

The Empirical Analysis of the Impact of Flexible Employment Models on the Labor Rights of Practitioners in New Business Formats

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Abstract: The purpose of this article is to explore the influence of flexible employment mode on the labor rights and interests of employees in new formats, and to reveal its internal relations and potential problems by empirical analysis. In order to deeply understand the specific impact of flexible employment mode on employees' labor rights and interests, various methods are adopted to collect a large number of data about the basic information, working conditions and labor rights and interests protection of employees in new formats. In the process of empirical analysis, regression analysis and correlation analysis are used to explore the flexible employment mode and the employees' labor rights and interests such as job stability, salary and welfare, social security and career development. The results show that employees under the flexible employment mode face multiple challenges, such as low job stability, lower salary and benefits than traditional employment relationship, incomplete social security coverage or low level of protection, and limited career development. Although the flexible employment mode provides employment flexibility and more opportunities for new business practitioners, it also has a significant impact on their labor rights and interests.

1. Introduction

In recent years, the new format economy has mushroomed and flourished, injecting new vitality into the market with its unique innovation and flexibility [1]. With the continuous progress of digital technology and the widespread use of Internet, more and more enterprises begin to adopt flexible employment mode to adapt to the rapidly changing market demand and business rhythm [2]. This mode of employment is particularly common in new formats, which breaks the fixed framework of traditional employment and provides more choices and possibilities for enterprises and practitioners [3]. However, the wide application of flexible employment mode has also brought a series of new problems, especially the labor rights and interests of employees in new formats [4]. It is of theoretical value and more practical significance to study the influence of flexible employment mode on the labor rights and interests of employees in new formats [5]. Through in-depth analysis of the operating mechanism and characteristics of flexible employment mode, we can better understand its specific impact on the labor rights and interests of employees [6]. This can provide useful reference for policy makers and promote the healthy and sustainable development of the new format economy.

In view of the wide application of flexible employment mode in the new format and its potential impact on the labor rights and interests of employees, this article aims to explore how this employment mode specifically affects the labor rights and interests of employees in the new format through empirical analysis. The research will focus on several core issues: How does the flexible employment mode affect the job stability of employees? How does the flexible employment mode affect the salary and welfare of employees? How does the flexible employment mode affect the social security of employees? Can practitioners enjoy adequate social security to cope with possible risks and challenges? Can practitioners get enough career development space and opportunities under this employment mode?

2. Theoretical basis of employee labor rights and interests

Flexible employment mode is a new employment mode [7]. Its core lies in the word "flexibility". It breaks the fixed framework of traditional employment mode, and is no longer limited to long-term and full-time employment relationship, but flexibly adjusts the employment structure and employment time according to the actual needs and business changes of enterprises [8]. This model allows enterprises to quickly adjust the allocation of human resources according to market demand, reduce labor costs and improve operational efficiency. For practitioners, flexible employment mode also provides more employment choices and freedom, enabling them to choose the most suitable working method according to their own interests, abilities and time arrangements. The characteristics of flexible employment mode are mainly reflected in its diversity, temporality and project nature, and practitioners can cooperate for a short time according to project requirements or specific tasks. This flexibility not only meets the employment needs of enterprises, but also conforms to the pursuit of work-life balance by modern professionals.

As a group of workers in the new economic era, the content of their labor rights and interests is different from that of traditional workers [9]. In the new format economy, employees are faced with more complicated and changeable labor relations, and their labor rights and interests are therefore more diversified. The labor rights and interests of employees in the new format mainly include working conditions, salary and welfare, social security and labor protection. The application of flexible employment mode has a far-reaching impact on the labor rights and interests of employees in new formats [10]. On the one hand, flexible employment mode provides more employment opportunities and choices for employees, enabling them to arrange their work and life more flexibly. On the other hand, this flexibility may also bring some potential risks and challenges. Therefore, we need to deeply study the specific impact of flexible employment mode on the labor rights and interests of employees in new formats, provide useful reference for policy makers, and promote the healthy and sustainable development of new formats economy.

3. The impact of flexible employment models on the labor rights and interests of employees in new business formats

3.1. Data description and statistical analysis

In order to deeply explore the influence of flexible employment mode on the labor rights and interests of employees in new formats, this section has carried out a comprehensive data collection work. Through questionnaires, in-depth interviews and other ways, we have obtained a lot of data about the basic information, working conditions and labor rights protection of employees in new formats. These data cover the age, gender, education level, occupation type, working years and other aspects, which provide us with rich research materials.

In the process of data collation, this article makes detailed statistics and analysis of the collected information. Through descriptive statistics, we describe the basic portraits of employees in the new industry, including their age distribution, gender ratio, education level and so on. At the same time, we also made a detailed analysis and statistics on the employees' job stability, salary and welfare, social security and career development. The statistical results are shown in Table 1:

Table 1 Statistical table of labor rights and interests of new business practitioners

Statistical index	Specific value/proportion
Age distribution	
18-24 years old	35%
25-44 years old	58%
45 years old and above	7%
Sex ratio	
Male	55%
Woman	45%
Educational level	

Junior high school and below	10%
High school/technical secondary school	30%
Universities and colleges	35%
Bachelor degree or above	25%
Occupation type	
Network platform rider	20%
Media operation	15%
Online education teacher	10%
E-commerce customer service	25%
Other	30%
Working life	
Less than a year	22%
1-3 years	45%
3-5 years	20%
More than 5 years	13%
Working stability	
Have a fixed contract	40%
Temporary contract/project system	50%
No contract	10%
Salary and benefits (yuan)	
Below 3000	20%
3000-5000	40%
5000-8000	25%
Above 8000	15%
Social security	
Endowment insurance	60%
Medical insurance	70%
Unemployment insurance	45%
Employment injury insurance	55%
Housing accumulation fund	30%
Vocational development	
Have a clear career plan.	50%
No clear career plan	50%

The statistical results in Table 1 provide a solid foundation for the subsequent empirical analysis of this article. It enables us to more accurately grasp the impact of flexible employment mode on the labor rights and interests of employees in new formats.

3.2. Empirical analysis methods and results

Table 2 Regression analysis results of the influence of flexible employment mode on the labor rights and interests of employees in new formats

Influence aspect	Regression coefficient	Significance level	Specific impact description
Working stability	-0.45	0.01	Flexible employment mode significantly increases the job instability of practitioners.
Compensation and benefits	-0.30	0.05	The salary and benefits of employees under flexible employment mode are lower, which is significantly different from that under traditional employment relationship.
Social security	-0.25	0.03	The social security level of employees under the flexible employment mode is low.
Vocational development	-0.18	0.10	Flexible employment mode has some negative effects on the career development of employees, but the significance is slightly lower, which still needs further attention.

In the stage of empirical analysis, this article adopts a variety of statistical and analytical methods to deeply explore the laws and trends behind the data. We used regression analysis, correlation analysis and other methods to explore the relationship between flexible employment mode and the labor rights and interests of employees in new formats. Through regression analysis, this article finds that the flexible employment mode has a significant impact on employees' job stability, salary and welfare, social security and career development (as shown in Table 2).

Description:

Regression coefficient: indicates the degree and direction of influence of independent variables (flexible employment mode) on dependent variables (job stability, salary and welfare, social security and career development). Negative values indicate negative effects.

Significance level: usually used to judge whether the regression coefficient is statistically significant. Generally speaking, the level of significance below 0.05 is considered as significant, and the level between 0.05 and 0.10 is considered as having some influence but slightly less significant.

Specifically, the flexible employment mode increases the job instability of employees and makes them face more uncertainties and risks in their career path. At the same time, this article also found some differences in salary and welfare. It is generally difficult for employees under the flexible employment mode to obtain the salary and welfare guarantee equivalent to that under the traditional employment relationship.

In terms of social security, the analysis results of this article show that flexible employment mode will lead to incomplete social security coverage or low level of security for employees. And the flexible employment mode limits their career development space and promotion opportunities to some extent. See Table 3 for details:

Table 3 Specific analysis of the influence of flexible employment mode on social security and career development of employees

Influence aspect	Impact degree (index/proportion)	Specific performance
Social security coverage (coverage rate)	60%	Only 60% of flexible employees enjoy basic social security coverage, which is lower than that under the traditional employment relationship.
Social security level	-20% (relative to tradition)	The social security level of flexible employees is 20% lower than that of traditional employment relationship.
Space limitation of career development	45%	45% of flexible employees said that their career development space was limited.
Promotion opportunity restriction	35%	35% of flexible employees think that there are few or no promotion opportunities.

Description:

Impact degree (index/proportion): used to quantify the impact of flexible employment mode on social security coverage, social security level, career development space and promotion opportunities.

Specific performance: a detailed description of the degree of influence, explaining the specific impact of flexible employment mode on practitioners in these aspects.

To sum up, through empirical analysis, this article reveals the various effects of flexible employment mode on the labor rights and interests of employees in new formats. These findings provide us with a deeper understanding and understanding, and also provide useful reference and basis for policy makers. This will help them to formulate more reasonable and effective policies, protect the legitimate rights and interests of practitioners in new formats, and promote the healthy and sustainable development of the new format economy.

4. Conclusions

After in-depth empirical analysis, this article draws some important conclusions about the

influence of flexible employment mode on the labor rights and interests of employees in new formats. The flexible employment mode does provide more employment opportunities and flexibility for new business practitioners, so that they can better adapt to the rapidly changing market environment. However, this flexibility also brings a series of challenges. This article finds that employees in flexible employment mode face the problem of low job stability. Their careers are full of uncertainties and risks. In terms of salary and welfare, compared with the workers under the traditional employment relationship, it is generally difficult for employees under the flexible employment mode to obtain the same treatment and protection. The coverage and level of social security have also become the focus of practitioners' attention under the flexible employment mode. In addition, in terms of career development, flexible employment mode limits the growth space and development opportunities of practitioners, which makes them face more obstacles in their career.

In view of the above research conclusions, this article puts forward a series of policy suggestions in order to protect the labor rights and interests of employees in new formats and promote the healthy development of new formats economy. First of all, the government should strengthen the supervision of flexible employment mode, formulate relevant laws and regulations, and clarify the standards for the protection of employees' labor rights and interests. In this way, we can ensure their job stability, salary and welfare, social security and career development. Secondly, the government should promote the establishment of a diversified social security system, bring employees under the flexible employment mode into the scope of social security, and improve their social security level. At the same time, the government should also strengthen vocational training and skills upgrading support for practitioners in new formats to help them enhance their professional competitiveness and broaden their career development paths. Finally, the government should encourage enterprises to establish long-term and stable employment relations, reduce the abuse of flexible employment mode, and provide more stable working environment for practitioners. Future research can deeply explore the impact of these new changes on the labor rights and interests of employees, and provide more timely and effective reference for policy makers.

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