

Research on the Standardization of Network Part-time Platform under the Internet Background

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Abstract

The online part-time market is mixed, and the protection of the rights and interests of online part-time workers has become one of the hot spots in today's society. How to standardize the operation of online part-time platforms, and establish an operation system with the platform as an intermediary and acting as a supervisor, so as to protect the legitimate rights and interests of both parties. By putting forward the hypothesis of constructing a network part-time operation system, this project attempts to solve the main contradiction between job publishers and part-time workers by taking the platform as the main body. Cooperate with relevant platforms for trial operation to obtain the feasibility of the operation of the solution. Therefore, it is officially applied to the online part-time platform and established as the flaunt of the relevant platform, so as to realize the standardization of online part-time work and protect the interests of the majority of job publishers and online part-time workers.

Keywords

Online part-time Platform; Internet; Platform Normalization..

1. Research Background

In recent years, the rapid economic development and the convenience of information technology have brought more ways and more kinds of employment opportunities. In order to reduce costs and make efficient and reasonable use of human resources, some work units have conveniently outsourced some of their work to part-time workers through the network platform. At the same time, some young workers, such as college students, are increasingly demanding part-time jobs that are simple and free in time and space. Under the joint action of both parties, the demand for independent online part-time jobs is expanding, and the types of online part-time jobs are increasing, so that the online part-time market is mixed. The protection of the rights and interests of online part-time workers has become one of the hot topics under discussion. This project aims to propose measures to standardize network part-time work and protect the rights and interests of both parties.

2. Reason for Platform Creation

What do you want to do in your free time? Couriers, couriers, online trailer drivers, short video blogs... With the rapid development of the network economy, a new form of employment "online part-time" has become popular. The new occupation related to the digital economy is becoming a new choice for many employees to take part-time jobs. Many young people take advantage of their spare time to take part-time jobs.

2.1. Many People want to be Diversified

Chen Lin studied computer application at Shenzhen University in Guangdong, and now lives a full life in his spare time. Last year, I worked as a part-time driver on the external Internet

platform. At first, he didn't know the route. He always delays delivery. Later, he learned some skills, improved the efficiency of delivering meals, and made a lot of money every month.

"Part time" usually refers to informal employment forms such as short-term employment, temporary work and flexible employment. Because of flexibility and part-time work, many people participate and earn extra income outside of work.

The development of sharing economy has transformed traditional leisure into leisure on the Internet platform. According to the China Common Economic Development Report (2021) released by the National Information Center, nearly 700000 freelancers have actively worked on the Chinese platform, creating more than 300 flexible jobs in more than 50 cities. In addition, according to the data of a takeout company, 56% of drivers have a second job, of which 26% are small entrepreneurs and 21% are skilled workers.

From digital and intelligent blockchain engineers and intelligent manufacturing engineers to online distributors and live broadcast providers affected by the "online economy", skilled, intelligent and creative part-time jobs are gradually becoming a new form of employment. Some experts believe that the new digital challenges, high incomes and better career prospects associated with these part-time jobs are very attractive to young people.

After the 1990s, she worked as a nurse for a month in a hospital in Chengdu, Sichuan Province. Every day after work, she will wear a tripod and camera as the host to recommend various delicious and interesting things to Chengdu users. Your income has greatly increased. It shows that today's young people are no longer satisfied with the "single career" lifestyle, but become "diagonal youth" and try many possibilities according to their own interests.

Why is working on the Internet so popular? Hu Ying, a professor of the Marxist School of Sun Yat sen University, believes that the emergence of the Internet platform and the application of algorithm technology have realized large-scale, accurate and effective labor supply and demand matching, which is an intermediate platform. The scope and extent of part-time workers also exceeded the previous geographical and random restrictions, and showed a large-scale trend.

2.2. Accurate Matching of Supply and Demand Information

I didn't expect to find a job so smoothly using WeChat applications. Yang Hao, a resident of Changshan Village, Yushan City, Xiangzhou District, Xianyang City, Hubei Province, wants to find a part-time job in his spare time. He heard from friends that the local government had just launched a small WeChat project called "Xiangyang Creative Home". After trying to stop, he registered his personal information and hoped to find part-time jobs in kindergartens and horticulture. Soon, an employee of the daywork office in charge of the project implementation called and said that the nursery of Xiangzhou Garden Company was recruiting dayworkers at a salary of 150 yuan per day. After preliminary training, Yang Hao quickly adapted to the bonsai cutting work. Now he plans to develop a nursery in the village. Since this year, 16000 people in Xianyang have provided temporary jobs, and an offline temporary workstation and WeChat online program "Xianyang Second Workshop" have been established.

As temporary employment is decentralized, flexible and temporary, it is necessary to accurately and effectively coordinate the supply and demand of labor force. Five departments, including the Ministry of Human Resources and Social Welfare and the Ministry of Civil Affairs, recently issued opinions on strengthening the spouse employment market and improving employment services. Suggestions on strengthening temporary employment market information services and integrating temporary employment information into national employment information services; Improve the support for information applications, strengthen the application of Internet plus, big data, cloud services, artificial intelligence and other technical means, and improve the level of part-time information services.

Support policies are growing. The Ministry of Human Resources and Social Welfare recently issued a notice on the implementation of measures to stabilize and promote employment in the

human resources service sector, suggesting innovation and development of flexible employment services. Help human resource management organizations use digital technology to innovate and adapt to the surplus and scarce labor force. Outsource human resources and other services, develop flexible employment platforms, and participate in the construction of the temporary labor market. Since the launch of "Millions of Days Online Recruitment" on July 3, nearly 15 million different job requirements have been released. Zhongshan City, Guangdong Province set up a "mother post" at the job fair to promote flexible employment of women who need to raise children through various channels; Guangxi has issued guidelines to encourage and support the construction of an online part-time labor market in the labor market and talent market. Through government service procurement, unified insurance premiums and subsidies, as well as the operation of human resource service industrial parks and human resource service facilities, the company conducts professional and market-oriented operations to provide part-time employees with comprehensive services such as employment and qualifications.

Third party platforms play an important role in obtaining part-time jobs. With big data, cloud computing, blockchain and other technologies, digital labor technology provides platform companies and employees with digital recruitment, legal protection, vocational education, sharing and compliance services.

Experts believe that with the development of the digital economy, the gradual improvement of the protection of workers' rights and interests, and the change of people's part-time employment, it will bring about greater development.

2.3. Guarantee Provided by System Innovation

"The weather is very hot, so we must go to the heat cooling station to have a rest as soon as possible. In summer, the " " of the American delegation of rider Wang Wei in Hangzhou, Zhejiang Province, always remember to pay attention to the combination of work and rest. He went to the nearby heat cooling station to get a mask and ate watermelon and chicken soup when he was free. In Shenzhen, Hangzhou, Chengdu and other cities, the health examination vehicle should timely check the physical condition of the "driver" on the road.

More and more people are concerned about the quality of employment and the protection of workers' rights in new forms of employment, including part-time employment. In recent years, relevant departments have issued a series of guidelines aimed at strengthening the supervision of algorithm application in planning platforms and new forms of employment, and strengthening the innovation of social security system, such as changing the assessment requirements of "the most strict algorithm" to "victory algorithm". Many platform companies also optimized and adjusted the algorithm rules, built thermal power plants and health checks, and cooperated with trade unions and companies to pay high temperature care fees to protect workers' rights and interests from industrial accidents. Income and health care. protect

Industry experts believe that it is necessary to strengthen relevant institutional innovation to better protect various working groups; Implement the pilot work of workplace accident protection, focusing on immediate delivery, export, travel, urban transportation and other temporary work with risks; At the same time, give full play to the leading role of trade unions and industry associations.

Zhou Haonan, deputy director of the Human Resources Research Institute of the China Institute of Labor Relations, suggested strengthening the monitoring of part-time labor market violations of workers' rights and interests, opening complaint and information channels, and improving the accuracy and timeliness of supervision. Vocational training should also be encouraged. "Internet plus" has put forward higher and higher requirements for the qualification and quality of part-time employees. They must pool public, social and enterprise resources, establish a professional and comprehensive learning platform, and provide high-quality labor for the development of the new part-time economy.

3. Platform Construction

Under the fraud of online part-time jobs such as online shopping and typists, false information is rampant and mixed with the real recruitment information. People keep away from online part-time jobs, which leads to no individual part-time workers dare to take jobs with hot outsourcing needs such as online dubbing and simple design. This project aims to solve a social problem by directly attacking social hot spots. It aims to regularize online part-time jobs, take the platform as the supervisor, reach credit terms with both parties, regulate disputes between both parties, facilitate and facilitate online part-time jobs, and protect the rights and interests of both parties.

3.1. Research on the Existing Network Part-Time Platform

It is not difficult to find that there are several problems in online part-time jobs: 1. salary. The initial purpose of part-time workers is mostly to train themselves, reduce the burden and earn a second salary. Some companies pay low salaries for part-time workers, and there is no formal labor contract. At the same time, some companies default or cut salaries, which greatly dampens the enthusiasm of part-time workers. 2. Information security issues. Part timers and job publishers often have to show their own relevant information during online part-time work, while the platform has poor information protection for users, with leakage or resale. 3. Deception. Part timers have poor legal awareness and risk prevention awareness in the process of seeking online part-time jobs, and the phenomenon of being cheated has occurred frequently. 4. Difficulty in safeguarding rights. In the process of online part-time work, part-time workers often agree to some unequal conditions because they do not know each other and listen to each other's rhetoric. In addition, there is no obvious restriction on online part-time work in the current law, which makes it more difficult for part-time workers to protect their rights in the future. Generally, job labor is not protected by appropriate laws. The fuzziness of part-time labor in current laws has led to the chaos of part-time labor market. We should strengthen the clear definition of part-time laws and regulations and formulate reasonable punishment.

3.2. Propose Solutions According to the Existing Problems of Part-Time Jobs in the Network

The existing problems of network part-time job mainly lie in the absence of supervision and standardized operation mode. We will propose more perfect solutions for salary problems, information security problems, fraud, rights protection problems from the perspective of part-time workers, publishing workers, and platforms, in accordance with the law.

3.3. Establish a New Standardized Internet Trial Operation Platform

In the mixed online part-time market, people's legitimate rights and interests cannot be guaranteed due to the lack of relevant legal supervision. A more effective solution is to build a standardized online part-time platform. While thinking about solving the problem, the platform supervision and operation mode are integrated. Pursue and imagine a new platform operation mode, avoid the above problems or propose solutions in the platform operation, use a mature operation mode to reasonably and efficiently arrange part-time network work, and protect the interests of both parties.

Acknowledgments

Funded by the Innovation and Entrepreneurship Training Program for College Students of Anhui University of Finance and Economics (S202110378600).

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