

# Research on the Optimization of Labor Law Adjustment System based on the Phenomenon of Youth "Lie Down"

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**Abstract.** "Lie Down" is a "temporary" psychological adjustment mechanism and "tactical" behavior adjustment strategy for some youth groups to cope with the dilemma of non-creative labor. As a youth subcultural phenomenon, "Lie Down" is characterized by a series of unique psychological representations, value contexts, discourse narratives and image positioning. The formation of "Lie Down" has deep interest motivations and the reasons of the times, and it is a group portrait reflection of the plight of the times faced by contemporary youth. Therefore, this paper proposes research on the optimization of the labor law adjustment system based on the phenomenon of "Lie Down" of youth, which can effectively curb the negative impact caused by the utilitarian tendency of labor, make labor itself a kind of happiness for contemporary youth, and let the younger generation in labor. To achieve positive and healthy development in the experience of happiness.

**Keywords:** "Lie Down"; Labor Law Adjustment; System Optimization.

## 1. Introduction

The concept of "Lie Down" was "favored" by young people during this period, and while its wide spread, it also produced a series of words, such as "Lie Down", "Lie Down" and "Lie Down" study". In its decadent, eclectic, self-deprecating manner, "Lie Down" has gradually evolved into a symbolic cultural construct. "Lay-flat youth" is a type of young people who, in a social environment with accelerated "involution", gradually abandoned their resistance to real life and faced the pressure of life with a negative attitude without desire. "Laying Flat Youth" claimed that they "don't accept all the involutions" and "don't want to be cut leeks". They stopped the struggle of "fighting chicken blood", gave up their desire for victory, and got rid of the pressure of reality. "Lie Down" is not a momentary public opinion carnival, it is a reflection of reality. "Lie Down" is a "subculture" that differs from mainstream values. The word "Lie Down" was originally published online. Netizens described their average living standard of 200 yuan per month, as well as some comments on "Lie Down", such as "I choose to lie down, I am no longer afraid", "Lie down is the choice of smart people." This kind of view, the life attitude and discourse of "no desire and no desire" quickly aroused the emotional resonance of the youth group and caused waves on the online social platform. "Lie Down" is a negative reconstruction of self-identity by contemporary youth in the process of self-labeling and self-joking. "With the help of rituals, people can overcome differences in society, build social order and a common sense of belonging. Rituals make it possible for people to meet, know and integrate with each other in common actions. Therefore, this paper proposes a youth-based "Lie Down" the research on the optimization of the labor law adjustment system of phenomena will be of great significance for improving the self-worth of modern youth. It also uses the particle swarm algorithm to study labor law adjustment, which provides theoretical and practical significance.

## 2. Relevant Theoretical Analysis

### 2.1 The Cause of "Lie Down"

"Lie Down" is a concentrated expression of the dilemma of the times faced by contemporary young people, and there are profound interest motives and broad practical reasons behind it. In particular, the "non-creative labor dilemma" faced by contemporary youth is a special social and cultural symptom arising from the transition period of today's social development [2]. The root of this social and cultural symptom lies in the in-depth diffusion of the utilitarian tendency of labor, which is

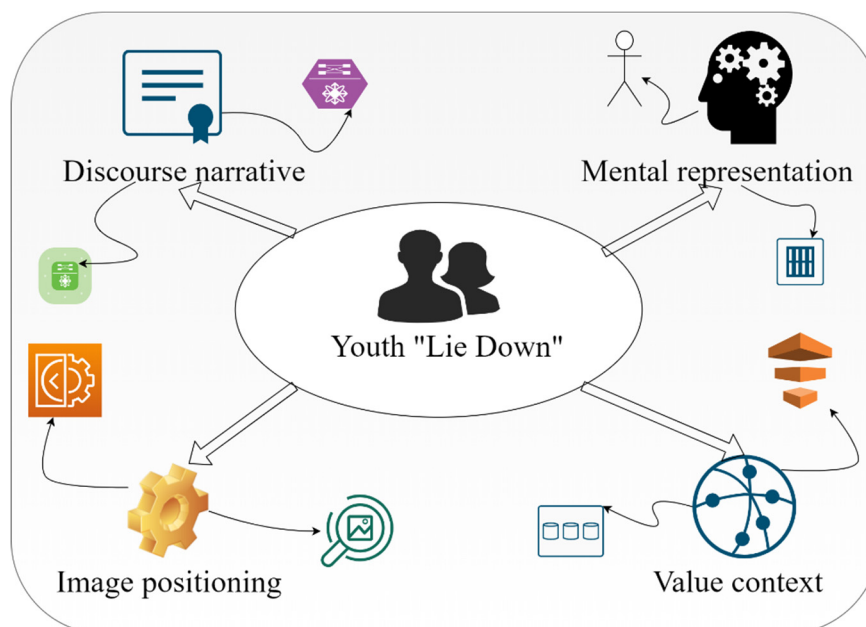
manifested in the social environment, labor concept and labor skills centered on labor, thus limiting the creative labor of contemporary youth [3]. For "Lie Down" people, "Lie Down" is both a behavioral way of coping with work anxiety and a passive defense mechanism against pragmatic labor tendencies. The root of "Lie Down" is shown in Table 1.

**Table 1. Roots of "Lie Down"**

Source	Illustrate
The ideology of vulgarizing the purpose of labor	Some young people's practical consideration of participating in a certain social labor is no longer a value standard for measuring the meaning of the world, but whether it can achieve specific secular goals. Under the influence of instrumental rationality, the selfish desires of individuals are expanding day by day, and to a certain extent, it has contributed to the tendencies of money worship, materialism, hedonism, etc., leading to some people's thinking patterns and values tending to be one-way and vulgar. Instrumental rationality is a kind of utilitarianism in life experience, which often degrades the value of some young people's career development and materializes labor goals.
The instrumentality of externalization of labor experience	Labor experience is the subjective cognitive feeling of laborers in the labor process. A good labor experience is an important factor to ensure that workers actively participate in social labor. However, in some areas where the utilitarian tendency of labor is becoming more and more serious, people have shown their love and preference for the "instrumental value" of labor. On the one hand, some people place one-sided emphasis on labor.

For example, when choosing a major in a university, to some extent, it shows that under the influence of instrumental rationality, some young people have turned to career choices purely for profit in the early stage of application. However, many young people are keen on popular industries, and they are purely obsessed with face work. In fact, it is a short-sighted performance that is short-sighted and lacks thoughtfulness. When they face realistic setbacks and pressures, their mental state undergoes dramatic changes, leading them to give up when overwhelmed.

**2.2 Features of "Lie Down"**



**Figure 1. Characteristics of the "Lie Down" group**

The overall improvement of material living standards means that although today's young people still rely on labor to make a living, more young people hope to obtain a better life and a more meaningful life through creative work [4]. Especially for newcomers in the workplace, when they

first started, they were full of passion and desire for work, and social labor was all their ideals, aspirations and prospects. However, if the consequences of going all out are frequent "absences". Then, labor will become a compulsive shackle for workers, which restricts the development of human beings, and manifests as a non-creative form of labor. "Lie Down" is a passive resistance and softening resistance of modern young people to non-creative labor. The characteristics of the "Lie Down" group are explored from the perspectives of psychological representation, value context, discourse narrative, and image positioning, as shown in Figure 1.

(1) Discourse narrative: "Labor Freedom" in the rights of the weak

Freedom of labor means that workers choose their own work according to their own will. "Lie Down" is part of "Lie Down" and they claim "freedom of labor". For the people of "Lie Down", happiness is the cherishment of "Little Destiny", and happiness is the bits and pieces from "Little Beauty". However, there are fundamental differences between the two that must be distinguished. Active freedom is the ability to do something, while negative freedom is freedom from interference. "Lie Down" doesn't mean refusing to work for them, just to devote more time and energy to the job they love. The relative comfort and comfort pursued by "Lie Down" is not a conscious creation, but an escape from reality, which is essentially a passive freedom.

(2) Mental representation: "Labor Trauma" in collective memory

Mental representation is an important concept in cognitive psychology, which refers to the external things that objectively reflect and exist in the mind of the subject [5]. "Lie Down" is a kind of "traumatic memory", which is produced by the labor participation of individuals. The "traumatic memory" originally existed in the subject's mind in fragments. Because everyone experiences and feels differently, everyone has their own way of expressing trauma. The generation of "traumatic memories" is mainly due to the experience of the individual at work, which can lead to negative effects on the cognitive, emotional and even value levels of the subjects. If it is not timely and effective to vent and excrete, it is easy to accumulate in the subconscious of young people, and finally have negative memories of work.

(3) Image positioning: "Labor Emancipation" under the "wise men movement"

In a broad sense, labor emancipation is to liberate people from forced labor and make them creative labor [6]. The people of "Lie Down" emphasized that "Lie Down" is not simply passive and lazy, but to fight against coercion through "bereavement", and its ultimate goal is to "change oneself and treat new people with a calm, rational and brave attitude. In other words, "Lie Down" of "Lie Down" is a strategy of "retreat to advance", a kind of "thinking about life". "Lie Down" does not encourage people to avoid work and give up work, but to hope A seemingly "most inaction" "striving gesture" to achieve "labor liberation".

(4) Value context: "Labor is useless" under a high degree of "involution"

"Lie Down", there is dissatisfaction with "involution", anger at the gap between ideal and reality, and a sense of powerlessness about oneself. "Lie Down" believes that "involution" is the root of "failure", it strengthens the psychological suggestion of "no matter how hard you try, you will not succeed" by exaggerating the limiting effect of external conditions, in order to find a spiritual comfort and self-acceptance. The people of "Lie Down" claim that in the face of a highly "involutionized" society, no matter what you do, the only way is "Lie Down". They use means such as "demotion of desire" and "consumption inhibition" to lower the "unattainable" value expectations, and use verbal strategies such as "anti-consumption" and "self-life" to demonstrate the value realm of "transcending the mundane". While "Lie Down" strengthens external factors, it also weakens the value of the subject and the meaning of labor.

### 2.3 Labor Law Adjustments

Labor law is also called labor law, and its popular interpretation is the law about labor or labor [7]. The distinction and definition of different laws in legal circles is mainly based on the object they adjust, that is, what kind of social relationship the law adjusts. Generally speaking, labor law is the

law that regulates labor relations, but on the specific expression, the opinions of academic circles are different.

The adjustment objects of labor law can be divided into "labor relations" and "all subsidiary relations". All labor relations refer to all the relations related to the occupation of the employee, including collective contracts, trade unions, labor protection, labor insurance, labor disputes, employment introduction and international labor relations.

The main object of labor law adjustment is "the relationship between the employee and the employer for the purpose of labor payment", that is, the individual labor relationship, that is, the so-called narrow labor relationship [8]. This is the basis of the adjustment content of the labor law, but it is not the entire content of the adjustment content of the labor law; and other content related to the adjustment of collective labor relations is called "attached to all relations".

This definition is closely related to the characteristics of labor relations in the early stage of the market economy and the adjustment characteristics of labor laws and regulations. Although the adjustment of individual labor relations is the basic content of labor legislation, in the process of labor relations development, the adjustment of collective labor relations and social labor relations will be an important part of labor law adjustment. The collective regulation of labor relations is an important part and feature of labor legislation in western market economy countries. Due to the development of social production methods, labor movements, and labor relations, the subject concept of labor relations is no longer simply limited to individual labor relations, but includes collective labor and social labor relations, and in the adjustment of labor laws, collective labor. The adjustment of relations and social labor relations is taking up an increasing proportion.

The labor relationship is the specific manifestation of the combination of laborers and means of production in the process of social production. This union of laborers and means of production is realized through the relationship between laborers and employers. In an individual labor relationship, the laborer transfers his labor to the employer, and the employer pays labor remuneration to the laborer. Among them, wages are the most basic element connecting workers and employers, that is, employers hire workers through wages, and workers accept the employment of employers and pay labor for them in order to obtain wages. In essence, the labor relationship is a relationship of economic interests.

The characteristics of the connotation of labor relations adjusted by the labor law are shown in Table 2:

**Table 2.** Features of the connotation of labor relations regulated by labor law

Features	Illustrate
Foundational	The employment relationship refers to the individual labor relationship, which refers to the labor relationship between workers and workers. Sexual labor is an important feature of the employment relationship, which refers to the employer who has the initiative and dominance in the employment relationship. In labor law, the labor relationship between the employer and the employer is based on the labor relationship.
Rights and obligations	Paid labor is a laborer who sells or sells labor and is paid by the employer for the value of his labor. With the payment of labor as the object, the labor relationship has the characteristics of a debt relationship. For labor users, they can obtain labor by paying labor remuneration, thereby increasing their wealth.
Professionalization	There are three types of contractual relationships: labor contracts, collective contracts, and tripartite contracts. The formation of an individual labor relationship needs to be negotiated by both parties and a corresponding contract is formed. This contract can be in oral or written form. The key is to reach an agreement between the two parties, but it is bound by national laws. The establishment of collective labor relations is also formed through consultation between the labor and management.

### 2.4 Particle Swarm Optimization

In the space search of particle swarms, if a particle finds the best position, other particles will quickly gather around him. If the best position is a local optimum, not a global optimum, then The particles will fall into a local minimum state, so that the particle swarm cannot find new global extremes in the solution space [10]. If the worst adaptation number of a particle reaches a predetermined number, it means that the particle is no longer suitable for the current search environment, and an evolution must be carried out, that is, the position of the particle is reset to the best, and the rest of the particles remain in the original state. until the conditions for completion of the operation are met.

The discrete example algorithm is the basic particle swarm optimization (PSO) algorithm and the standard PSO algorithm, both of which are proposed for the optimization of continuous functions, and the algorithm is based on the continuous domain to optimize the solution. In the discrete PSO algorithm, the value of each dimension in the position vector of the particle is only limited to an integer of 0 or 1, and there is no restriction on the speed of the particle, but the speed is usually used to characterize the integer 0 in each dimension of the position vector or the probability of 1.

When the particle swarm inertia coefficient is assigned, a larger  $\omega$  PSO will affect  $v_{ij}$  the extreme point where the particle velocity deviates from the current environment. From the PSO, it is beneficial to quickly enter the local extreme value search, and the extreme value of the entire algorithm is better than the PSO. Its constraints are as in formula (1):

$$0 < \left| v_i - \sum_{i=1}^n \overline{v_{i1}} \right| \ll X(d_m) \tag{1}$$

$|m|$  is the total number of particle distances in the current computing environment, then  $i$  the information entropy of particles in the current iterative calculation is as formula (2):

$$H(v_i) = -\sum_{j=1}^n p_{ij} \ln p_{ij} \tag{2}$$

The particle distance that satisfies the constraints is the  $n$ 'th particle distance in the particle distance pair, then the average information entropy of the particles in the particle distance is as shown in formula (3):

$$\overline{H(v_i)} = -\sum_{j=1}^n p_{ij} \ln p_{ij} = -\sum_{j=1}^n \frac{|n|}{|m|} \ln \frac{|n|}{|m|} \tag{3}$$

### 3. Research and Analysis on the Optimization of Labor Law Adjustment System based on Youth "Lie Down" Phenomenon

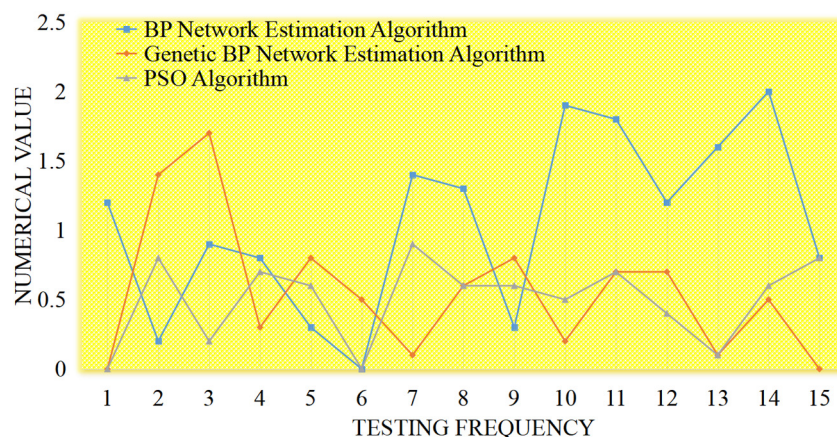
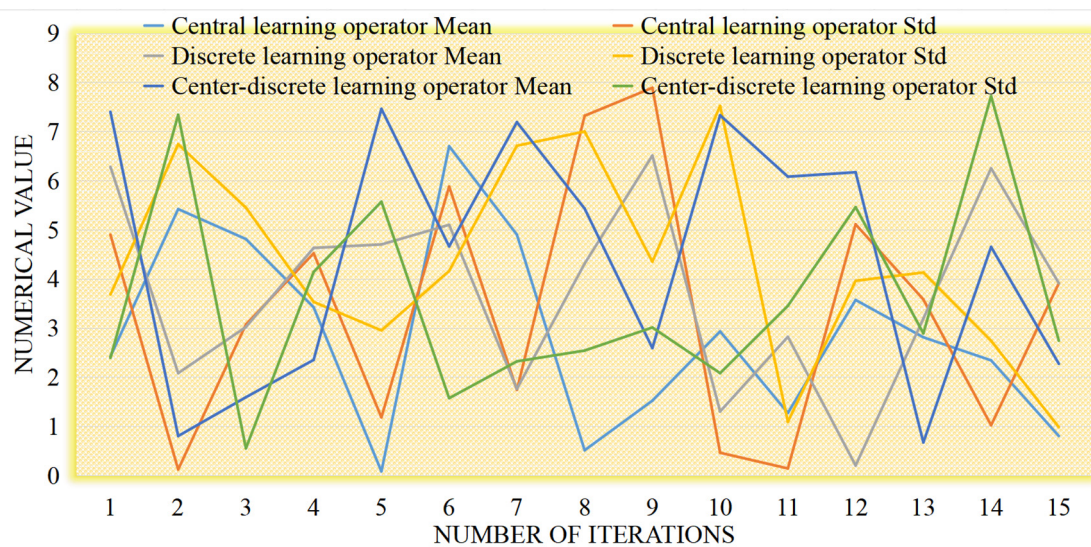


Figure 2. Error comparison chart of the algorithm

By constructing the fitness function of its PSO evaluation index system, and using the particle mapping PSO candidate labor law adjustment set, the dynamic search of the optimal evaluation scheme is carried out under the premise of dimension direction and multi-objective constraints. The experimental simulation shows that the algorithm comparison (as shown in Figure 2) shows that the numerical error of the particle swarm algorithm in this paper is basically within 1, while the other algorithms are within 2. It shows that the algorithm PSO has better evaluation accuracy and execution efficiency.



**Figure 3.** Convergence accuracy of algorithm operator

The convergence accuracy of the algorithm refers to the accuracy calculated by the algorithm when the algorithm runs to the maximum number of iterations. In this PSO, we use the average best test accuracy of multiple experimental test results as a measure. The upper limit of the maximum number of iterations of the function in the PSO test is set to 15. It can be seen from Figure 3 that when the algorithm has a fixed maximum number of iterations, the vector PSO learning operator has stronger optimization ability on simple unimodal functions than the hybrid learning operator, while on complex unimodal or PSO multimodal functions based on scalar. The performance of the vector learning operator perturbed by the operator is better. The scalar operator can make the particles escape from the local extreme point through local disturbance, and then can search for a better position. Therefore, in the optimization of multimodal functions, the strategy based on the hybrid operator is relatively better, and its value is basically greater than 1. The maximum value can reach 1.9, and the values of other algorithms are mostly below 3, but we can also see that the discrete learning operator also performs well in the optimization of multimodal functions, and the operator can speed up particles. The convergence of discrete operators can also make particles avoid local convergence in space search through breadth learning to a certain extent. It shows that the adjusted system of labor law has certain value and improves the concept of today's youth.

#### 4. Conclusion

"Lie Down" is a realistic portrayal of contemporary social diversification, a direct reflection of the low mobility of social classes, and a metaphor for the emotions of young people in transition. Therefore, we should look at "Lie Down" with a dialectical eye, instead of attacking "Lie Down" only from the point of view of the problem, let alone let it develop as it should. "Laying flat young people" often break away from the mainstream society and vent their worries and relieve themselves in a self-joking way. However, such venting is also a kind of psychological self-comfort and adjustment. However, the continued proliferation of "Lie Down" is not good for cultivating a healthy, motivated social psychology. Therefore, it is necessary to correctly analyze the problems reflected by them, and

take corresponding labor law adjustment measures, change their cultural choices, and adjust their values.

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