

摘 要

2024 年政府工作报告强调加强青年就业政策，完善灵活就业服务保障，并扩大新就业形态就业人员职业伤害保障试点。党的二十大报告指出要支持和规范发展新就业形态，完善创业带动就业保障制度。新业态、新模式涌现使新就业形态成为经济发展和就业的重要支撑，具备雇佣灵活化、工作弹性化等优势。数量庞大的青年群体选择在灵活化为基本特征的新就业形态领域就业，这对青年群体来说是挑战和机遇并存。目前，我国青年就业压力大的问题比较突出，2024 年预计将有 1179 万高校毕业生，就业总量压力与结构性矛盾并存。由此可见，青年群体就业形势不仅是当前亟待解决的就业问题，也是我国今后促进就业、治理失业的重点工作。因此，在新就业形态下，深入研究青年就业质量，剖析影响青年就业的因素，对推动青年就业、提供政策参考具有重要意义。

本文基于新就业形态视角，将青年群体作为研究对象，采用 2021 年中国社会状况综合调查（CSS）数据，构建新就业形态下影响青年群体就业质量的指标体系并进行测度分析。本文对新就业形态下青年群体就业类型进行划分，分为自雇型灵活就业者、正规受雇型就业者和非正规受雇灵活就业者。从五个维度构建新就业形态下青年群体就业质量综合指标体系，测度不同就业类型青年群体就业质量。测度结果显示，不同的就业类型在就业质量方面存在显著差异。青年群体中正规受雇型就业者的平均就业质量最高，非正规受雇灵活就业者就业质量最低。

为进一步探究新就业形态下青年群体就业质量的影响因素，将人力资本、社会资本作为核心解释变量。研究结果显示：人力资本与社会资本对青年就业质量具有显著正向影响。在影响系数的分析中，引入人力资本综合变量后，社会资本对青年群体就业质量的影响系数呈上升趋势，强调了青年群体的人力资本水平在提高社会资本对其就业质量积极影响方面的重要性。此外，通过对不同维度扩展分析，深入研究了人力资本、社会资本、个体特征、家庭特征和地区特征对青年群体就业质量各个维度的影响。这一多维度的分析揭示了这些因素在影响青年群体就业质量方面的复杂性和显著性。

最后，通过对前文的实证分析进行总结，提出以下提高新就业形态下青年群体就业质量的研究启示：第一，针对青年群体不同就业类型的特点，实施差异化政策是提升就业质量的有效路径。第二，采取差异化的教育政策，着眼于提升青年群体人力资本和社会资本。第三，促进个体职业发展与家庭平衡，构建和谐的就业生态。

关键词：新就业形态；青年群体；就业质量；影响因素分析

Abstract

The 2024 government work report emphasized strengthening youth employment policies, improving flexible employment services and protection, and expanding the pilot program of occupational injury protection for people employed in new forms of employment. The report of the twentieth CPC National Congress pointed out the need to support and regulate the development of new forms of employment, and to improve the system for guaranteeing entrepreneurship-led employment. The emergence of new industries and modes has made new forms of employment an important support for economic development and employment, with advantages such as flexible hiring and flexible work. A large number of young people have chosen to work in new employment patterns characterized by flexibility, which is both a challenge and an opportunity for young people. At present, China's youth employment pressure is more prominent, 2024 is expected to have 11.79 million college graduates, the total employment pressure and structural contradictions coexist. It can be seen that the employment situation of youth groups is not only an urgent employment problem to be solved at present, but also a key task in China's future work of promoting employment and combating unemployment. Therefore, under the new employment pattern, in-depth research on the quality of youth employment and analysis of the factors affecting youth employment are of great significance in promoting youth employment and providing policy references.

Based on the perspective of the new employment pattern, this paper takes the youth group as the research object, and adopts the data of the 2021 China Social Situation Comprehensive Survey (CSS) to construct the indicator system affecting the employment quality of the youth group under the new employment pattern and carry out measurement analysis. This paper divides the employment types of youth groups under the new employment pattern into self-employed flexible workers, formal employed workers and informal employed flexible workers. A comprehensive indicator system of employment quality of youth groups under the new employment pattern is constructed from five dimensions to measure the employment quality of youth groups of different employment types. The measurement results show that there are significant differences in employment quality among different employment types. The average quality of employment among the youth group is highest among the formally employed and lowest among the informally employed flexible workers.

In order to further explore the factors influencing the employment quality of youth

groups under the new employment pattern, human capital and social capital are taken as the core explanatory variables. The results of the study show that human capital and social capital have a significant positive influence on the quality of youth employment. In the analysis of impact coefficients, the introduction of the human capital composite variable shows an upward trend in the impact coefficient of social capital on the employment quality of youth groups, which emphasizes the importance of the level of human capital of youth groups in improving the positive impact of social capital on their employment quality. In addition, the impact of human capital, social capital, individual characteristics, family characteristics and regional characteristics on the various dimensions of employment quality of youth groups is studied in depth by extending the analysis to different dimensions. This multidimensional analysis reveals the complexity and significance of these factors in influencing the quality of employment of youth groups.

Finally, by summarizing the empirical analysis of the previous article, the following research insights into improving the employment quality of youth groups under the new employment pattern are put forward: firstly, the implementation of differentiated policies in response to the characteristics of the different types of employment of youth groups is an effective path to improving the quality of employment. Second, differentiated education policies should be adopted with an eye to enhancing the human capital and social capital of youth groups. Third, promote individual career development and family balance to build a harmonious employment ecology.

Key Words:New employment forms; Youth group; Employment quality; Analysis of influencing factors

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