

# Analysis of the Demand and New Mode of Flexible Employment in the New Period

Jianing Song

Beijing 21st Century International School 100142, China

## Abstract

In the context of the Internet, the digital economy and the sharing economy are developing in full swing, rapidly extending to all areas of production and life. While reshaping traditional industries, many new employment scenarios have been constructed. At the same time, the promotion of employment has also received great attention from policies and support. In recent years, affected by macroeconomic trends, public health crisis and other factors, a large number of returnees such as migrant workers have difficulty returning to work, and the service industry has been affected. A new employment model of "flexible employment" has emerged to help more people find employment. At present, many provinces have begun to promote this employment method. The government strongly supports the development of "flexible employment" and has issued corresponding policies to help temporary employees solve insurance and other issues, but there are also work rights, housing and other issues that need to be resolved.

## Keywords

Digital Economy; Flexible Employment; New Employment Model; Migrant Workers.

## 1. Introduction

The research theme of this article is the analysis of the demand for flexible employment in the new era and the analysis of new models. The digital economy is developing rapidly in the Internet background. While reducing traditional industry jobs, many new industries and new jobs have been created; industry enterprises are undergoing transformation and upgrading under the new economic normal, accompanied by the trend of Internet digitalization and informatization to achieve changes. At the same time, poverty alleviation has also put forward new requirements for employment. Employment is not only related to personal development, but also related to the national economy and people's livelihood. Coupled with the lasting impact of public health factors in recent years, the manufacturing and service industries have been greatly affected. A large number of people are unemployed, and it is difficult to recruit and find jobs at the same time. In order to effectively solve the unemployment problem, China has promoted the "flexible employment" method. The main manifestations of "flexible employment" are the establishment of employee reservoirs, farmers returning to their hometowns to start businesses, and one company helping one village and town. The main beneficiaries of this measure are college graduates, migrant workers, and employees of small, medium and micro enterprises. Such an effective new employment method has been implemented by some provinces in China, but some provinces and people do not understand "flexible employment". Therefore, the significance of this research is to explore whether "flexible employment" can quickly and effectively solve the employment problem, and let more people understand the "flexible employment" measure. This study draws conclusions and some recommendations by reading a lot of authoritative materials, but did not conduct questionnaires and corresponding on-site surveys. The article is divided into four parts, starting from the research background, analyzing the reasons for the implementation of

"flexible employment" and the meaning of this measure, and then explaining that "flexible employment" is mainly aimed at people, and focuses on migrant workers, a group with a large number of unemployed from the angle of analysis, "flexible employment" helps China to effectively solve the employment problem. According to the content involved, the article finally gives detailed suggestions for existing policies.

## 2. Correlation Theory

### 2.1. Correlated Implication

#### 2.1.1. Understanding of the "New Era"

With the rapid development of Internet technology and the popularization of smart phones, intelligence has gradually entered our daily work, life, and study, in which big data plays an important role. Big data originated in the computer field, and gradually extended to the fields of information technology, scientific research, business applications, etc. With the continuous acceleration of the digitalization process, information technology represented by the Internet has become a new generation of infrastructure in economic production activities. The original physical infrastructure has been transformed and upgraded, and the process of digitization and informationization has largely changed the time and space constraints in people's communication and collaboration. In this context, the development of platform economy, sharing economy, and digital economy is in full swing, and production factors have also been more rationally configured, enterprise production efficiency has been greatly improved, production processes have also been intelligently adjusted, and specialized division of labor has become more refined. While enterprises are adjusting their production and management structures, traditional employment methods have also changed, and many new occupations and employment forms based on the digital economy, sharing economy, and platform economy have emerged.

The most typical example is the changes in the retail industry. Department stores and convenience stores all over the streets constitute the main part of the retail industry. The rapid development of the Internet around the millennium gave birth to e-commerce. On the e-commerce platform, buyers and sellers do not need to be in the same space. Buyers and sellers on a larger scale are connected. The supply chain connects logistics and payment. In order to reduce the difficulty of transactions between the two parties, credit management is also incorporated, and the trading platform acts as an intermediary. These have reduced transaction costs. New retail formats have gradually formed, and transaction efficiency has also been greatly improved. But at the same time, this has also caused a serious impact on the traditional retail industry. The original positions have been reduced, but the new development of online shopping, express delivery, and third-party payment industries has driven the emergence and growth of new occupations. The emergence and changes of the new business economy continue to promote the integration of resources, and the traditional real economy is updated. Not only the retail industry, many industries are gradually constructing and applying the Internet to improve their production efficiency, and adjust their management and production structures around the transformation of information and digitalization. This brings about the progress and reform of the enterprise and the industry itself. It will also bring new formats.

Another example is the sharing economy. Online car-hailing platforms have penetrated people's lives. The traditional taxi industry has also been affected to a certain extent, but more and more people can participate in it and become drivers. With the development of the digital economy in full swing, the sharing economy, platform economy, etc. have brought many jobs related to the digital economy. New occupations such as express delivery, rider, online car-hailing driver, online anchor, etc. Have emerged one after another, and new employment forms

continue to develop. The content and form of flexible employment have gradually developed and enriched.

In terms of policy background, the State Council executive meeting held in May 2021 announced the extension of the policy period for partly reducing the burden and stabilizing employment, reducing employment pressure and promoting the development of new employment models. To this end, a number of policy-supported measures have played an important role. One is to continue to implement unemployment insurance for stable job rebate; the other is to provide assistance from various aspects such as skills transfer and subsidies, and continue to promote skills upgrading, vocational training, internship subsidies, and support. Grassroots employment for college graduates; the third is to increase support for "double innovation", provide guaranteed loans and discounts for entrepreneurship, reduce costs for entrepreneurship, and encourage independent employment and entrepreneurship.

### **2.1.2. The Meaning of Flexible Employment**

"Flexible employment" refers to the general term for multiple employment models that are different from the mainstream employment models under the background of modern industrialization, which are mainly reflected in the workplace, labor relations, insurance benefits, income and remuneration, etc. Different from traditional employment methods, its characteristics include diverse forms of employment, unstable economic income, high mobility of employment laws, and flexible group structure. In 2019, Japanese companies have reached a flexible employment rate of 49% in 2019-and in the same year, the flexible employment rate of the United States reached 42%.<sup>[1]</sup> In recent years, the vigorous development of the digital economy, the transformation of economic structure, and public health environmental issues have jointly promoted the development of China's "new employment model". The emergence and implementation of "shared employees" among enterprises has better reconciled the dilemma of surplus and shortage of employees in some cases, and the cost of response is lower, and the negative impact of unemployment has also been reduced. At present, some provinces in China have begun to promote the "shared employees" measures and have established employee reservoirs between enterprises. Although flexible employment is being adopted by more and more enterprises, flexible employment is not suitable for all enterprises. Companies need to consider whether to use flexible employment models based on their own circumstances. Generally speaking, flexible employment is suitable for high-tech companies, high-mobility companies, and companies with greater cost pressure, such as express delivery, e-commerce, sales, housekeeping, live broadcast, education, insurance and other industries with a large number of free employments, of course there are also some Traditional industries have gradually become suitable for flexible employment.

## **2.2. Flexible Employment Models and Labor Reservoirs**

### **2.2.1. Changes in Employment Patterns-new Employment Patterns**

In recent years, the employment situation has become more severe. The rapid development of the digital economy under the Internet+ background and the economic structural transformation under the new economic normal have all raised higher challenges to the employment situation, especially the employment of college graduates and migrant workers. As the number of college graduates in China has been increasing every year, the employment problem has become particularly severe. According to public data from the Ministry of Education, there will be 8.74 million college graduates nationwide in 2020, an increase of 400,000 compared with 2019. This is the year with the largest number of college graduates in the history of China. Along with the impact of macroeconomic and public environmental health unexpected factors, some small, medium and micro enterprises have closed down, and the economic operation has been slightly stagnant compared with previous years. The employment of Chinese college graduates has become a hot issue. And such an employment situation

requires college graduates to make corresponding adjustments. On the one hand, the number of jobs corresponding to graduates' majors is reduced. In order to reduce risks and costs, companies prefer to recruit workers with labor experience; on the other hand, actual employment often has a certain generational gap with the knowledge learned in the classroom on campus. So, college graduates are also facing the problem of adjusting to their professional fields. The unstable employment situation and fewer jobs have made some college graduates in China feel anxious. This sentiment is mainly derived from the change in recruitment forms and the reduction of internship and recruitment opportunities.

### **2.2.2. Establish Labor Reservoirs to Solve More Employment Problems**

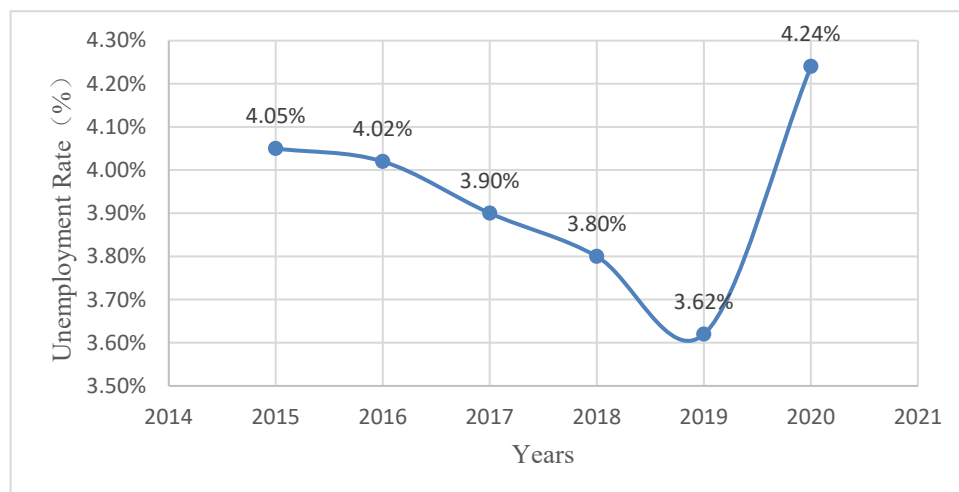
The main beneficiaries of this strategy of flexible employment are patients, returning home employees and other self-employed persons, online employees, platform intermediaries and freelancers. However, the low threshold and strong substitutability of flexible employment, coupled with the long-term influence of external sanitary environmental factors, people who adopt these employment methods may not be able to guarantee job stability and face the risk of unemployment at any time. Therefore, the establishment of employee reservoirs can quickly and effectively solve some temporary unemployed people, and at the same time help companies that lack employees to solve the problem of shortage of manpower. For example, in 2020, the catering industry will be hit hard by the reduction of citizens' out-of-home activities, and enterprises will have employment problems, such as the employment and distribution of personnel. Taking Xibei as an example, the phenomenon of employees having nothing to do has appeared in traditional catering companies, but at the same time, people's willingness to go out to purchase has turned to online group buying, which has led to online fresh food stores such as Hema and other online fresh food stores with insufficient staff. The problem. In this case, in order to make better use of the existing staff and no longer spend extra money to hire more employees, Xibei has about 1,000 employees who have nothing to do and are transferred to the box office. This employment method supports the measures of "employee reservoir" and "flexible employment", and has also improved the country's employment situation in this situation. Immediately afterwards, many other companies and enterprises also implemented the strategy of "shared employees". From the current point of view, the establishment of labor reservoirs in China has a good momentum, and 20,000 have become a flexible employment force. In the future, the employment problem of more unemployed citizens will be gradually solved.

## **3. A Large Number of People Need to be Reemployed in the New Era**

### **3.1. Lack of Jobs. The Employment Situation is Grim**

#### **3.1.1. The Downward Pressure on National Economic Operations is Relatively High**

At present, due to the consolidation of the results of economic development and public health prevention and control, certain results have been achieved in alleviating employment pressure. However, due to the greater uncertainty in economic development, the employment situation is still uncertain. From the perspective of development in 2020, China's economic operation is under greater downward pressure, resulting in a decrease of 13.1% in the added value of the accommodation and catering industry in 2020 compared with 2019; the total number of passenger transportation is 9.7 billion, a year-on-year decrease of 45.1%; The employment population was 11.86 million, a decrease of 1.66 million from 2019. The unemployment rate in 2020 was 5.6%; at the end of the year, there were 11.6 million registered unemployed persons in urban areas, and the registered unemployment rate reached 4.24%, as shown in the figure below. [2]



**Figure 1.** 2015-2020 National Urban Registered Unemployment Rate Change Trend Chart (%) (Data source: China Intelligence Network)

### 3.1.2. Insufficient Ability of Smes to Absorb Employment

In 2020, due to public health and safety issues, industries such as small and medium-sized enterprises, schools, and tourism will be greatly affected, which will also have a negative effect on the coherent operation of the overall industrial chain. At the same time, other countries around the world have also been affected to varying degrees, and international trade frictions occur from time to time, all of which pose challenges to import and export enterprises. The recent expectations of enterprises are unstable. They are relatively conservative in their investment in human resources and production capacity. They are more interested in recruiting experienced and skilled workers. The employment threshold has increased and their ability to absorb employment has been greatly reduced. But at the same time, it also brings many opportunities to the domestic economy, such as export opportunities industries, export transformation and quality improvement, increased investment, vigorously attract foreign investment, and the global economy is dominated by domestic cycles. This also provides new opportunities for the employment recovery of SMEs.

## 3.2. Reemployment and Newly-increased Employees Need Positions

### 3.2.1. A Large Number of Migrant Workers Return to Their Hometowns and Need New Jobs in Their Hometowns

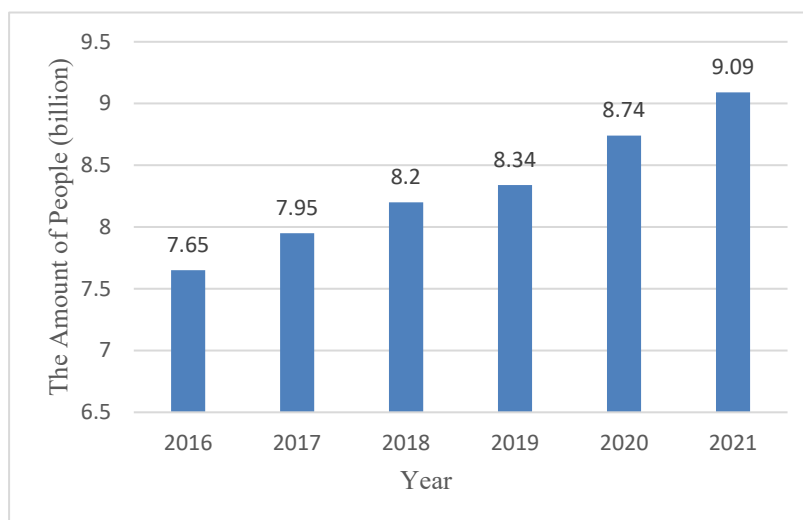
In recent years, the digital economy under the Internet+ background has developed rapidly. While reducing jobs in traditional industries, it has also created more new jobs in new industries. In addition, jobs based on the Internet platform are not limited by space and location, giving more small and medium-sized cities and townships provide more work scenarios. The industrial upgrading and transformation of the new economic normal has adjusted and optimized enterprises and industries with overcapacity, which also prompted some workers to change their jobs. Coupled with the influence of public health factors, the adjustment and resumption of work in various places have also had a significant impact on the service industry, construction industry, manufacturing industry and other industries. The main body of migrant workers is a typical representative. However, it is relatively difficult for them to return to work. Millions of migrant workers face this problem and can only stay in villages and towns to find jobs. The main groups are migrant workers in the catering industry, wholesale and retail, and farmers who are about 45 years old and lack professional skills. On top of this, migrant workers returning to the city are facing difficulties such as reduced housing security, difficulty in going out to find work, increased living costs, and risks to health protection. Under the epidemic, the overall income of famous agricultural workers has decreased, and migrant workers still need



more jobs. The "Report on the Implementation of Beijing's 2020 National Economic and Social Development Plan in the First Half of the Year" addresses this issue in a targeted manner. Beijing has done a solid job of "sex stability" and fully implemented the "six guarantees" task. Encourage small and medium-sized enterprises to adopt a new mode of flexible employment, actively adopting shared employees and part-time work to enrich the work scene. On the one hand, it reduces the daily operating pressure of small and medium-sized enterprises; on the other hand, it also provides jobs for more workers to reduce the negative impact of unemployment. At the same time, Beijing is also actively taking a number of measures to help small, medium and micro enterprises stabilize their jobs. In the first half of this year, it returned 2.6 billion yuan of unemployment insurance premiums to 42,000 enterprises, involving 4.335 million people. In addition, the "Jingxun nail" vocational skills training management service platform was used to increase the skills bargaining chip of employees by means of skills enhancement and vocational training. The number of employees involved reached 300,000 and related subsidies were given to enterprises to encourage enterprises to provide employees with more stable positions. At the same time, from February to June, 80.65 billion yuan of pension, unemployment, work-related injury and employee basic medical insurance premiums were reduced or exempted. [3]

### 3.2.2. The Number of University Graduates is Increasing Year by Year, and the Demand for Employment is Relatively Surplus

According to statistics, the number of college graduates in China has gradually increased in recent years. As shown in the figure below, the number of college graduates in China was about 9 million in 2021. Although they have accumulated a certain level of knowledge, they still exist in the job market. The bottleneck problem of difficult employment for college students. In recent years, a large number of tertiary industries have developed rapidly and have become the main force in absorbing employment. The manufacturing industry is not attractive to college students, and some jobs in the manufacturing industry have higher requirements for the professional skills of the employees, which are quite different from the knowledge taught in school classrooms. College students have difficulty meeting the requirements of the enterprise in terms of experience and skills. Therefore, on the one hand, the number of college graduates has been increasing year after year, and they are facing difficulties finding jobs. On the other hand, companies have difficulty recruiting suitable jobs. Structural contradictions are prominent, and employment difficulties and recruitment difficulties coexist.



**Figure 2.** The trend chart of the number of college graduates in China from 2016 to 2021[4]

In response to the many factors that make it difficult for college students to find employment, various industries are also adjusting themselves to match the situation of college graduates employed, and have given different employment models. The Shaanxi Provincial Department of Education is a typical representative. It has launched online employment services to use the employment management platform for college graduates in Shanxi Province and the employment networks of various colleges and universities to achieve the effect of fully connecting and communicating college student job seekers and enterprises. The employment model provides more possibilities. This service has established an online employment market, explored new employment models for graduates, and helped college graduates solve their employment problems. Shanxi Province has also tapped the country's best employment resources, provided employment planning and guidance for college graduates, provided employment-themed seminars, online double selection meetings and other services, and arranged 78 large-scale online recruitment for 2020 graduates. Relevant departments of Shanxi Province stated that they will vigorously promote the online signing system to provide full employment for college graduates. But even so, college graduates in China are in a state where it is difficult to find a job after graduation, and graduates still need more positions. [5]

## **4. Flexible Employment is Developing Rapidly among Migrant Workers**

### **4.1. Farmers Solve Employment Problems by Returning to Their Hometowns to Start Businesses, Etc**

#### **4.1.1. The Fight Against Poverty has Boosted the Increase in Jobs**

Under the current multiple factors, many migrant workers are unemployed in urban areas or unable to return to work in urban areas, leading to more people returning to work and starting businesses in their hometowns. At present, there are more than 8,800 entrepreneurial carriers such as returning to their hometowns. The goal of poverty alleviation during the "13th Five-Year Plan" period is to stably realize that by 2020 the rural poor will have no worries about food and clothing, and the rural poor will have basic medical care, compulsory education, and housing security; at the same time, realize that farmers in poverty-stricken areas can have a disposable income. The growth rate of income is higher than the national average, and the indicators in the main areas of basic public services are close to the national average. China has provided some assistance to migrant workers and people in poverty-stricken areas in order to achieve complete poverty alleviation. The government strongly supports farmhouse entrepreneurship, establishes agricultural greenhouses and other planting bases, and provides loans. The implementation of the above measures has gradually led China to alleviate poverty. Taking Guangxi as an example, the government provides full subsidies to the extremely poor, orphans, and unsupported children based on the total amount of fees payable, and provides payment for people over 60 years old, under 18 years old, and rural subsistence allowance recipients. 60% grant. [6] In 2019, all impoverished countries in Tibet successfully took off their hats. In 2020, Chongqing, Heilongjiang, Henan, Shaanxi, Hainan, Hunan, Hebei, Inner Mongolia, Shanxi, Jilin and other regions will gradually realize the "clearing" of poverty-stricken counties. On November 23, 2020, the 832 poverty-stricken counties in China identified by the State Council's Poverty Alleviation Office have all lifted their heads out of poverty, and the national poverty alleviation goals and tasks have been successfully completed [7].

#### **4.1.2. Flexible Employment Case**

As of the end of 2020, the number of people in Guangdong Province adopting the new employment model reached 4.06 million. They are all self-employed individuals who are insured as individuals or have no employees. Flexible employees who adopt the new employment model can voluntarily participate in the basic pension insurance and pay relevant expenses personally [8]. In practical applications, the rate of payment for flexible employees is

20%. [9] Not only that, but it is also vigorously promoting the participation of workers in Hong Kong, Macao and Taiwan who also adopt flexible employment models to participate in insurance and payment in order to obtain long-term protection. To this end, Guangdong Province has also provided clear and convenient processing procedures for its procedures. For Hong Kong, Macao and Taiwan residents who are flexibly employed in the Mainland and apply for residence permits for Hong Kong, Macao and Taiwan residents, they can apply as long as they rely on their residence permits or employment registration certificates. Insured. In the Internet age, the digital economy is booming, and the new business economy brought about by various factors has also given birth to diversified new employment models. More and more practitioners rely on new business platforms such as e-commerce, shared online car-hailing platforms, and food delivery express. Although it is different from the traditional mainstream employment model in terms of work location and organizational form, every worker can enjoy the pension protection rights through relevant measures, and safeguarding the many rights and interests of the new employment model is not only related to the smooth operation of a single enterprise, Has significant significance for the entire new business economy and the wider economic and social high-quality development.

## **4.2. There is a Lot of Room for Development of Farmhouse and Online Employment**

### **4.2.1. Farmhouse can Solve more Employment Problems**

The farmhouse catering industry solves more of employment, and there is more room for improvement. In recent years, more and more consumers want to pursue a relaxing and leisure service experience, and the farmhouse business is prosperous because of this. However, for different reasons in the past two years, many farmhouses have grown from an annual income of one million to large losses. Some farmhouse owners have made a lot of money because their business has just started booming, leading them to introduce more projects with higher consumption and increase the price of farmhouses. This also violates the relaxed and comfortable impression given by the farmhouses, and it gradually becomes unavailable. Many more people go to live in farmhouses.

For operators, scale expansion is a very positive and advantageous choice, but farms are different from industry. Industrial products are not restricted by regions. The industrial products produced can be transported to all corners of the world with logistics, but farms provide more It is service, which limits its service scope to the limited range of the surrounding area. Especially when the economic environment is not optimistic, blindly expanding the scale is not the best choice. Farmhouse and their surrounding industries can help many people solve employment problems. Its operators can also adjust their own business and management models, and manage their respective projects through cooperation with partners, and finally settle the settlement by means of profit sharing. Adjust the staff structure by reducing long-term employees and increasing flexible employment. At the same time, an incentive system can be established to mobilize the enthusiasm of employees by appropriately increasing employee wages and adding bonuses.

### **4.2.2. Internet Employment-postal Industry (Logistics) Solutions**

According to the State Post Bureau at the State Council Policy Conference this year, in the first half of 2021, the volume of express delivery in rural areas in China has exceeded 20 billion, an increase of more than 30% over the same period last year, and the total number of national express delivery has exceeded 40 billion. At the same time, the rural delivery logistics system also has outstanding problems such as insufficient terminal service capabilities and weak infrastructure. Beginning in 2014, the State Post Bureau continued to promote the delivery of express delivery to the countryside. At present, China's organized villages have basically achieved postal services between villages in 2019, and some of the major express brand outlets



have successfully covered 98% of the country's townships. In 2020, the national online retail sales of agricultural products reached 575 billion yuan, a year-on-year increase of 37.9%; the total online retail sales of agricultural products in 832 national-level poverty-stricken counties reached 301.4 billion yuan, an increase of 26% year-on-year [10]. Due to the popularity of the Internet and the development of technology in recent years, coupled with the influence of public health factors on outbound purchases, more Chinese citizens tend to place orders on the Internet. In this case, China's postal industry needs more manpower to ensure that the speed of logistics can meet the basic needs of consumers. In this way, the unemployed can join the postal industry to solve the employment problem. According to the Economic Daily, if 1 million express mails are added every year, the postal industry can create 200,000 jobs every year. According to incomplete statistics, since 2014, China's postal industry has solved the employment problem of about 1.5 million rural people; in the first eight months of 2021, it has solved the employment problem of about 150,000 people. According to the current situation, China's postal industry will solve the employment problem of more people in the future, so the postal industry has a better development prospect.

## **5. Suggestions for the Development of Flexible Employment in the New Era**

### **5.1. Vigorously Promote the Development of Farmhouses**

#### **5.1.1. Pay Attention to Norms, Encouragement and Guidance**

It is a trend for farmers to go home for employment, and the issue of "agriculture, rural areas and farmers" has become a concern of most people and government departments. The development of farmhouses has also become a general trend, because it can provide more rural people with jobs and provide rural areas with jobs. Manpower conversion has opened another path. In order to realize the poverty alleviation project in 2020, the development of farmhouses is more forward-looking, from a comprehensive well-off society to an anti-village and township program. The environment of the farmhouse is very relaxing and quiet, and it has won the love of many urban residents. Coupled with the convenient location of the farmhouse to get to the scenic spots, many tourists will choose to live in the farmhouse. To support the development of farmhouses, various localities in China have implemented different policies and measures. For example, Nonghe Township has adopted some boutique farmhouses that support fruit picking. The Nonghe Township Party Committee and Government has adopted subsidy measures, promising that the local farmhouse will receive 50% of the subsidy for each project, but it is required that each project does not exceed 100,000 yuan. For farmhouses that do not include accommodation, each family has a reward of 10,000 to 30,000 yuan; according to the reception capacity, farmhouses with less than 30 people can be rewarded with 10,000 yuan, and farmhouses with more than 50 people can be rewarded with 30,000 yuan. In this way, many families facing unemployment and no source of income are more inclined to develop farmhouses, which has helped their families and more other unemployed migrant workers to find jobs again. [11]

#### **5.1.2. Strict Operating Standards and Supervision**

Although farmstays are one of the effective ways to solve the employment problem, operating farmstays is not without requirements. Farmhouses need to meet sanitation standards, because many existing farmhouses have touched on pollution problems such as garbage disposal, and long-term garbage disposal methods will cause environmental and land pollution. In November 2019, 528 farmhouses near Yangcheng Lake were found, but 71 of them were closed for undocumented and unlicensed [12]. Farmhouses need certain policies to manage them, then, so that they can better and more effectively solve the employment problem of more people without polluting the environment. There are many supervisory measures, such as inspections,

complaints, penalties, etc. In order to save money, many farmhouses use towels used by customers to wipe off the dirt on some facilities, which makes the hygiene problems of farmhouses worrying. In response to this situation, the relevant departments can regularly send people to follow up on the sanitation of the farmhouse, and can silently supervise their work in a place where employees cannot see it, so that the most real operating situation of the farmhouse can be obtained. If it is found that the corresponding farmhouse does not entertain guests in accordance with the sanitary standards stipulated by the state, the relevant department can directly fine the corresponding farmhouse. The amount may be slightly higher. While punishing these farmhouses, it also warns other farmhouses not to underestimate the hygiene problem.

## **5.2. Relevant Policies should be Improved for the Protection of the Rights and Interests of Flexible Employment Personnel, Mainly Migrant Workers**

Under various circumstances, China has implemented policies to support self-employment, encourage more people to work flexibly, and solve the problems of unemployment and difficulty with employment in the current society. These policies include lowering the threshold, strong support, excellent service, and promotion of incubation.

Lowering the threshold is to apply for free business licenses and cancel administrative and institutional fees related to flexible employment for those eligible to sell agricultural and sideline products, daily necessities or engage in convenient labor activities in designated places and time. Strong support is to provide entrepreneurial secured loans and discounted interest policy support to self-employed, self-employed and small and micro enterprises. Among them, the personal loan limit has been increased to 200,000 yuan, and the loan limit for small and micro enterprises has been increased to 3 million yuan. Last year, a total of 168.1 billion yuan of secured loans for entrepreneurship was granted, and 1.02 million loans for individual entrepreneurship were granted. In addition, the government can also provide one-off start-up subsidies, tax incentives, and social insurance subsidies to eligible companies, but there are still some policies that need to be improved.

### **5.2.1. Improving Insurance Issues**

One of the employees in the employee reservoir is most concerned about insurance. Some provinces nationwide have also provided solutions and policies based on the needs of the people, such as Sichuan Province. The Sichuan Provincial Medical Security Bureau stated that in order to further facilitate the payment of flexible employment personnel, starting from the beginning of 2021, Sichuan Province flexible employment personnel can directly choose the payment grade and pay through the channels provided by the taxation department. These flexible employees pay basic medical insurance premiums for employees, supplementary medical insurance premiums, and basic endowment insurance premiums for enterprise employees, etc., and after registering with the corresponding institutions, they will no longer choose the payment grade through social insurance and medical insurance agencies, and pass directly The channel provided by the taxation department selects the payment grade, and the payment is made on a monthly or annual basis. Through such separately established rules and policies, social security for flexible employees has also been gradually improved. [13] Shanxi Province has also issued corresponding policies and stated that based on the average income of citizens provided by the National Bureau of Statistics, the range of the monthly payment base of social insurance contributions by individual employees of enterprises and institutions in the province in 2021 is determined from 3235 yuan to 16,176 yuan. Individual industrial and commercial households and flexible employees who pay basic endowment insurance premiums can choose an appropriate payment base within the upper and lower limits of the personal payment base, and the payers can choose to declare according to their income status.

Although the specific rules vary from place to place, they have considered the employment status, economic situation and future security of flexible employees from multiple aspects.

### 5.2.2. Improving Housing Issues

China has not yet given a better solution to the housing problem of shared employees and temporary employees, but the housing problem of these employees needs to be resolved quickly because it is essential for China to solve the unemployed and unempoyed population. At present, there are about 200 million migrant workers in China working in cities and towns, but due to household registration or household registration problems, even if they meet the economic standard of housing, they cannot enjoy housing security. Under these circumstances, if temporary employees do not have a proper housing policy to help them solve their housing problems, few people choose to be temporary employees, because there is no fixed place to ensure job stability. Companies should temporarily solve the housing problem of shared employees, and the state should also give policies to enable companies to pay housing provident funds for these people. The existing solution is to incorporate the housing problem of migrant workers into the housing security system, the relevant departments cooperate to establish housing communities for migrant workers, and the relevant government departments manage and formulate the rental costs for migrant workers. [14] Although there are policies that can solve the housing problem of most migrant workers and temporary workers, there are still famous agricultural workers and shared employees who have not benefited from them and temporarily have no housing. Therefore, China's housing policies for young people, new citizens, migrant workers and temporary employees need to be improved to ensure that these people who contribute to the country's development can get better treatment and living conditions.

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