



Legal Issues and Protective Measures of Emerging Labor Relations in the “Internet Plus” Employment Model: A Multidimensional Study Based on an Empirical Model

Yongchao Cai

Wuhan University of Science and Technology, Wuhan, China

960671277@qq.com

Abstract. The report to the 19th National Congress of the Communist Party of China manifestly upholds “strengthening support for flexible employment and new forms of employment and safeguarding the rights and interests of informal employment workers,” providing avenues for the development of labor relations in the new era and highlighting the importance of balancing the efficiency of flexible labor with the protection of workers’ rights while enhancing employment quality. However, the current labor law system still faces numerous practical hurdles when addressing employment relationships on Internet platforms. In judicial practice, due to the complexity of evidence identification and the ambiguity in responsibility allocation for labor relations, it is challenging to fully safeguard workers’ legitimate rights and interests. Meanwhile, enterprises also grapple with the dual pressures of employment compliance and cost control. To this end, this paper delves into the legal issues and protective measures concerning emerging labor relations in the “Internet Plus” employment model. It collects 508 relevant case data publicly available on China Judgments Online from 2018 to 2023, constructs a Logistic regression model for empirical analysis, and integrates findings to aim at establishing a more solid legal foundation for the evolving online employment ecosystem.

Keywords: Internet Plus; Employment Model; Logistic Regression Model; Emerging Labor Relations; Legal Issues

1 Introduction

The digital economy, epitomized by “Internet Plus,” has rapidly emerged as a new engine of economic growth, ushering in a wealth of novel employment opportunities in society. According to statistics, as early as 2023, China’s flexible workforce had reached approximately 200 million individuals. This figure underscores the rapid development of new employment forms and the increasing flexibility of labor arrangements. In the “Internet Plus” era, the platform economy, encompassing ride-hailing, food delivery, and home services, has spawned numerous new labor forms characterized by flexibility and diversity. These forms differ significantly from traditional labor relations in terms of employment management, working hours, and com-

© The Author(s) 2025

G. M. Lee et al. (eds.), *Proceedings of the 2025 4th International Conference on Bigdata Blockchain and Economy Management (ICBBEM 2025)*, Advances in Intelligent Systems Research 195,

https://doi.org/10.2991/978-94-6463-742-7_30

pensation. However, the rights and obligations between platform companies and gig workers are exhibiting an increasingly blurred trend of “de-labor relationization,” and the identification of labor relations is challenged by complex evidence, ambiguous burden of proof, and inconsistent adjudicatory standards.[1]

1.1 Discussion on Labor Legal Issues in the “Internet Plus” Employment Model

The numerous legal challenges faced by new labor relations in the “Internet Plus” employment model have highlighted significant deficiencies in the application of the existing labor law framework. Whether from the perspective of protecting workers’ rights, clarifying the responsibility boundaries of employers or platforms, or addressing specific labor dispute resolution mechanisms, traditional legislation, and judicial practice encounter partial issues.

According to the statistics and analysis of the relevant data of China Judgment Documents Network. In China, labor disputes are positively correlated with the scale of employment. For example, when the number of workers in the eastern region increased from 120,000 to 320,000, the number of dispute cases increased 4.1 times; The western region is growing faster but from a lower base, reflecting the accumulation of legal risks in emerging markets. Policy intervention has a lag effect, and the improvement of social security coverage and the growth of the number of policies after 2019 show a 1-2 year delayed response. Regional development is uneven, the contract signing rate in the east increased from 0.35 to 0.45, significantly higher than the increase from 0.15 to 0.25 in the west, and the weekly working time of 60 hours in the west was higher than that of 52 hours in the east, reflecting the difference in labor intensity. There are also risks to platform expansion, with the number of platform companies growing at an average annual rate of 18%, but the coverage of dispute resolution mechanisms only increased by 7%, as shown in fig.1. [2]

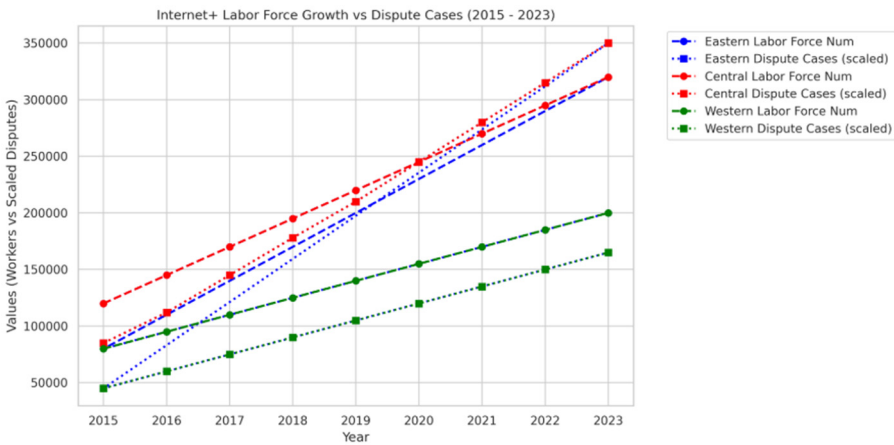


Fig. 1. Internet+ Labor Force Growth vs Dispute Cases

1.2 Realistic Dilemmas in the Protection of Workers' Rights

(1) Lack of Basic Labor Guarantees. In the framework of traditional labor relations, workers typically enjoy stable social security and benefits outlined in their labor contracts. However, within the new forms of business under the “Internet Plus” era, the relationship between workers and platform enterprises in the platform economy frequently falls short of being fully recognized as labor relations, rendering it challenging to implement rights and benefits related to insurance, vacations, wages, and other aspects.

(2) Lagging Standards for Determining Labor Relations. Albeit with China’s regulations and policies, such as the Labor Law of the People’s Republic of China, Employment Contract Law of the People’s Republic of China, alongside the Notice of Issues Concerning the Establishment of Labor Relationships issued by the former Ministry of Labor and Social Security, these primarily hinge on traditional “subordination” criteria for judgment. In a nutshell, courts or arbitration institutions primarily determine whether a labor relation exists between workers and employers by examining aspects of personal, economic, and organizational subordination.

(3) Abstraction of Subordination Standards. The core principle of “subordination” in determining labor relations also faces difficulties in practical application. This arises from the fact that “subordination” can either emphasize control over the labor process or focus on the ownership of labor outcomes, making it difficult to establish a clear intensity or threshold for determination. When hearing related disputes, courts must make highly subjective value judgments within the context of specific cases. For workers who do not fulfill traditional standards of “strong subordination” but clearly exhibit some degree of economic dependency or platform management, their legitimate rights and interests are easily overlooked in this ambiguous zone.[3]

1.3 Ambiguity in the Boundaries of Employer and Platform Responsibilities

(1) Limitations of the traditional Dichotomous Structure. Currently, the determination of the relationship between workers and employers primarily abides by a binary classification of “labor relations” and “service relations.” Yet, in the gig economy, platforms and workers often fall somewhere between these two categories. Platforms may use algorithms and rules to manage and evaluate workers, while simultaneously emphasizing their status as “individual contractors” to avoid responsibility. This ambiguous positioning prevents workers from benefiting from many protections afforded by labor relations and also complicates the straightforward application of purely civil “service relations.” In judicial trials, the limitations of the dichotomous approach directly lead to differing verdicts in similar cases, harming workers’ rights and posing legal risks for platform enterprises.

(2) Classification of the “Three-Category Employment Relationship”. To tackle the shortcomings of the preceding dichotomous structure, the Guiding Opinions attempt to propose a three-category model at the legal level: “conformity to labor relations – incomplete conformity to labor relations – conformity to civil relations,” aiming to decouple the determination of labor relations from the protection of workers’ rights. In the first category, where labor relations are fully met, platform enterprises must fulfill legal obligations such as signing labor contracts and contributing to social insurance. In the second category, where labor relations are not fully met, enterprises must provide basic safeguards such as occupational injury insurance. For the third category of flexible workers who are purely in civil relations, the civil legal framework applies.[4]

(3) Multiple Obstacles in Determining Platform Responsibilities. When employment forms transcend the traditional scope of employers and workers, platforms often question whether they need to fulfill responsibilities such as contributing to social insurance and recognizing occupational injuries under crowdsourcing, outsourcing, or algorithmic management. However, current laws lack a systematic definition of platform enterprises as a subject, allowing them to often reduce their obligations in labor disputes by invoking their status as “partners” or “independent contractors,” further exacerbating the risks to workers’ rights.

1.4 Inadequacies of Resolution Mechanisms on Labor Disputes

(1) Frequent and Complex Disputes. The development of new “Internet Plus” business models has led to a continuous surge in the number of labor disputes, with groups such as ride-hailing drivers and food delivery riders having numerous demands related to labor compensation, work-related injury compensation, and social security benefits. However, the traditional arbitration and litigation procedures for labor disputes are not fully applicable to these highly flexible employment models. Whether a stable labor contract relationship exists between employers and employees is often crucial in such cases, but a significant number of new types of disputes are precisely stuck at the bottleneck of being “unable to determine labor relations,” resulting in many rights protection issues remaining unresolved for an extended period.

(2) Inadequate Regulatory and Rights Protection Channels. Platform enterprises exhibit characteristics such as “micro-enterprises, decentralization, and online operations” when juxtaposed with traditional enterprises, which make it difficult for labor inspection departments to gain an in-depth understanding of employment information during routine supervision and to promptly identify and address infringement facts. Furthermore, when workers attempt to protect their rights through legal channels, they often find themselves in a dilemma of evidence presentation due to the absence of a stable labor contract and evidence. Even if workers eventually enter arbitration or judicial procedures, due to the current labor law’s lack of a clear institutional response to emerging employment models, there remains considerable uncertainty in the adju-

dication results. Table 1 includes typical cases, with details on the factual basis of the adjudication, dispute focuses, and the court’s judgment.

Table 1. Typical cases of labor legal issues in the “Internet Plus” employment model.

Case No.	Case background	Dispute focus	Court’s judgment
Shanghai 0115 First-instance Judgment in Civil Case No.7610 (2020)	Since 2019, Plaintiff Zhao has been registered as a delivery rider on a food delivery app platform, who has signed the Food Delivery Cooperation Agreement in which the platform explicitly refers to riders as “partners” rather than “employees.” When Zhao was involved in a traffic accident during a delivery, his application for work-related injury recognition was denied by the Human Resources and Social Security Bureau.	The questions to be addressed include whether the platform exercises strict control over riders’ order acceptance, attendance, and order assignment; whether riders receive a stable income or a fixed salary, or earn commissions per order and are responsible for their own profits and losses; and whether the parties retain the substantive conditions for a de facto employment relationship.	The court of first instance found that Zhao arranged his own working hours and enjoyed a high degree of freedom in accepting orders. While the platform had rating, evaluation, and order assignment rules, these leaned more towards management through technological means. Riders’ compensation primarily consisted of a “per-order payment plus platform incentives” model, with no basic fixed salary.
Zhejiang 01 Final Judgment in Civil Case No. 3824 (2021)	Delivery rider Wang, who signed a Labor Service Outsourcing Agreement with a delivery company affiliated with a food delivery platform, was required to report daily to the company, wear a uniform, and use unified delivery equipment. Wang’s wages were paid according to a “basic salary + order volume commission + performance bonus” model. When Wang was involved in a traffic accident while making a delivery, he was not recognized as having suffered a work-related injury during the administrative ruling phase, prompting him to sue for recognition of a de facto employment relationship with the delivery company and entitlement to work-related injury benefits.	Notwithstanding the agreement between the parties specifying “outsourcing” or “cooperation,” the question arises as to whether the daily operations possessed the substantive elements of employment. This includes whether the company scheduled riders, evaluated their performance, conducted training, provided uniforms, and issued equipment.	The court of first instance tentatively recognized the existence of an employment relationship, citing the following reasons: 1) riders were required to attend morning meetings at a designated location daily and receive unified task assignments from team leaders; 2) riders wore company uniforms throughout their shifts, used company-provided delivery boxes and electric vehicles (either rented or provided by the company), and were not allowed to lend these items to others; and 3) the company had specific punishment regulations for tardiness, early departure, missed orders, and customer complaints. The court of second instance upheld the first instance’s ruling, recognizing the existence of an

Guangdong 0104
First-instance
Judgment in
Civil Case
No. 9542
(2020)

Streamer Liu signed an *Anchor Agency Cooperation Agreement* with a live streaming platform, under which the platform deducted 35% of tips as a “technical service fee,” with the remaining 65% constituting the streamer’s income. The agreement stipulated that the parties were merely “partners,” with the streamer responsible for planning their own content, while the platform was not responsible for a base salary. Subsequently, Liu was penalized by the platform for “failing to meet the required streaming frequency” and had their cooperation unilaterally terminated. Liu sued, arguing that in reality, their daily streaming schedule was arranged by the platform’s agents, and streaming topics needed platform approval, thereby requesting recognition of an employment relationship and compensation for economic losses upon termination of the employment contract.

The court examined whether the platform’s management of streamers was based on “industry norms and content review” or “personnel management and mandatory scheduling.” It also considered whether streamers relied solely on tip commissions or had a base salary or guaranteed income constituting a “wage.” Additionally, the court assessed whether streamers could broadcast on other platforms or if there were exclusivity clauses.

employment relationship and confirming Wang’s entitlement to work-related injury insurance benefits.

After hearing the case, the court found that although the platform had certain review and management responsibilities towards streamers, these were primarily based on legal and regulatory requirements for content compliance rather than traditional personnel management. Liu failed to provide evidence that the platform paid a base salary or imposed strict labor discipline evaluations. Ultimately, the court did not support Liu’s claim for recognition of an employment relationship, ruling that the platform was required to settle tips according to the agreement but was not liable for economic compensation.

2 Analysis of Factors Influencing the Determination of Labor Relations: A Logistic Regression Model

2.1 Research Background and Data Sources

In disputes related to labor on Internet platforms, the determination of labor relations is a pivotal issue in judicial practice. This study constructs a Logistic regression model, using data from 508 relevant judicial precedents publicly available on China

Judgments Online from 2018 to 2023, to quantitatively analyze the key factors influencing the determination of labor relations. The data fields encompass contract type, average daily working hours, workers’ dependence on platform income (as a percentage), and the platform’s control intensity over the labor process (assessed using a Likert 5-point scale), as shown in table 3.

(1) Model Construction and Parameter Interpretation. The dependent variable Y is denoted as the outcome of labor relation determination ($Y = 1$ indicates affirmation, $Y = 0$ otherwise). The independent variables include contract type X_1 (a dummy variable where 1=written contract), average daily working hours X_2 , income dependence X_3 (a categorical variable: 1 for >70%), and platform control intensity X_4 . The model is expressed as:

$$\log\left(\frac{P(Y = 1)}{1 - P(Y = 1)}\right) = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4$$

(2) Empirical Results and Policy Implications. The regression results, presented in Table 2, indicate that income dependence (OR =7.46, $p<0.001$) and platform control intensity (OR=2.39, $p=0.003$) have significant positive effects on the determination of labor relations. It is recommended that legislation establish a quantitative threshold of “income dependence $\geq 70\%$ ” for recognizing labor relations.

Table 2. Logistic regression results.

Variable	Coefficient (β)	Standard error	p -value	Odds ratio (OR)
Contract type (written)	1.25**	0.32	0.001	3.49
Average daily working hour	0.18*	0.07	0.012	1.20
Income dependence (>70%)	2.01***	0.45	0.000	7.46
Platform control intensity	0.87**	0.29	0.003	2.39
Note: *** $p<0.001$, ** $p<0.01$, and * $p<0.05$				

2.2 Pareto Optimization of Enterprises’ Compliance Costs and Rights Protection

(1) Multi-objective Programming Model. Taking compliance investment (xx) and the level of rights protection (y) as decision variables, the following optimization problem is formulated:

$$\min Z = \alpha x + \beta D(y) \text{ s. t. } y \geq y_{\min}$$

where $D(y) = \gamma e - \lambda y$ represents the dispute costs arising from inadequate rights protection ($\gamma = 120, \lambda = 0.05$), with $\alpha = 0.6$ and $\beta = 0.4$ as weight coefficients.

(2) Simulation Results and Sensitivity Analysis. Solving for the Pareto front using the NSGA-II algorithm (Figure 2) reveals that the rate of decline in dispute costs slows when $x \geq 1$ million yuan. It is recommended that policies set a minimum level of rights protection $y_{min} = 80$ (corresponding to a compliance investment of 1 million yuan).

(3) Relationship between Compliance Investment and Rights Protection.

Table 3. Relationship between compliance investment and rights protection.

Compliance investment (Million yuan)	Dispute cost (Million yuan)	index
0.5	0.8	60
1	0.3	85
1.5	0.1	95

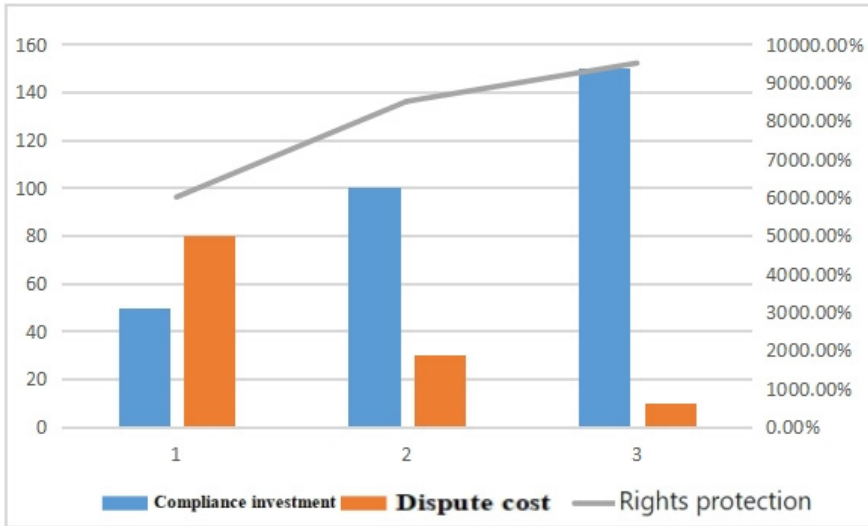


Fig. 2. Pareto front diagram for the relationship between compliance investment and rights protection.

(4) By employing Logistic regression and a multi-objective optimization model, this study uncovers the underlying mechanisms of legal issues in internet platform employment:

- (i) **Quantified determination criteria:** Income dependence and platform control intensity should serve as core indicators for determining labor relations.
- (ii) **Incentive-compatible design:** Platform self-regulation can be achieved by increasing the cost of violations and reducing the cost of rights protection.

(iii) **Dynamic equilibrium pathway:** Enterprises' compliance investment needs to be nonlinearly matched with the level of rights protection.

3 Legal Protection Measures in Employment Models

“Internet Plus” has gradually liberated the employment relationship between platform enterprises and workers from traditional constraints, yet the resulting “de-labor relationization” has given rise to challenges in safeguarding workers' rights and interests. It has become imperative to strengthen the protection of workers' fundamental rights, implement platform employment responsibilities, and innovate dispute resolution mechanisms, thereby providing a more solid legal foundation for new employment models.

3.1 Enhancement of Mechanisms for Protecting Workers' Fundamental Rights

(1) Stratified Legislation and Inclusion of Flexible Workers. The new employment relationships emerging under the “Internet Plus” industry manifest characteristics such as fragmented employment forms, diversified labor processes, and unstable employment relationships, making it difficult for the traditional labor law system to effectively regulate. In response, a “stratified adjustment” model can be adopted at the legislative level, explicitly incorporating flexible workers in informal employment but consistently providing services to platforms into the category of workers. For this group, a dedicated chapter or independent clauses should be established to highlight their differences from traditional employment relationships and to implement preferential protection in areas such as labor contract signing, labor remuneration, working hours, and rest and vacation time.[5]

Without infringement upon mandatory laws and regulations, both parties to the labor contract should be allowed to reasonably agree on work location, scheduling, and remuneration calculation methods to align with the flexibility inherent in flexible employment models. In the meantime, to prevent platforms or employers from abusing their positional advantages, fallback intervention measures for judicial and administrative supervision should be retained to forestall situations where “cooperation in name, but employment in reality” or agreements weaken workers' fundamental rights.

(2) Clarification of Workers' Subject Qualification and Rights Boundaries. China's current laws lack sufficient operational provisions regarding workers' subject qualifications, a deficiency that is even more pronounced in the “Internet Plus” model. Therefore, the principle of classifying subject capabilities in civil law in tandem with the “fact-first principle” advocated by the International Labor Organization should be adopted to include individuals engaged in real, remunerated labor within the scope of labor law adjustments. For practitioners with characteristics of “work facts” and “continuous service,” even if platforms classify their relationships as “cooperation” or “contracting,” their status as workers should not be lightly excluded. In labor disputes

or enforcement processes, reliance solely on the “formal” existence of a labor contract as the final basis should be avoided, and instead, comprehensive judgments should be made based on objective factors such as the subordination standard and actual labor conditions.

In addition, while the preferential protection of labor law is intended to serve vulnerable workers, preventing “excessive application” is equally important in the “Internet Plus” era. In legislative and judicial practice, the criteria for identifying workers should be cautiously applied based on practical considerations of labor subordination, specific job nature, and platform management level. Neither pure individual business owners nor freelancers should be uniformly considered workers, nor should the labor law protection of workers with high platform control and deep dependency be unilaterally denied.

(3) Core Guarantees for Workers’ Fundamental Rights.

(i) Right to fair employment: Platform enterprises must not set recruitment conditions that violate national anti-discrimination regulations and must not require workers to pay guarantee deposits or security deposits in any form; simultaneously, they should avoid restricting workers’ freedom to work on other platforms, ensuring equal employment opportunities.

(ii) Right to labor safety: For groups plagued by higher safety risks, such as food delivery riders and couriers, platforms should establish and improve safety production responsibility systems, reasonably set algorithm-based order dispatch rules, and implement corresponding delayed delivery and order acceptance restriction mechanisms for inclement weather or special circumstances, avoiding the sole pursuit of efficiency to the neglect of workers’ safety and health.

(iii) Right to labor remuneration: Workers’ remuneration should match their invested time and labor intensity and must not fall below the local minimum wage level. Platforms or employers must ensure timely and full payment, prohibiting unjustified delays or deductions in remuneration.

(iv) Right to rest and vacation: Platforms should allocate reasonable rest periods in order dispatch and performance evaluations, and provide corresponding subsidies or additional remuneration for night or statutory holiday work in adherence to national laws and regulations, avoiding damage to workers’ health rights due to excessive working hours.

3.2 Legalization and Standardization of Platform Employment Responsibilities

(1) Establishing the Status of Platform Enterprises as Employers or Quasi-Employers. In the realm of the “Internet Plus” model, platform enterprises often diminish their responsibilities as employers by positioning themselves as “information matchers” or “intermediary service providers.” To counteract such evasion, legislative and enforcement authorities should draw inspiration from countries like Germany by differentiating between “workers,” “similar workers,” and “self-employed individu-

als.” For “similar workers” with strong subordination, platforms can be mandated to fulfill responsibilities akin to traditional employers, such as contributing to social insurance and providing safety measures for work.[6]

(2) Concrete Implementation of Platform Responsibilities. Platform enterprises should serve as a “hub,” guiding and urging practitioners to enroll in various social insurance schemes. Government departments can collaborate with enterprises to explore options such as “targeted purchases” and “group insurance participation,” offering more convenient channels for workers to enroll in social insurance. Platforms can partner with governments, industry associations, and labor unions to establish a vocational education and training system, enhancing workers’ skills and competitiveness. Additionally, an employment registration platform combining online services with offline management can be established to capture real-time data on worker numbers, working hours, salary standards, and other core information. This will alleviate difficulties in obtaining evidence during disputes and provide a basis for subsequent labor inspections and dispute resolution.

3.3 Diversified Development of Resolution Mechanisms for Labor Dispute

(1) Improving the “Tripartite Coordination + Multi-Stakeholder Governance” Model. Adapting to the diverse dispute entities and complex types of disputes in the “Internet Plus” era, government departments, labor unions, and industry associations should jointly engage in the prevention and mediation of new labor relations, encouraging platform enterprises to actively fulfill their social responsibilities. Meanwhile, the establishment or development of industry unions combining online and offline presence should be encouraged to promptly assist workers in disputes. Governments, platforms, and workers can leverage data sharing, online dispute mediation, and other means to enhance governance efficiency, exploring the use of blockchain evidence storage or electronic arbitration.

(2) Strengthening Labor Inspection and Judicial Relief Measures. In the labor inspection process, relying on platform data and registration information, issues infringing upon workers’ rights should be identified and rectified promptly. Once violations by platform enterprises are verified, timely action should be taken to create an effective deterrent. Concurrently, for new types of labor disputes in the “Internet Plus” context, specialized arbitration or trial teams can be established to streamline hearing processes and introduce Internet tools such as online evidence presentation and remote hearings, rendering dispute resolution more efficient and targeted. Both arbitration and litigation should focus on examining the actual subordination relationship between workers and platforms. If it is proven that practitioners have a high degree of dependence on the platform or that the platform exercises substantial management and evaluation over workers, then workers should be recognized as entitled to the legal rights afforded by labor law.

4 Conclusion

Employment is of paramount importance to people's livelihoods, and the thriving of new forms of employment urgently necessitates a practical and feasible system for safeguarding workers' rights and interests. In the future, it is imperative to further establish a multi-tiered, high-standard, and widely accessible labor protection system, seamlessly integrating traditional and new forms of employment. Efforts must continue to enhance complementary mechanisms such as social insurance, labor safety, and dispute resolution. Only by steadfastly promoting the high-quality development of harmonious labor relations with Chinese characteristics in the new era, and creating favorable environments and conditions for the common prosperity of all workers, can the socio-economic value inherent in the "Internet Plus" truly be unleashed.

References

1. Feng L., Zhang W. K. D. (2025). Construction of new forms of digital labor and emerging digital labor relations[J/OL]. *Jiangsu Social Sciences*, 1-9[2025-01-28]. <https://doi.org/10.13858/j.cnki.cn32-1312/c.20250123.001>.
2. Chen X. H., Chen J. W. (2024). An empirical analysis of labor relations determination under the "Internet+" employment model[J]. *Journal of Xingtai University*, 39 (01): 57-61+68.
3. Xu L. L., Huang R. F., Liang R., et al. (2023). Research on the challenges and counter-measures in determining labor relations for gig workers in the platform economy[J]. *Guangxi Economy*, 41 (05): 53-58.
4. Zhang X. (2019). Defining labor relations in new employment models under Internet platforms[J]. *Journal of Inner Mongolia Radio & TV University*, 2019, (05): 25-28. DOI:10.16162/j.issn.1672-3473.2019.05.006.
5. China Judgments Online. (2023). Compilation of typical cases of Internet-related employment disputes.
6. Nash J. F. (1950). Equilibrium points in n-person games. *Proceedings of the National Academy of Sciences*, 36(1), 48-49.

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.

