



Analysis of Career Development Factors of Workers with New Employment Forms

Haoran Wang and Xiaoyang Wang^(✉)

College of Marxism, Yunnan University of Finance and Economics, Kunming, China
hrini@163.com

Abstract. Through a survey of the newly employed form of labor groups in prefecture-level cities, we analyze the basic characteristics of their masses, their occupational characteristics, and identify the factors that affect the four variables of the group's monthly income level, willingness to participate in volunteer services, willingness to participate in vocational training, and confidence in career prospects, and then provide data and theoretical support for the career development and education of the newly employed group.

Keywords: New Employment Forms Workers · Career Development · Analysis of factors

1 Introduction

This study investigates the characteristics of new industries and new employment groups in a city and the dilemmas faced by party building work by means of questionnaires and interviews, and proposes policy recommendations. The quantitative data relied on for the study are mainly from a questionnaire survey on the current situation of new industry and new employment groups in a city, which covers all counties, urban areas and functional areas under the jurisdiction of a city, and the survey targets new employment form workers in a city (mainly the three major groups of couriers, delivery workers and online taxi drivers), and the survey was conducted in August 2022, and the questionnaires were distributed through an online platform, and after data cleaning, a total of 966 valid sample of 966.

The basic idea of this study is to understand the demographic characteristics, occupational characteristics, willingness and other basic information of a city's newly employed group through the basic information questionnaire, and analyze the basic situation of the current newly employed group in a city and analyze the factors influencing the demand for vocational education through a quantitative method under the premise of obtaining sufficient samples.

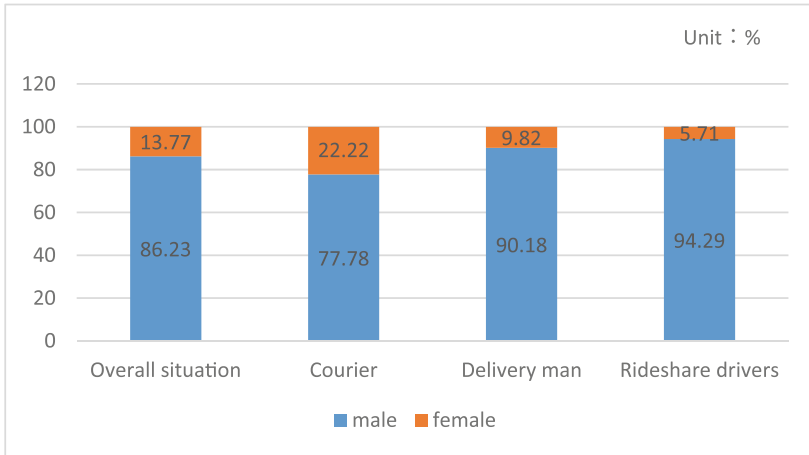


Fig. 1. Gender distribution of the three employment groups

2 Basic Characteristics of Newly Employed Workers in a City

2.1 There Are More Men Than Women Among the Newly Employed Workers.

On the whole, the proportion of male workers in a city's new employment pattern is 86.23%, while the proportion of female workers is only 13.77%. This indicates that the vast majority of those working in a city are men in courier, take-away food delivery and online taxi. Among the three types of occupations, the largest proportion of women is couriers, 22.22%, and the smallest proportion is net car drivers, only 5.71% (Fig. 1). This indicates that the new employment group in a city is dominated by men. According to the statistics, combined with the feelings of the research team in the field interviews and research, it is not difficult to find that one of the main reasons for this phenomenon is that the courier, delivery and online taxi industries are more arduous and require long hours of riding or driving around outdoors, which is more challenging for women.

2.2 "POST-70s" to "Post-90s" Are the Main Force of New Employment Workers

In a city, the age range of newly employed workers is mainly concentrated in the 31–40 range, accounting for more than half of the total, at 51.08%, followed by the 41–50 range, accounting for 23.95% of the total. Practitioners aged 20 years and below and 50 years and above accounted for a lower percentage. Specifically for different occupations, the highest proportion of couriers and delivery workers, aged 31–40, were 49.25% and 54.39% respectively, while the group of online taxi drivers was significantly different from the group of couriers and delivery workers, with the highest proportion of the age range of 41–50 years old, with a proportion of 47.14%, in the group of online taxi drivers, the number of people aged 50 and above accounted for Among the three groups, the highest proportion of young people aged 21–30 is among the takeaway workers (Fig. 2).

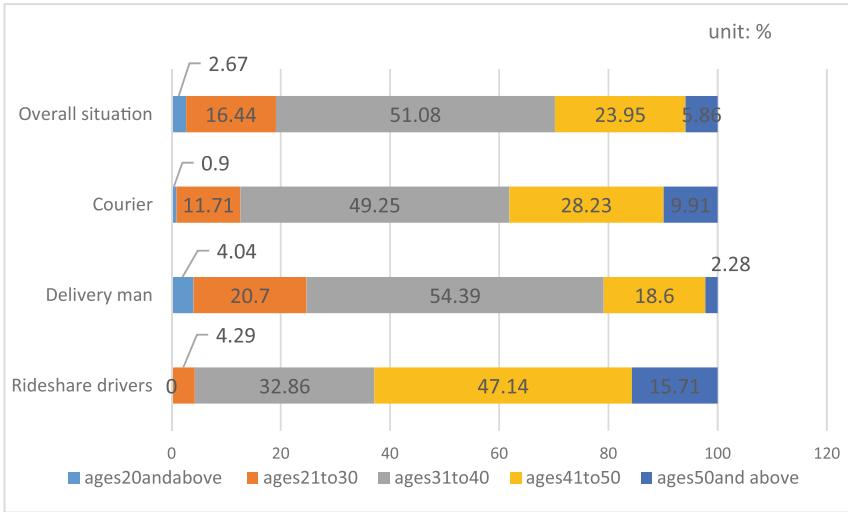


Fig. 2. Age group distribution of the three employment groups

2.3 The Educational Level of Workers in the New Employment Pattern is Generally Low

On the whole, the distribution of the educational level of the newly employed workers in a city is 25.49% for junior high school and below, 56.83% for high school, junior college or senior college, 14.18% for college specialist, and 3.49% for college undergraduate and above. The education level of the workers themselves is mainly concentrated in high school, junior college or high school and junior high school and below, accounting for 82.32% of the total. In terms of the specific situation of the three occupations, couriers, delivery workers and online taxi drivers have the highest percentage of those with high school, junior college or senior college education, and the three occupations show obvious consistency. In the education interval of junior high school and below, the percentage of delivery workers and online taxi drivers is significantly higher than that of the courier group. In addition, in all three occupations, there are a small number of people with bachelor’s degree or above. Whether this group of employees is mainly part-time will be further analyzed in the later section.

3 Occupational Characteristics of Workers in a City with New Employment Patterns

3.1 Except for Online Taxi Drivers, the New Employment Pattern Workers Are Mainly Full-Time Workers, and the Proportion of Part-Time Workers is the Highest Among Those with BACHelor’s Degree or Above

According to statistics, among the three types of occupations engaged in by newly employed workers, all of them are mainly full-time, accounting for 87.46%. The proportion of full-time workers among couriers is the highest among the three types of

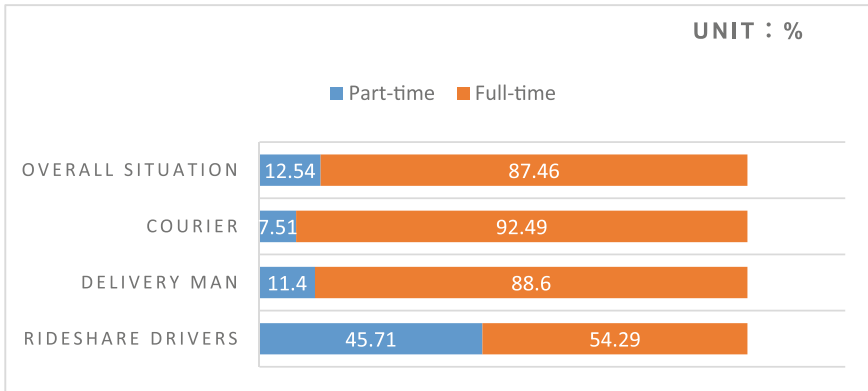


Fig. 3. Distribution of part-time and full-time employment of three types of employment groups

occupations, reaching 92.49%. The lowest proportion of full-time workers among the three types of occupations is the group of online taxi drivers, with a full-time proportion of 54.29%, which is significantly lower than the average of the three occupations (Fig. 3), indicating that a larger proportion of online taxi drivers are part-time workers, indicating that the occupation is more demanding than the other two occupations. This indicates that the requirements of this occupation are more flexible than those of the other two occupations. In addition, according to the statistical results, it can be found that among the practitioners of different education levels, the group with the highest proportion of part-time jobs is the group with bachelor's degree and above, with 17.65% of part-time jobs, followed by the group with junior high school education and below, with 16.53% of part-time jobs. Because the number of employees with bachelor's degree or above in the three types of occupations is originally small, the proportion is only 3.49% (Fig. 3), combined with the actual visit of the research team, it can be seen that this part of the personnel are mainly college students using summer part-time jobs, as well as the new business enterprises engaged in business management.

3.2 There is a Big Difference in the Stability of the Three Types of Occupations

Among the three types of occupations, the number of people who have been working for more than two years is the largest, accounting for 39.57%, followed by the number of people who have been working for 1–3 months, accounting for 21.69%. It can be shown that nearly 40% of the people in the three types of occupations are engaged in the occupation for a long time (more than two years), and more than 20% of the employees are just starting out. Among them, the highest percentage of couriers who have been in the profession for more than two years is 64.86%, and the lowest percentage of those who have been in the profession for more than two years is the take-away workers, which is only 23.86% (Fig. 4). It can be seen that couriers are less mobile and more stable than the other two professions, while the proportion of people who have been in the industry for 1–3 months is 30.88%, which exceeds the proportion of the other two industries and the proportion of people who have been in the industry for more than two

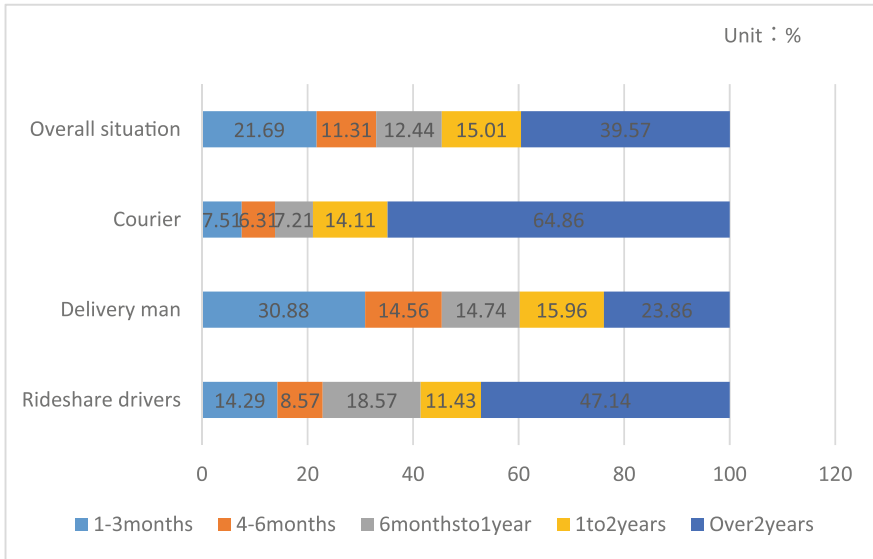


Fig. 4. Duration of employment of three types of employment groups

years, indicating that there is a large turnover of people in the delivery industry and not many people can be engaged in the industry for a long time.

3.3 The Average Daily Working Hours of Workers in New Employment Forms Are Generally Longer

On the whole, the average daily working hours of new employment workers in a city is 80.88% for those who work more than 8 h a day and 54.22% for those who work more than 10 h a day, which is more than half, intuitively reflecting the greater labor intensity of these three types of occupations. Among them, the proportion of people working more than 10 h a day is relatively close to that of couriers and delivery workers, 49.85% and 45.79% respectively, and the proportion of people working more than 10 h a day in the group of online taxi drivers is the lowest among the three occupational groups, only 18.57%. This indicates that the working hours of the group of online taxi drivers are generally shorter and more flexible, which is also consistent with the research finding that this group has the highest proportion of part-time jobs.

4 Analysis of Factors Related to the Career Development of Workers in a City with New Employment Patterns

The main analysis approach taken in this part is correlation analysis. Correlation analysis is a statistical analysis method to study the correlation between two or more random variables of equal status, so as to measure the closeness of correlation between the variable factors. This part tries to find out the factors affecting the four variables of

monthly income level, willingness to participate in volunteer service, willingness to attend vocational training, and confidence in career prospect of newly employed workers through correlation analysis, and then provide data and theoretical support for career development and education of newly employed groups.

4.1 Analysis of Factors Influencing Monthly Income

In our research, we are committed to understanding what factors mainly affect the income level of newly employed form workers in a city. In order to clarify this issue, the group set relevant questions and options in the questionnaire, and then analyzed whether the monthly income level was related to these factors. After compiling and analyzing the questionnaire data, the results show that there is a significant positive correlation between the monthly income level of the newly employed group and factors such as gender of the worker, part-time or full-time, whether or not to purchase accident insurance, and the number of working hours per day; there is a significant negative correlation with age; and there is no correlation with factors such as one's own education level, the highest education level of parents, marital status, the number of children, and the duration of employment. There is no correlation between the factors of education level, parents' highest education level, marital status, number of children and length of employment.

4.2 Analysis of Factors Influencing Willingness to Participate in Volunteerism

We also studied which factors are related to the willingness of newly employed form workers to participate in community volunteering. After data analysis, we found that there is no significant correlation between the willingness of the newly employed group to participate in community volunteering and factors such as political outlook, their own education level and the highest education level of their parents. There were positive correlations with age, marital status, number of children, number of siblings, length of employment, whether they were entitled to "five insurance and one fund", recognition of work, and family recognition of work. There is a significant negative correlation between part-time and full-time work, working hours, working hours per day, monthly income level, and whether there are unpleasant experiences in work.

5 Conclusions

The analysis found that there is a significant positive relationship between the confidence of the newly employed workers in the prospect of their occupation and their age, the convenience of their home address, their monthly rest time, whether or not they have accident insurance, whether or not they are entitled to "five insurance and one fund", their recognition of the job, and their family's recognition of their job. There is also a positive relationship between There is a significant negative correlation between gender, average daily working hours, and the frequency of very unpleasant experiences at work; there is no correlation between their education level, parents' highest education level, marital status, children's status, part-time or full-time work, working hours, and monthly income.

References

1. Yang S. B. Strengthening the protection of workers' rights and interests in flexible employment and new employment forms [J]. *Administrative Reform*, 2022 (12)
2. Renyao Zhong. How to protect the labor security rights and interests of people employed in new forms of employment [J]. *People's Forum*, 2021(21)
3. Gongcheng Zheng. Weaving a solid protection net for 200 million flexibly employed people [N]. *Outlook*, 2022-05-30.
4. Wei J., Research on the Protection of Workers' Rights and Interests in New Employment Patterns under the Perspective of Incomplete Labor Relations [J] *Academic Forum*, 2023-03-10
5. Ye Shuheng. On the Obligations of Workers in New Employment Patterns in the Platform Economy [J] *Journal of Xinjiang Open University* 2022,26(04)
6. Zhu Meng. Exploring the economic reality standard of labor relations recognition in the platform economy--Based on the UK Youbou case law [J]. *Financial and Trade Research*, 2022(04):15-24

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

