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# NEW FORMS OF EMPLOYMENT: SOCIAL FEATURES AND DEVELOPMENT TRENDS

Specialization: 5.4.2. Economic Sociology

ABSTRACT
of the dissertation for the degree of Candidate of Sociological Sciences

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**The relevance of research.** The beginning of the 21st century marked the beginning of a new technological revolution. As a result, fundamental changes are taking place in the factors of production, one of which is the "labor" factor. The Internet creates a situation that is completely unusual for a traditional economy. All types of markets, including the labor market, are undergoing a certain transformation[1]. The global transformations of the international labor market are a leading factor in the distribution of labor resources, contributing to increased mobility, thereby changing the traditional employment structure of the population that developed in the second half of the twentieth century[2].

With the emergence of the concept of a knowledge-based economy, business conditions are changing, new professions and jobs are emerging, new network forms of organizations are changing, the functioning of classical industries is changing, flexible forms and virtual labor collectives are emerging, organizations are freed from non-core activities by transferring it to temporary employees or third-party enterprises, and attitudes towards human capital are changing, and as a result, the employment model is also changing.[3].

In both Russian and Chinese sociology, employment change is recognized as one of the main components of the process of transformation of the social structure of society. With all the variety of theories and studies aimed at explaining the structural dynamics of society, based on scrupulous consideration of transformations in the field of economics, politics and culture, the overall picture of the emerging new social structure has not yet developed.

In most modern studies, globalization acts as the main factor in the spread of new (non-standard, atypical, etc.) forms of employment, and this relationship is considered from different theoretical positions. As the transition to an open market increases, the flexibility of forms of organization of social work increases, and the social and labor structure changes. According to Chinese researchers, "instead of the disappearance of classes, there was a more

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[1] Кветной Л.М. Дистанционная занятость: взгляд из 2010 года // Мир новой экономики. 2010. № 3 (9). С. 18-22.

[2] Ваховский Е.В. Изменение содержания занятости населения в условиях инновационного развития экономики и роста международной миграции // Вестник Волжского университета имени В.Н. Татищева. 2015. №3 (34). С. 40–46.

[3] Катульский Е.Д. Развитие человеческого капитала в условиях экономики знаний // МИР (Модернизация. Инновации. Развитие). 2013. №15. С. 74-78.

fractional global transformation of employment appeared"[4]. Following Chinese sociologists, the possibility of re-evaluating theoretical approaches to the problems of social stratification and new forms of labor organization is recognized by scientists from all over the world[5].

The social processes of nowadays which most closely related to the problem of the emergence of new forms of employment are:

1. Radical restructuring of the social structure: (the changes affected the economic, political, socio-cultural subsystems, as well as the idea of ecological civilization).

2. The transition to a new degree of development is due to the achievement of a qualitatively different level of "knowledge intensity". This leap-like process changes the ratio of the material and intellectual components of civilization, shifting the balance in favor of the latter.

3. The boundaries of organizations' activities in connection with mergers, acquisitions, transfer of orders to subcontractors, as well as under the influence of new flexible forms of organization of production processes are in continuous motion, which, among other things, directly affects the stability of employment and job dynamics.

4. In an industrial society, the vast majority of people relied on utilitarian incentives caused by the need to satisfy various material needs, but with the transition to a post-industrial society with an increase in the material well-being of the population, people's material needs slowly but surely recede into the background in the system of labor motivation (this is especially noticeable in the so-called creative industries).

For some workers, especially young ones, non-typical employment is associated not only with the freedom to manage their own time, but also with the processes of planning their lives, work, and self-realization in various fields. However, new forms of employment also create a range of social problems related to the precariousness of work (decreased or even no social security, loss of vertical career prospects, lower wages, and a blurred professional identity, among others)[6].

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[4] У Яо Особенности динамики социальной стратификации современного китайского общества: дис. ... канд. социол. наук: 22.00.04. - Моск. гос. университет, Москва, 2018 - 197 с.

[5] Катульский Е.Д. Развитие человеческого капитала в условиях экономики знаний // МИР (Модернизация. Инновации. Развитие). 2013. №15. С. 74-78.

[6] Слободская А.В. Место прекариата в социальной структуре современного общества: критический анализ дискуссии по поводу концепции г. Стэндинга // Манускрипт. 2016. №4-1 (66). URL:

**The degree of scientific development of the topic.** A great deal of attention is paid to the study of the topic of "new forms of employment" in Russian scientific literature. For example, the fundamental theoretical principles of economics and labor sociology are reflected in the works of scientists such as E. Antosenkov, B. Genkin, E. Katulsky, and A. Kotlyar. These authors have covered important aspects of a number of problems that arise in the field of social labor, including those related to employment in the context of the progressive innovative, primarily digital, transformation of the economy. Antosenkov E.G. [7] studied the problems of labor force reproduction and the effective use of labor potential. Genkin B.M. [8] focused on the theory, methods, and techniques of organizing and motivating effective work. Katulsky E.[9] spoke about various socio-political processes that influence the choice of employment. However, in our opinion, the Russian scientific literature still lacks comprehensive studies on the dynamics of changes in the structure and nature of employment.

The formation of the labor market and the mechanisms of employment regulation during the period of socio-economic transformation were studied in the works of F.T. Prokopov, T.Y. Chetvernina and others. The problems of the formation and functioning of the labor market were studied in the works of Bylkov V.G., Dolan E.J., Roshchin S.Y., Smirnykh L.I. and others. Scientists raised issues of adaptation of the population to changing employment conditions, analyzed the effectiveness of state policy in the labor market and the role of the employment service as a leading actor in its implementation.

V. E. Gimpelson and R. I. Kapelyushnikov conducted an analysis of modern types of employment and systematized them. As a result of their research, two key forms of employment were identified: standard and non-typical[10]. However, they did not pay enough attention to studying the socio-economic consequences of the introduction and trends in the spread and development of non-typical forms of employment outside of Russia.

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https://cyberleninka.ru/article/n/mesto-prekariata-v-sotsialnoy-strukture-sovremennogo-obschestva-kriticheskiy-analiz-diskussii-po-povodu-kontseptsii-g-stendinga (дата обращения: 04.05.2024).

[7] Антосенков Е. Г. Мониторинг социально-трудовой сферы Российской Федерации // Социологические исследования. 2005. №9. С. 50-65.

[8] Генкин Б. М. Экономика труда / Б.М. Генкин. М.: Норма: НИЦ ИНФРА-М, 2014. 352 с.

[9] Катульский Е. Мотивация на рынке труда // Вопросы экономики. 1997. №2. С. 92-101.

[10] Гимпельсон В. Нестандартная занятость и российский рынок труда / В. Гимпельсон, Р.М. Капелюшников. М.: ГУ ВШЭ, 2005. 36 с.

Chinese scholars have made significant contributions to the development of sociological theory in their country, and their work is currently of interest to researchers around the world. One of the priorities of Chinese sociological science is to develop a national school of economic sociology that does not hinder its integration into global science. Among the Chinese scholars who have written about employment issues are Deng Hongxun, Luyu Xuan, Liu Guoguang, Bao Yongjian, Song Hong, and others. From a sociological perspective, Deng Hongxun[11] examined the prospects for the formation of a special economic zone on Hainan Island, taking into account the socio-economic structure of the population.

Lu Xuan[12] not only revealed the economic and legal aspects of China's free economic zone, but also assessed the prospects for new ways of organizing labor associated with the introduction of market-based economic systems.

By studying the complex impact of China's developing national economy on the global economic system, Bao Yongjiang[13] assessed the reverse impact of global employment standards on the Chinese labor market. His ideas were further developed by Sun Hong[14], who analyzed China's transition to international standards, including in the field of employment.

However, despite the abundance of empirical studies that provide a wide range of insights into the specific characteristics of different regions in China, Chinese economic sociology still lacks a well-developed conceptualization of non-traditional forms of employment in China. There is a lack of clarity regarding the socio-economic implications of the development of new forms of employment in the world and their potential impact on the national economy and Chinese society as a whole. This will allow not only to identify, describe and compare the key social features of new forms of employment in China and Russia, but also to develop recommendations for resolving a number of important problems

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[11] Дэн Хонсюнь. Продолжать формирование особого экономического района острова Хайнань с учетом реальностей // Информ. материалы. Сер.: Экспресс информация. М.: РАН Ин-т Дал. Востока, 1993. № 6. С. 144-147.

[12] Лую Сюань. Свободная экономическая зона Китая: экономические и правовые аспекты деятельности. Пекин, 1989.

[13] Бао Юнцзян. Особый путь экономического развития Китая и его влияние на мировое экономическое развитие // Проблемы Дальнего Востока. 1995. № 1. С. 72–79.

[14] Сун Хун. Реформы открытости и развитие китайской экономики // Свободная мысль. 2011. № 4. С. 133-146.

associated with the spread of new forms of employment: hidden unemployment, the growth of poverty among precarious workers, and the growing social insecurity of workers.

Thus, based on the relevance and social significance of the chosen research topic, we formulated the main research problem: the insufficient scientific development of new (non-standard, atypical) forms of employment in China and Russia.

**The object of the research** is new forms of employment.

**The subject of the research** is the social features and trends of the development of new forms of employment.

**The purpose of the research** is to identify the social features and trends of the development of new forms of employment based on a comparative analysis of the development of the labor markets in Russia and China, as well as to determine the impact of new forms of employment on the social structure of society during and after radical socio-economic transformations.

**The objectives of the research** are based on its purpose:

- to conceptualize the concept of "new form of employment" and to assess the importance of new forms of employment for the transforming societies of Russia and China;
- to characterize theoretical approaches and sociological models of research on new forms of employment;
- to consider the sociological aspect of the emergence of new forms of employment in the process of changing the technological structure of the world economy;
- to conduct a sociological analysis of changes in the structure and types of new forms of employment in modern China;
- to conduct a comparative analysis of the spread of new forms of employment in Russia and China;
- to identify trends in the transformation of new forms of employment in the socio-economic systems of the two countries;
- to determine the vector of possible development of employment assistance in Russia based on the application of China's best practices.

**Methodology and the research methods.** The theoretical and methodological basis of the research is based on a dialectical analysis of labor and employment, the theory of social labor, and the theory of post-industrial society. Special attention is paid to a comparative analysis of the forms of labor organization in Russia and China.

The following methodological approaches were also used: system-structural[15] and multidimensional indicators. The empirical part of the dissertation mainly used the method of secondary analysis of statistical information, the method of induction and hierarchy construction, as well as content analysis.

**The empirical base of the research.** The empirical base of the study was formed by international and national regulatory legal acts in the sphere of regulation of labor and employment. The analysis included data on new forms of employment contained in statistical samples, scientific and news publications on trends and dynamics of the spread of new forms of employment in Russian and Chinese societies, as well as in the international labor market. Primary sources of information include information resources of the National Bureau of Statistics and International Statistical Information of China, Rosstat, Eurofound and the International Labour Office, the International Labour Organization. Secondary sources include the information database of the Russian Portal State Services "Reference and Information Portal", the Human Resources portal network, sociological surveys by the Public Opinion Foundation and the Russian Public Opinion Research Center, the Superjob employment portal, and popular science reviews on the Internet about new forms of employment and transformations of the Chinese and Russian labor markets.

**The scientific novelty of the work** is as follows:

1) based on a theoretical analysis of the features of the historical dynamics of the social structure of Chinese society, the transformation of the employment model in the Chinese labour market in the 21st century has been traced;

2) through a comprehensive and comparative study of the essential characteristics and features of new forms of employment in the international labour market, the list of existing types and models of employment of the PRC population has been expanded;

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[15] Davis K., Moore W. Some principles of stratification // American Sociological Review. 1945. Vol. 10. No. 2. P. 242-249;

3) the advantages and disadvantages of new forms of employment in the international labour market are identified and described based on a socio-economic analysis of changes in the structure and forms of employment in China in the 21st century and generalized international experience in corporate use and state legal regulation of new forms of employment (legislative level);

4) based on the results of a comparative analysis of the use of new forms of employment in Russia and China, the trends of their transformation in the socio-economic systems of the two countries have been identified and characterized.;

5) Based on China's best practices, practical recommendations have been developed to improve employment regulation in Russia.

**Provisions submitted:**

1) Today, new forms of employment have appeared on the international labor market, which are characterized, firstly, by non-standard employment (as a rule, these are remote access workers or outsourced workers), and secondly, by the availability of highly developed information technologies to perform their work – local and remote access to information resources businesses, video communication, and various forms of intranet.

According to the author's classification, new forms of employment should include: leasing, outsourcing, outstaffing, freelancing and networking. Early outstaffing and freelancing did not stand out as independent forms of employment.

2) The research highlights a number of features inherent in new forms of employment:

- the geography of the market scales very much, as the workplace of a remote ("out-of-work") employee becomes any place where there is a possibility of stable access to the Internet.;

- an important criterion for the selection of remote employees is their high level of qualification and the availability of powerful analytical abilities (the ability to work in multitasking mode, the ability to systematically analyse business processes in the company, etc.);

- undeveloped labour legislation in this aspect in both China and Russia slows down the development of new forms of employment as a new way of developing the labour market, which leads to increased risks for both employers and employees.

3) The author identified and described the advantages of the introduction and the negative consequences of the spread of new forms of employment in the international labour market.

The main advantages of introducing new forms of employment:

- the use of borrowed labor is carried out through personnel leasing, outstaffing, outsourcing, and recruitment of temporary staff. Borrowed labor involves the transformation of a two-way model of labor relations (employee-employer) into a three-way one (employee-agency-organization-user). Thus, it becomes possible for employees to work on an individual schedule and work part-time with studies or other work, shifting the costs of finding a job and resolving labour disputes to employment agencies.;

- employers are able to quickly respond to changes in the market situation, increase the flexibility of providing labour, optimize personnel costs, reduce the tax burden on their business, reduce the risks and costs of HR services;

- remote employment involves flexible social and labour relations between an employee and an employer using information and communication technologies, working through information networks, working at home and in special centers geographically remote from the main office. This makes it possible to optimize the infrastructure, reduce the cost of building and renting offices and some industrial buildings and structures, as well as overcome the territorial barrier limiting the choice of specialists.;

- the unemployment rate is decreasing (including due to an increase in self–employment - by an average of 4.9%);

- leveling the age and other socio-demographic limitations of staff (only qualifications and quality of work become important), which opens up access to the labour market for new age cohorts (teenagers, retired elderly, women on parental leave, the disabled, etc.).

The main negative consequences of the spread of new forms of employment are:

- general deterioration of working conditions for both employees and managers;

- reducing the level of social security of employees;

- lower wages, coupled with the inability to participate in the company's capital (compared to the standard employment model);

- incompleteness of the compensation package (paid vacations and temporary disability sheets, guaranteed payments for overtime, harmful working conditions, etc.);

- decrease in the quality of work and labor discipline;

- decrease in the level of qualifications of employees (observed during the transition from a standard to an atypical form of employment);

- difficulties of professional socialization and formation of professional identity among young workers who start working in new forms of employment;

- difficulties of career planning and growth.

At the moment, the most controversial form of non-standard employment is the use of freelance services, which is the cheapest way to solve the problems of lack of own staff in enterprises.

4) The author of the research highlights the problems of the formation and functioning of the labor market, taking into account the development of information and computer technologies and the Internet, which became the basis for the development of new research on market transformation.

5) The author supplemented the existing methods of organizing and managing remote personnel, and based on the results of a comparative analysis of the use of new forms of employment in Russia and China, identified trends and problems of their development in the socio-economic systems of the two countries. The high growth rate of the use of out-of–staff has led to the emergence of a serious management problem - the lack of understanding by the management of companies of ways to formalize employment relations between the enterprise and employees who are not fixed in the staff. Another prerequisite setting the vector for the development of new forms of employment was the increase in unemployment caused by automation and robotization of production, which swept the global labor market. The "life cycle" of professions is shortening, and an increasing number of professions are being "washed out" (even to the point of complete abandonment of certain types of work that were recently performed by people).

6) The author summarizes the international experience of using the main mechanisms, tools and technologies for the development of new forms of employment. Recommendations have been developed for the state authorities of the People's Republic of China aimed at

consolidating at the legislative level the rights, duties and powers of remote workers and employers involved in/using new forms of employment, as well as improving existing forms of contractual relations between employers and remote employees, expanding ways to motivate remote personnel in new modes of work organization.

7) The concept of the role of the development of new forms of employment in the global labor market, developed during the analysis of transformations in the socio-economic systems of Russia and China, allowed the author to identify trends in regional labor markets relevant to new forms of employment: increased global competition; significant expansion of the service sector with a special focus on the IT sector; structural shifts in the transition process from the sphere of material production to the sphere of knowledge production; increasing the use of information and communication technologies; the emergence of new technologies and changes in the organization of production at enterprises, causing shifts in the field of labor relations; increased flexibility of the labor market and production; increased demand for highly educated, highly qualified workers with high communicative potential (able to produce new knowledge, ideas, methods and owning new information technologies); high rates of spread of non-standard forms of employment; increasing the gap between labor income and labor productivity.

8) The Chinese market, in terms of the introduction, dissemination and government regulation of new forms of employment, should be considered moderately progressive. First, the problem of the imbalance in the population of individual provinces of China is being solved. Secondly, the disproportion of the sectoral division of the country into the territories of individual provinces is being successfully overcome. Thirdly, the power of small and medium-sized businesses, considered by the Government of the People's Republic of China as a promising cluster of the national economy, is growing rapidly.

9) As recommendations for the prevention of precarization of labour, the author suggests expanding the standard employment model by developing and supplementing the legal status of "out-of-service personnel." It is necessary to bridge the gap between traditional and new forms of employment by turning a remote worker into a full-fledged, state-protected participant in labor relations. It seems necessary to normalize and increase the requirements for the employer regarding the provision of all necessary conditions for the employment of

such personnel (access to resources, speed of feedback, the possibility of prompt solutions to urgent issues and problems, etc.).

In general, it has been established that the introduction of new forms of employment affects the nature of changes in the social stratification and differentiation of modern Chinese society, accompanies deep economic reforms related to the transition of the national economy of the PRC to a new level of development. Such a transition inevitably causes fundamental transformations of the social and labor stratification of Chinese society and is accompanied by a change in the balance of market power.

For example, the share of government officials, private entrepreneurs, business leaders, and qualified technicians who make up the upper stratum of the Chinese population increased from 15.1% in 2010 to 20.9% in 2020, i.e. it increased by 5.8% over ten years. The number of self-employed has also increased significantly, reaching an absolute value of 176.9 million people in 2020 (in 2012 their number reached 86.29 million people). The share of industrial workers employed in processing production in 2020 was 22.3%, in the energy sector – 12.6%, and in education – 11.5%. The share of government and social workers and employees reached 11.6%. But the most significant changes occurred in agricultural employment, where the share of people employed in the primary sector decreased from 50.0% to 22.9%, while the number of employees amounted to 170.7 million people[16].

At the same time, Chinese society retains, if not antagonistic, then still fraught with social conflict relations between the elite, who play their oligarchic role, and the still numerous class of people who can be considered poor. According to the author of the dissertation, the high rate of internal migration, continued urbanization against the background of radical transformations of the labor market caused by economic reform, will lead to a further deepening of social contradictions (currently, the Gini coefficient in Chinese society is above 0.5). Only a balanced and effective government policy can prevent the transition to a so-called "fractured society"[17]. The distribution of social gaps between rich

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[16] Национальное бюро статистики КНР [Электронный ресурс]. Режим доступа: https://data.stats.gov.cn/easyquery.htm?cn=C01&zb=A0A0I&sj=2021

[17] См: Сун Липин. Трансформация и разрыв: изменения социальной структуры китайского общества после реформы. Пекин, 2004. 393 с. (孙立平：《转型与断裂：改革以来中国社会结构的变迁》，清华大学出版社，2004 年).

and poor has always been quite large (the Gini coefficient is above 0.5), which means that there are still no effective government measures to reduce the "gap in society".

**The theoretical and practical significance** of the research lies in the fact that the provisions and basic study approaches can be used to further study the features of the process of emergence and transformation of new forms of employment. The definition of "new form of employment" developed by the author can serve as a convenient tool for further conceptualization of this phenomenon. The analysis of multiple data from different sources allowed us to consider different aspects of the problem of the spread of new forms of employment in modern China. Of undoubted theoretical and practical interest is the comparison of the situation on the labour markets of Russia and China. The author successfully identifies the essence of the process of employment transformation under the influence of technology development, reveals the aspect of influence on the social and labor structure.

The author's developments in the field of improving the effectiveness of social management, the proposed author's model of employment in China and Russia, supplemented by an updated classification of new forms of employment on the international labour market, allowed expanding the theoretical and methodological base for managing out-of-hours personnel in modern conditions.

In addition, certain provisions of the research can be used to study individual factors of changes in the social structure of Russian and Chinese societies, as well as in the preparation of basic and special training courses in disciplines whose subject area includes the study of the phenomenon of employment.

**Approbation and implementation of research results.** The main provisions of the thesis were presented at scientific and practical conferences:

1. XXX International Scientific and Practical Conference "Russian Science in the Modern World", Round table "Professional trajectories of youth and modern challenges", May 15, 2020.

2. "Modernization of Chinese-style social management and qualitative development of financial social work" of the Special Committee on Financial Social Work at the Annual Meeting of the Chinese Association for Social Work Education in 2023, November 12, 2023,

3. International scientific and practical conference "A teenager in a megalopolis-2024", April 9-10, 2023.

4. "Special Committee on Financial Social Work at the Annual Meeting of the Chinese Association for Social Work Education in 2024, "Financial Social Work helps build financial strength and modernize grassroots management", November 16, 2024.

5. III International Scientific and Practical Conference "Problems and prospects of regional development: the search for a new model", June 20, 2025.

**Публикации**. По теме диссертации опубликовано 9 научных статей общим объемом 3,85 п.л. (авт. – 3,85 п.л.):

1. Luo Shuai. New forms of employment in the modern economy // Modern Science. Actual problems of theory and practice. Economics and Law Series, 2019. No. 6.

2. Luo Shuai. New features of the sphere of employment in the international labor market // Sociology, 2019. No. 2, pp. 142-151.

3. Luo Shuai. Formative features of the labor market and employment factors in the era of digitalization (using the example of the Chinese labor market) // Sociology, 2020. No. 2, pp. 275-280.

4. Luo Shuai. The impact of the Digital Revolution 4.0 on global labor market trends (using the example of the labor markets of China, Russia, the EU, and the USA) // Russian Economic Bulletin / Russian Economic Bulletin. 2020. Vol. 3, No. 1, pp. 217-222.

5. Luo Shuai. The labor market in the context of global challenges of our time // Sociology. 2020. № 3.

6. Zhang Jie, Tian Xiaoyu, Luo Shuai. The transformation of the lives of residents of large Chinese cities under the influence of the pandemic // Sociological research. 2022. No. 5. pp. 133-138.

7. Luo Shuai, Yan Yaping. Assessment of the importance of the "One Belt, One Road" initiative for the socio-economic development of the countries located along the Silk Road //Questions of history. 2023. No. 5-2. C. 110-116.

8. Luo Shuai. The history of the spread of Russian literature in China //Questions of history. 2023.No. 9-2. C. 240-246.

9. Zhang Jie, Luo Shuai, Zhang Dechun. Social mobility and urbanization in China and Russia: comparative opportunities and limitations // Sociological research. 2025. No. 10. pp. 162-167.

**The structure of the research.** The purpose and objectives of the research determined the structure of the thesis, which consists of an introduction, three chapters, a conclusion, and a bibliographic list. The volume of the thesis is 174 pages, including 15 tables, 16 figures, the bibliography contains 173 sources.