

## New Thinking of Labor and Social Security Under the Background of Innovative Social Governance

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### Abstract

Social governance refers to a complex of many behaviors of the government, social organizations, enterprises, institutions, communities, and individuals in order to obtain more public interests and carry out equal cooperation. The goal of creating a social governance community has been deeply rooted in our society. The governance community requires the ability to unite the power of the government and all sectors of society, so as to realize the conscious use of public power. Through consciously forming an interconnected and stable group, complete a series of social goals and tasks. Under this research background, this article will comprehensively discuss how to solve the problem of labor security under the new historical situation. The specific situation facing the current labor and social security, the transformation of social relationships in social labor security, the low government's public service supply capacity, and the higher demand for participation of workers in the creation of the social labor security system. The innovation of the article lies in thinking about the change of thinking about labor and social security in the context of social governance, advocating the collaborative interaction between the people-oriented government and society and humanized management methods, and finally combining the comprehensive functions of labor and social security with the rule of law and social charity organizations to innovative measures to optimize labor and social security.

**Key words:** Innovation; Social governance background; Labor; social security; New thinking

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### 1. THE PROBLEMS OF LABOR AND SOCIAL SECURITY UNDER THE NEW SITUATION ARE PROMINENT

Social governance innovation and social security coexist, and social security issues continue to be highlighted in the new governance environment. This is because after more than 40 years of reform and opening up, China's economic development is very fast, but social development is obviously lagging behind. Economic prosperity is to benefit the people, but although our party and government have begun to advocate the importance of strengthening and innovating social management, the extensive participation of social forces and the understanding of current labor security management are still not deep enough. This has led to the new economic situation, through the analysis of labor and social security relations and innovative solutions in the new era, under the need to maintain social stability, researchers and all walks of life hope to improve the level of social management services. Before that, we should first understand the current dilemmas of labor and social security issues:

#### 1.1 The Transformation From "Unit Person" To "Social Person", and Labor Relations Are Becoming Increasingly Complex

Since China began its journey to the World Economic and Trade Organization and tried to integrate with the international economy, China's labor-management relations have been very complicated. In order to get rid of the predicament, enterprises have continuously

innovated and restructured within the enterprise, but workers have always been in a position of being scattered and isolated and weak and helpless. Sometimes the reform decision of the enterprise requires the sacrifice of some people. With the rapid economic development in recent years, diversified employment structures and employment methods have emerged one after another. The situation in which ordinary Chinese people are closely tied to their work units throughout their lives has changed. The image of the unit is no longer sacred and inviolable, and many people even choose to switch jobs from the unit or start their own businesses. People rely purely on the Internet and wealth abound. With the progress of the times, various economic phenomena and economic channels have become more diversified. The survival of the fittest in the market economy makes managers use a variety of business methods to compete, which promotes people to take off the old coat of the unit person and begin to enter the new life of the society. This new positioning allows many new people in the new era to play freely, which can not only create value and benefits for the society, but also realize people's freed arrangement of working time and maximization of benefits. However, it is precisely because of this transformation to a social person that the demand for labor relations and labor security has become more diversified. This complex labor relationship has not yet been defined by relatively definite relevant provisions, and modern society often needs to be more rational and free labor security services.

### **1.2 The Regulation Behavior of A Single Government Subject Often Faces Failures, and the Efficiency of Public Service Supply Is Low**

The main point of the theory of government failure is that human behavior is affected by economic, social, cultural and political factors. In the economic field, government failures may have a very serious impact. Then it is unlikely that the correct conclusion may be obtained. This is mainly because the government's public policies involve a wide range of influences and are subject to many constraints. The government has many influencing factors when formulating public service policies. It is only once recognized that the current shortcomings in public decision-making have led to relatively low efficiency of public policies, and sometimes even risk deviating from public goals in the actual political system. Due to the limited guarantee relationship, education is complicated, and in the field of public choice, there are sometimes multiple principal-agent relationships between the public and the government, which in turn makes the decision-making process more ambiguous, leading to serious formalized forms of public service supply. As an important public policy, labor and social security originally originated from the government's macro-control capabilities. However, the uncertainty of the existing government's public policy itself makes the government's

public powers relatively lagging, and the inherent laws of market operation cannot be fully utilized. Because the government's credibility is not strong, the efficiency of public policy implementation is low, and the consequences of government actions are more complicated. Under the situation of macro-control and market-side game, the government can directly provide fewer public goods and public services to the people. Low efficiency, on the contrary, makes the enjoyment of labor and social security less popular.

### **1.3 The Awareness of Social Participation Has Increased, and Workers Have Put Forward Higher Requirements for the Right to Know And Participate in Labor Security Management Matters Such as Employment Services, Training and Education, Labor Rights, and Safety Guarantees**

Modern society continues to progress and the people's awareness of social participation has increased, and the state government system also encourages people's social participation. General Secretary Xi Jinping described the important vision of women's work in the new historical period. Women should firmly believe in the leadership of the party, practice loyalty to the party's political responsibilities, and dare to assume and participate. At the same time, researchers also pointed out that the ability of people to participate in society depends on their basic quality of participating in society. As workers, workers should have the right to know and participate in employment services, training and education, labor rights, and security. At present, in the handling of labor and social security issues, many workers are faced with the problems of irregular labor contracts and unfair labor remuneration. In addition, they cannot be satisfied with work such as working hours and labor safety protection. The enthusiasm of workers is seriously damaged. The role of social governance cannot be played well. And important methods to improve the legal awareness of enterprises and employees are needed. From the perspective of social practice, the current situation facing labor and social security issues is a new situation in which the general public participation consciousness is gradually increasing. However, the laws and regulations are still widely publicized by the society. The relationship between individual rights and obligations is getting better and better. Through the establishment, improvement and improvement of the coordination mechanism of labor and social relations security, workers believe that in a series of affairs related to labor security management such as employment services, training and education, the voice of workers is very important, and it is necessary to actively absorb workers Opinions and suggestions on the above matters.

## **2. THE CHANGE OF BASIC THINKING ABOUT LABOR AND SOCIAL SECURITY UNDER THE BACKGROUND OF INNOVATIVE SOCIAL GOVERNANCE**

The traditional thinking on labor and social security and government service content is of certain reference and enlightening significance. The State Council of our country has officially promulgated the national basic public service system. While clarifying the concept and scope of public services, the Chinese government believes that the society should be carried out in an innovative manner. The thinking of labor and social security under the background of governance is updated. Only by adapting measures to local conditions and time conditions can we make social governance clearer and provide a better development path for local labor and social security. Innovative social governance ideas are mainly embodied in people-oriented, humanized management methods between the government and society, and diversified evaluation governance standards.

### **2.1 The Basic Concept Has Changed From Top-Down Control to People-Oriented Service**

Innovating the background of social governance should be combined with the large-scale publicity of labor laws and regulations within the social scope. In order to make the people clarify their social insurance rights, labor and social security departments have reasons to organize wider-level publicity and implement policies in place. For example, a series of labor and social security content related to social insurance, friendly labor, contract signing, employment and reemployment preferential policies, employee wages, labor rights protection, labor supervision, law enforcement inspections, etc. should be actively promoted, so as to be able to adhere to good top-down management and control when coordinating and advancing labor wages, labor relations, technical training, team building and other aspects. At the same time, it should be people-oriented to strengthen the construction of administrative atmosphere, grasp the convenience projects and warm people's hearts, and realize the actual effect of creating a civilized window of labor and social security. Establish a politically qualified and competent supervisory team related to labor security law enforcement throughout the society, and promote and popularize the humanized labor and social security publicity content, which is to actively protect the rights and interests of laborers throughout the society try and adhere to the people-oriented approach to expand the coverage of labor and social security, and high-quality social security services can win the hearts of the people. Under the background of innovative social governance, labor and social security can grasp the main direction through top-down management and control. The ultimate goal will be to vigorously promote employment and

reemployment, promote employment, and promote the construction of the social security system. It is necessary to implement the social security system and work injury insurance regulations. To effectively protect the rights and interests of the people, we need to make great efforts to increase capital investment when expanding the level of employment services, strengthen the effect of labor relations coordination, and transform people-oriented thinking, so that its service attitudes and service goals start from the actualization of labor arbitration institutions, explore labor disputes, deal with system reforms, and deal with new things.

### **2.2 The Governing Body Is Transformed From a Single-Led Government to a Coordinated Interaction Between the Government And Society**

China's social structure has undergone profound changes. As the role of units has become increasingly blurred, a new game relationship has emerged between the interest subjects of the grassroots society. The governance subject is a combination of government departments and social organizations, and governance from the grassroots society. Participate in the angle to start the research. From the perspective of the national and social fields, the interest demands of labor and social security have a certain degree of synergy. After clarifying the logic of the coordinated governance of the government and social relations, the researchers found a shift from the single dominant direction of the government to the direction of social coordination. It is a remarkable progress in Chinese society. After the reform and opening up, the social structure has undergone profound changes. The state government agencies in the early stage played a very strong role, and then gradually began to integrate the social governance structure. In China, it is necessary for various departments to unite and form a diversification under the protection of public laws. Well, this is a new idea of co-governance and sharing. Based on the modern public management theory, the government and social organizations should work together to coordinate the development of relations in various aspects in the grassroots governance, so as to provide a new theoretical paradigm and realistic ideas for the future labor and social security. The collaborative governance relationship between the Chinese government and social organizations is not long, but the current governance model is not very mature. In order to create a strong social governance co-governance atmosphere and promote democracy and harmony, the exploration of social governance paths should be strengthened. To break through the development limitations of social security, it is necessary to conduct detailed research on cooperation between the government and social organizations. Social organizations can enhance the vitality of national government departments and broaden the social development process of labor and social security, highlighting a series of rights in social

governance of citizens and workers.

### **2.3 Transformation of Governance Methods From a Single Administrative Method to a Diversified and Humanized Management Method**

The transformation of governance methods to diversification is an attempt to adapt to the significant changes in the current labor relations situation. At present, social governance innovation has achieved three major changes. In the process of continuous development of the three major changes, governance methods have changed from a single administrative method to a pluralistic one. Transformation of the angle of view, and combined with humanized management. The planned economy in the past has been replaced by a socialist market economy. Under the situation that the government's market-oriented organization and civil society as a whole work together, it is necessary to establish a diversified main body correspondence relationship. Aiming at the overall joint force of labor and social security, with the joint cooperation of community organizations, industry associations, intermediary organizations, and non-governmental organizations, we can thoroughly investigate labor relations and provide assistance to disadvantaged laborers. At present, the responsibilities of state administrative agencies and non-governmental organizations are different, and each performing their duties complements each other, which is the meaning of this diversified and humanized management method. This is a reasonable change in China's social governance structure and a single administrative centralized democratic participation change. It will help people to get what they need, and it will also help all kinds of organizations to be satisfied. It improves the efficiency of labor and social security on the whole, and provides real protection for workers.

### **2.4 Governance Evaluation Has Shifted From Focusing on Internal Evaluation to Multi-Party Participation in Comprehensive Evaluation**

A prominent feature of a democratic society is that the diversified changes in governance evaluation perform their duties, and multi-party participation can complement each other. Therefore, on this basis, the process of social governance structure and internal evaluation start from the perspective of performance evaluation of participation. Government agencies, social organizations, and citizens as a whole can evaluate social labor security-related content in a targeted manner, and the comparative results obtained will help improve the construction of labor social security mechanisms. Researchers will not only organize this evaluation in the form of data, but also use the form of simulated cases to investigate the feasibility of multi-party participation in comprehensive evaluation. This is a way to put the development of social organizations under the macroscopic view of transformation. Its focus is to enable the social labor and social security departments

to perform more functions, and use the advantages of social organizations to make up for some regrets of the government administrative agencies' guarantees.

## **3. LABOR AND SOCIAL SECURITY OPTIMIZATION COUNTERMEASURES BASED ON SOCIAL GOVERNANCE INNOVATION**

The construction of socialist civilization requires the creation of a reasonable policy environment. New social governance policies have promoted the rapid progress of China's economic development on the way to improve labor security relations. The current discussion of the social security system can have a positive impact on social governance. Start with the source of the security system itself, and make due efforts to improve the level of comprehensive social governance security. Social governance innovation can expand the foundation of China's socialist civilization and continuously improve the labor and social security system in the process of social governance innovation. In recent years, my country's labor and social security system has developed relatively rapidly, but it is undeniable that there is still a certain gap compared with developed countries. The society has developed rapidly, but the labor and social security relationship has therefore also had higher-level requirements. It is necessary to improve the labor and social security system. Start from bit by bit.

### **3.1 Improving the Rule of Law for Labor and Social Security**

The social security system refers to a system in which the state provides citizens with a series of basic livelihood guarantees so that citizens can obtain material assistance from the state and society in the case of old age, illness, unemployment, disasters, and loss of working ability. Social governance innovation and labor and social security exist simultaneously. The establishment of a comprehensive labor and social security system can achieve the basic level of preparation for social governance practice. Because social governance innovation needs to pay attention to changes in social governance concepts, the rule of law system can be compulsory. The way of guaranteeing, from an authoritative point of view, realizes the punishment of those who violate the labor and social security system.

#### **3.1.1 Improve the Level of Legislation**

Our country's constitution restricts the legislative system to a centralized and unified leadership, and a multi-level legislative system can meet the needs of social dynamic development. According to colleagues in the legal field, the relationship between local legislation at multiple levels and my country's comprehensive socialist legal system is very close. The socialist legal system is unified by various



departments, and each department has many specific sub-sectors that cooperate with each other. To improve the legal environment of labor and social security, we need to start from the legislative level. In view of the current situation where the social security legislation in most areas of our country is not perfect, social security legislation should be listed as a separate one. The legal department can improve its authority and stability. Providing labor and social security at the legislative level, restraining and punishing offenders with the corresponding legal framework, can promote the continuous improvement of the legislative level, and can use the interpretation of administrative norms to help labor and social security departments perform their duties.

### **3.1.2 Improve the Legal Coordination Mechanism**

Legal coordination refers to the activity of harmonizing and coordinating the content and form of the legal system, and the content and form of the legal system, including: the coordination of various departments within the legal system; the coordination between the various legal documents in the legislative system; the coordination of the legal system and the legislative system; the coordination of the creation and realization of the law. A reasonable legal coordination relationship can promote legal coordination to achieve better results, and safeguarding the interests of all aspects of the ruling class can also help ordinary people achieve their goals. To establish and improve the labor social security system, it is necessary to start from the perspective of legal coordination mechanisms to prevent the chaos of social order and maintain the coordination role of the law. It is necessary to standardize local legislation while making China's labor and social security legal system more complete and effective. Establishing a sound legal coordination mechanism for social security is a method that helps safeguard the social rights and interests of Chinese citizens and can effectively solve complex social problems. In order to make the law more restrictive, a series of policies are needed to cooperate with the coordination mechanism of laws and regulations to play a role in judicial practice.

## **3.2 Promote the Construction of Labor and Social Security System**

The social security system is to raise funds through collective insurance, individual insurance, state subsidies, and compulsory savings. The Chinese government implements a relief policy for low-income people whose living conditions cannot meet the standard, thereby promoting the material and cultural welfare of all members of society to reach a certain level standard. Maintaining social stability, stability and unity, and promoting the integrated construction of the labor and social security system, for those in need of emergency assistance or poverty support, can achieve the ultimate goal of sharing the fruits of socialist social material

labor in multiple regions. Of course, there will be a certain tendency for the construction of the labor social security system. In terms of protection of vulnerable groups, protection of military family members, and the development and construction of urban communities, more social welfare systems may be provided, precisely because my country attaches great importance to social security. The construction of the institutional system has better maintained the stable development of various regions and realized the gradual advancement of the labor and social security system.

### **3.2.1 Improve the Social Insurance System**

The social insurance system refers to a system of social insurance policies and measures prescribed by law and implemented in accordance with certain definite rules. Social insurance is a social undertaking that benefits the country and the people. China's social insurance covers a wide range, and is generally multi-level and basic. It is a sustainable social security program. Only by improving the development of the socialist market economy and realizing a more harmonious and stable social environment can we improve people's quality of life while simultaneously improving the social insurance system and security system. By learning from the advanced experience of mature market economy countries, we start to study the fund financing between the social security system and the taxation system, perfect the social security system, and provide a certain funding basis.

### **3.2.2 Coordinating the Urban and Rural Social Assistance System**

The "Second China Social Assistance Symposium" held in May 2011 is the most important conference in the field of social assistance in my country in recent years, and represents the latest developments in research and development in this field in my country. The social assistance system is a good shock absorber and the lowest level of social security system. At the same time, guided by the economic development orientation of the market, it is necessary to encourage the department to strengthen the minimum guarantee, and earnestly implement the implementation plan for the protection of the extremely poor groups, which will meet the conditions the severely disabled patients, the elderly and minors in difficulty, etc. are included in the scope of the subsistence allowance for special groups. As for the actual scope of the subsistence allowance, precise verification and positioning should be achieved, and those eligible for partial loss of work ability or newly eligible for poverty shall be included in the scope of the subsistence allowance. There should be special management of social funds for the urban and rural subsistence allowances and special poverty support, temporary assistance, etc., and the social insurance system should be improved and insurance practices should be implemented in a way that the annual targets are subdivided into monthly targets.

### **3.2.3 Optimize the Social Charity System**

In recent years, China's charitable organizations have developed very rapidly, and the number of civil affairs department registrations is increasing day by day, and the growth rate is very high. China's charity organization legislation is also accelerating. The economic development has prompted China to be in a good time for the rapid development of the charity industry. Currently, the more famous public welfare fundraising laws, tax exemption rules, tax deduction rules, and so on. According to my country's current charitable fundraising management system, the organization classification system can be improved on this basis, and a variety of organizational forms including trust fund member organizations can be used to combine the public welfare of social organizations to improve social philanthropy. In response to the relevant requirements for optimizing the social charity system, the organizational form can be downplayed, and at the same time, more flexible and diversified methods can be used to focus on the classification of functions under the charity system.

### **3.2.4 Building an Inclusive Social Welfare System**

The social welfare system has promoted the role of the state and society in improving the lives of those in need. China's moderate inclusive policy is deeply rooted in the hearts of the people. The social welfare system is the pre-stage of entering a well-off society, which is in line with my country's current level of economic development and social development. The level is consistent. Under the existing conditions, to improve China's social welfare system, the government must be required to upgrade, actively intervene, expand the coverage of social welfare, and establish an inclusive social welfare system. This makes the functions of social welfare management institutions increasingly perfect, and welfare work organizations and charitable institutions can speed up the process of institutionalizing welfare.

### **3.3 Improve Labor and Social Security Mechanisms**

Create a series of security systems that are compatible with the level of labor social security and economic development, build a social security network covering urban and rural owners, determine a reasonable payment level, and enable the people to have a better labor social security mechanism. Based on the current national conditions in China, the beneficiaries of social security should generally enjoy a low level of social security, and long-term low security coverage should become a basic policy choice. From a legislative perspective, strengthen the process of legalization of the labor and social security law, and start from the perspective of standardization and unified supervision to drive practical security effects. Expand reasonable financing channels and realize the diversified sources of social security funds. This is a method of social common governance and effective use of social resources, combining accounts, donations, lottery

tickets, and volunteers to continuously reduce labor and social security costs.

#### **3.3.1 Improve the Decision-Making and Execution Mechanism**

For the construction of the labor and social security system, democratic centralism should be actively implemented, and various security systems should be established and improved. It should be carried out under the premise of democratization resolutions. Through internal discussion and decision-making mechanisms, the work of social governance should be gradually democratized. Scientific and standardized track. Work strictly in accordance with the system, and use the combination of system specifications and laws and regulations to determine a more enforceable administrative mechanism. To put an end to the chaotic implementation of major decision-making and the ineffective procedures of handling affairs, democratic centralism should be implemented, and supervision of public opinion orientation should be strengthened. It should be noted that some local policy projects, if they are not carefully made, will likely lead to inconsistencies between the decision and the actual implementation results. For the decision-making of major local issues, there must be unified laws and regulations, requiring local scientific and democratic decision-making and tracing the source of scientific roles, enhancing comprehensive execution, and realizing the decision-making rights of the labor social security system and the continuous advancement of the development process.

#### **3.3.2 Improve the Supervision and Feedback Mechanism**

Establish and improve the supervision mechanism and feedback mechanism, vigorously rectify and reform, strengthen the supervision effect, and earnestly implement the responsibilities of supervision work. Supervision work can realize a closed loop of supervision work management. The establishment of an enterprise inspection office (or inspection bureau) is responsible for the unified and classified disposal of the dispatched board of supervisors, inspections, audits, and the supervision work of various business departments that require enterprise rectification or investors to deal with problems, on the premise of such supervision and supervision under the government, enterprises implement various rectification plans, organize major adjustments to state-owned assets, and no longer allow unsound laws, regulations and policies to be implemented from the perspective of finance and security. Only when problems at the legal level can be discovered, can the review of the electronic version be conducted from an objective perspective.

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## **CONCLUSION**

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Based on the above discussion, social governance innovation is a brand-new social management method,

which has promoted significant progress in social development. The Chinese government has integrated with various non-governmental organizations and the public to strengthen the improvement and supervision of the labor and social security system. In order to improve social governance and develop in an innovative atmosphere, it is required to conduct research on labor and social security. The close combination of theoretical research and practical research of the People's Republic of China still has a long way to go in promoting a win-win situation between international people's livelihood and labor security.

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