

# They are also Parents

Why do migrant workers with left-behind children matter to companies in China?

*In the summer of 2013, CCR CSR, in cooperation with the Facilitator and supported by the CSR center at the Swedish Embassy, conducted a study targeting the parents of China's 61 million left behind children. The separation from their children, and a sense of failure in providing for their education and basic well-being, has a great impact on migrant worker parents, including their work performance and career-related decision making.*

*Labor shortages and staff turnover are giving responsible companies plenty of reasons to reconsider their CSR and supply chain management strategies. This brief summary includes some of the main facts and findings resulting from the research.*

## Understanding of responsibilities as parents vs ability to fulfill them



**92%** believe raising children is the responsibility of both parents

**80%** of migrant children's actual caregivers are grandparents or relatives

## Feeling inadequate as parents



**80%** of parents of left-behind children feel inadequate

**50%** of parents of those having children with them feel inadequate

## Key factors leading to family separation



**68%** lack of time to look after children

**53%** struggle to cover basic living costs

**30%** unable to secure education and other social services

## Difficulties faced by migrant parents



**62%** financial pressure

**46%** no time to educate children

**33%** work pressure leaves no time to one-self

## Impact on work performance



**59%** feel distracted and lack commitment

**38%** frequent errors due to their worry about children

**33%** unhappy and unenthusiastic

## Reasons for migrant parents to leave employment



**46%** to take better care of children

**27%** for the sake of marriage and children

**19%** bad working conditions

### Parents expectations in terms of support



**64%** hope for more flexible working hours

**72%** expect easier access to schools

**54%** would like to receive housing subsidies

### CSR and child-rights



- CSR and child-rights are still concepts in their infancy
- general lack of focus on needs of migrant workers with children
- 23% felt supported by companies in their role as parents

### Key recommendations for companies



- improved CSR strategies and cooperation with company suppliers in developing family-supportive policy
- improved access to information: policies on hukou, social insurance
- flexible working hours and family-related leave
- enhanced cooperation with NGOs and social work organizations

*More than 1,500 workers participated in this study, including selected management staff, in 9 factories across the Pearl River Delta and Chongqing regions.*

*“They are also Parents” is one of the first reports helping to understand the challenges faced by migrant worker parents, as well as the business perspective of how family well-being relates to workforce stability and production efficiency.*

*The full contents of the report provide insight into the existing company support, related policy environment, as well as a detailed analysis of the workers’ challenges and motives that drive decision making. In addition, the study describes the experience and concerns of young workers, who often grew up as left-behind children.*

*If your company is interested in developing a family-friendly working environment, CCR CSR is offers the following services:*

- Purposeful Parenting Training
- Factory HR policy review
- Company sustainability assessment
- Auditor Training
- NGO partnership development

*For a complete information on our service offerings, please visit the CCR CSR website ([www.ccrcsr.com](http://www.ccrcsr.com)) or contact us directly:*

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