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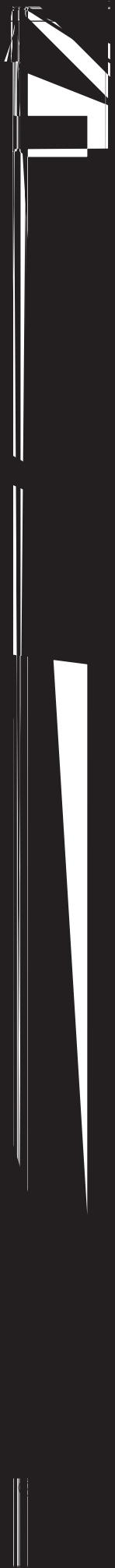
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Abstract: The guiding opinions involving incomplete labor relations responds to the rapid development of new employment forms and the delayed corresponding regulations, seeking to protect the rights and interests of platform crowdworkers. Taking the theory of subordination as the interpretive method, this study delves into the intrinsic legal mechanisms of “framework agreement”, “single order-taking behaviour”, and “continuous order-incentive measures are unlikely to be the source of labor obligations, emphasizes the necessity of prioritizing the labor relations are fundamentally a specialized form of civil service relationships. The future legislation should adopt the regulatory logic of “addition of civil law”, correct the binary thinking in the legal application, and labor standards for wages and working hours, enhance the industry-wide collective bargaining mechanism, and develop a special occupational injury insurance system. Such steps will address the immediate needs of platform crowd-workers and incrementally improve the contemporary rights protection system.

Keywords: Legal Policy Studies, Incomplete Labor Relations, Subordination, Crowdsourcing, Labor Rights