career or his/her future life? How?
- Do you know about the health insurance and how do you think of it?

INTERVIEW GUIDE FOR EXPERT INTERVIEW
WITH LOCAL OFFICIAL IN SENDING AREA
(Local Officials in General Office of County and Town)

Background Introduction

- Purpose of interview: Data collection for doctoral dissertation. This research tries to explore migrant workers' coping strategies under policy interventions.
- Use of data: All data will be processed anonymously and personal information, such as the names of interviewees, will not appear in any publications.
- Tips: An estimated half hour will be required for this interview. Also, permission to tape-record the interview must be requested from the interviewee prior to the interview.

Basic Data

- What's the population of your county (town)? What's the number of agricultural hukou holders?
- What is the state of the local economy and employment?
- What's the main income source of farmers?
- What's the history of farmers' migration in your county? How many farmers migrate out per year? What about age, gender and education (if data is available)?
- Inquiring the permission to make a copy of various county (town) yearbooks and related documents, and also asking the right to use these data.

INTERVIEW GUIDE FOR EXPERT INTERVIEW
WITH LOCAL OFFICIAL IN SENDING AREA
(Local Officials in Migration Department of County)

Background Introduction

- Purpose of interview: Data collection for doctoral dissertation. This research tries to explore migrant workers' coping strategies under policy interventions.
- Use of data: All data will be processed anonymously and personal information, such as the names of interviewees, will not appear in any publications.
- Tips: An estimated one hour will be required for this interview. Also, permission to tape-record the interview must be requested from the interviewee prior to the interview.

Skills Training and Job Advisory

- What's your main duty with regard to this program? How do you put this program into practice? Who can participate in this limited quota program? Where is the funding coming from and how do you manage to get this funding?
- When did this program start in your county? What's been the outcome in the past a few years? What is the number of farmers who got training and who got job advisory service each year? What are their age structure, gender composition, and educational degree?
- During the training program, what did you teach them? Could they handle it or not, why?
- How many farmers found jobs through your recommendation? How do you find these job positions for them? Do you sign any treaty with employer to protect migrants' right when you introduced them to employer? If so, what is included?
- What difficulties did you meet during the implementation? How did you handle it? Are there any positive and negative responses from farmers, migrants and employers about this program? If so, what are they, and how do you deal with it?
- In order to improve this program, what should farmers, employers and the state do respectively from your point of view?

INTERVIEW GUIDE FOR EXPERT INTERVIEW
WITH LOCAL OFFICIAL IN SENDING AREA
(Local Officials in NRMCS office of county)

Background Introduction

- Purpose of interview: Data collection for doctoral dissertation. This research tries to explore migrant workers' coping strategies under policy interventions.
- Use of data: All data will be processed anonymously and personal information, such as the names of interviewees, will not appear in any publications.
- Tips: An estimated 45 minutes will be required for this interview. Also, permission to tape-record the interview must be requested from the interviewee prior to the interview.

Health Insurance

- What's the main duty of your department? How do you put this program into practice? Where is insurance contribution coming from and how do you manage with this contribution?
- When did NRMCS start in your county? What has the outcome been in the past a few years? What is the number of participants and how many of these are migrants? What is their age and gender?
- What's the procedure when farmers claim benefits, and please describe the special procedure for migrant workers in case they were treated in a hospital in the receiving cities?
- How many migrant workers claim benefits annually? How many percent of treatment costs can they get back? Which diseases are the most common ones for migrant workers?
- What difficulties did you meet during the implementation? How did you handle it? Are there any positive and negative responses from migrant workers about NRMCS, if so, what are they, and how do you deal with it?
- In order to improve NRMCS for migrant workers, what should migrant workers and the state do respectively from your point of view?
- Ask for permission to make a copy of related documents, and also ask for the right to use these data.

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