The Implications of the Party's Self-Revolution for Governance Innovation in Textile Enterprises

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ABSTRACT The spirit of the Party's self-revolution provides important guidance for governance innovation in textile enterprises. Marx's statement in Capital that "the relations of production must adapt to the development of productive forces" reveals the internal law that corporate governance systems must evolve with the times. As an important part of traditional advantageous industries, textile enterprises currently face problems such as outdated governance concepts, insufficient power supervision, imbalanced talent structures, and inadequate digital transformation. Based on the spirit of self-revolution, this article systematically discusses practical strategies for governance innovation in textile enterprises through four paths: self-innovation, power constraint, talent drive, and digital transformation. The analysis emphasizes that textile enterprises should reshape governance culture, strengthen checks and balances, optimize talent systems, and use digital tools to improve transparency, supervision, and decision-making efficiency. The study provides theoretical support and practical guidance for improving governance capacity and promoting high-quality development in the textile industry.

INDEX TERMS party self-revolution, textile enterprise governance, governance innovation, power constraint, digital transformation

I. INTRODUCTION

THE Party's spirit of self-revolution is a valuable ideological legacy developed by the Communist Party of China over its century-long history. It has important practical value in the new era. Unlike heavy industry or the tech sector, the textile industry is characterized by high marketization, extremely long supply chains, and thin profit margins, making it highly sensitive to governance inefficiencies. As a traditional pillar industry and a key sector supporting people's livelihood in China, the textile industry plays an important role in building a new development pattern [1]. The spirit of self-revolution is uniquely critical here because the industry's survival depends on slimming down bloated management structures to respond to fast-fashion cycles and global Environmental, Social, and Governance (ESG) mandates. At present, textile enterprises face multiple challenges such as intensified market competition, upgrading of consumer demand, and stricter environmental constraints. The traditional governance model is no longer able to meet the requirements of high-quality development. In The Poverty of Philosophy, Marx pointed out that "the hand mill produces the feudal society, the steam mill produces the industrial capitalist society" [2]. The change of production mode inevitably requires the corresponding adjustment of the superstructure. Embedding these self-correcting mechanisms into corporate practice is a prerequisite for deepening SOE reform and a catalyst for sector-wide structural modernization.

II. THE IMPLICATIONS OF THE PARTY'S SPIRIT OF SELF-REVOLUTION FOR GOVERNANCE INNOVATION IN TEXTILE ENTERPRISES

A. (I) PROMOTE THE UPDATING OF CORPORATE MANAGEMENT CONCEPTS AND ACTIVATE GOVERNANCE VITALITY

The spirit of self-revolution of the Party emphasizes the renewal of concepts that keep pace with the times. Integrating this principle into textile enterprises governance helps move beyond traditional paternalistic and administrative management practices and promote the transformation of enterprises from passive response to proactive change. In the Communist Manifesto, Marx pointed out: "All fixed and rigid relations, and the ideas and opinions that were venerated with them, have been eliminated. All newly formed relations become obsolete before they can be fixed" [3]. This highlights the necessity of continuous institutional innovation.

B. (II) OPTIMIZE CORPORATE GOVERNANCE SYSTEM AND ENHANCE COMPETITIVENESS

Self-revolution emphasizes institutional construction and mechanism improvement. Textile enterprises can learn from the Party's self-revolution experience and improve the power restraint mechanism, integrity construction system and risk prevention and control mechanism to effectively regulate business behavior, strengthen internal control and improve governance transparency. Mao Zedong pointed out in On Contradiction: "The law of contradiction of things, that is, the law of unity of opposites, is the most fundamental law of materialist dialectics" [4]. Effectively balancing tensions between power and supervision as well as efficiency and regulation is essential for the sustainable development of enterprises. A sound governance system is an important guarantee for the sustainable competition of enterprises and helps textile enterprises gain competitive advantage in the international and domestic dual circulation.

C. (III) EMPOWERING ENTERPRISES TO ACHIEVE SUSTAINABLE DEVELOPMENT AND DEMONSTRATING SOCIAL RESPONSIBILITY

The spirit of self-revolution of the Party embodies the value pursuit of putting people first. At the enterprise level, this requires textile enterprises to establish a green development and social responsibility awareness, promote clean production and circular economy, and achieve the unity of economic and social benefits. General Secretary Xi Jinping emphasized: "Green mountains and clear waters are gold and silver mountains" [5]. Optimizing the governance structure of textile enterprises can better balance the demands of various stakeholders, take the initiative to assume social responsibilities such as environmental protection and employee rights protection, and establish a good brand image, thereby laying a solid foundation for industrial transformation and upgrading and high-quality development.

D. INTEGRATING POLITICAL SELF-REVOLUTION WITH DIGITAL GOVERNANCE LOGIC

While the Party's self-revolution is a political concept, its core requirements—transparency, self-correction, and the breaking of vested interests—find their technical manifestation in digital transformation. Digitalization serves as the modern superstructure that allows for the real-time supervision and data-driven objectivity necessary to prevent the ossification of power. By breaking information silos, digital transformation acts as a technical instrument of self-revolution, ensuring that corporate governance remains a living system capable of the same constant renewal demanded by political ideology.

III. MAJOR PROBLEMS FACING GOVERNANCE INNOVATION IN TEXTILE ENTERPRISES

A. (I) OUTDATED GOVERNANCE CONCEPTS AND INSUFFICIENT MOTIVATION FOR MECHANISM INNOVATION

Some textile enterprises still use the management thinking of the planned economy period. This is particularly evident in the heavy production, light design bias that persists in traditional textile hubs. The iron rice bowl mentality is deeply rooted, leading to a resistance toward the agile, consumer-centric models required by modern e-commerce and global branding. They do not have a deep understanding of the modern enterprise system, specifically regarding the rapid inventory turnover and supply chain transparency that define today's textile market. This makes it difficult for enterprises to flexibly adjust their strategies according to market changes. Their innovation vitality is insufficient and their market competitiveness declines year by year. Some enterprise leaders do not have enough awareness of the urgency of governance innovation and invest in limited reforms. Marx pointed out in Capital that "this development of productive forces is an absolutely necessary actual premise" [6], and the backward governance concept has become a shackle on the development of productive forces.

B. (II) INEFFECTIVE SUPERVISION OF THE EXERCISE OF POWER AND WEAK FOUNDATION FOR BUILDING A CLEAN GOVERNMENT

The power constraint mechanism is not sound. The power of the top leader of some enterprises is excessively concentrated and lacks scientific separation of powers and checks and balances. The construction of party conduct and integrity is merely a formality. The means of supervision are singular, the level of informationbased supervision is low, the internal audit function is not fully played, the supervision system lacks systematic design, the accountability mechanism is imperfect, and the cost of violations is too low. Some enterprises fail to identify the risks of corruption, have weak preventive measures, and impose more punishments after the fact than preventive measures before the fact. This not only easily breeds corruption but also directly affects the scientific nature of decision-making and the efficiency of execution, damages the long-term interests of enterprises, and thus undermines the fair competition environment. Lenin once pointed out: "Unsupervised power inevitably leads to corruption" [7]. A sound supervision mechanism is the key to ensuring the healthy development of enterprises.

C. (III) IMBALANCE IN THE STRUCTURE OF THE TALENT POOL AND OBVIOUS SHORTCOMINGS IN GOVERNANCE CAPABILITIES

The aging management teams of textile enterprises, coupled with their limited knowledge base and weak adaptability to digital and international operations, have led to a severe loss of high-level management talent and a lack of successors for key positions. Insufficient investment in talent development and inadequate incentive mechanisms further hinder the attraction and retention of outstanding personnel. This significantly constrains the improvement of corporate governance capacity.

D. (IV) INSUFFICIENT DIGITAL EMPOWERMENT AND LOW LEVEL OF MODERNIZATION OF GOVERNANCE

Most textile enterprises have a low level of digital governance, with traditional manual management and paper-based processes still dominating. Investment in digital transformation is severely insufficient, and a lack of data analysis capabilities hinders accurate decision-making. Intelligent application scenarios are limited, information silos are widespread, and data is not shared between departments, impacting overall operational efficiency and collaboration. Data governance systems are lacking, data quality is low, and data security is at risk. The application of digital technology is superficial and has not been deeply integrated into governance processes, resulting in a clear separation between online and offline operations. There is a lack of professional digital talent and weak technical support capabilities. These shortcomings fall far short of the standards required for modern corporate governance. Crucially, the existence of information silos represents a technical form of departmentalism, which directly contradicts the spirit of self-revolution. Without digital integration, the "fixed and rigid relations" that Marx warned against become embedded in fragmented data systems, making the enterprise self-monitoring and holistic reform technically impossible. This hinders the improvement of enterprise competitiveness and makes it difficult to adapt to the development needs of the digital economy era.

The urgency of these issues is assessed based on two criteria: systemic risk proximity (the immediacy of potential crisis) and structural impact (the long-term effect on industrial upgrading). In the textile context, issues involving power and oversight are ranked with the highest urgency due to the immediate financial and compliance risks associated with raw material procurement and complex supply chain outsourcing. The diagnosis table for governance issues in textile enterprises is shown in Table 1:

IV. GOVERNANCE INNOVATION PATH FOR TEXTILE ENTERPRISES BASED ON THE PARTY'S SPIRIT OF SELF-REVOLUTION

The innovative path of textile enterprise governance based on the spirit of the Party's self revolution is shown in Figure 1:

A. (I) PRACTICING SELF-INNOVATION AND RESHAPING GOVERNANCE CULTURE

The spirit of the Party's self-revolution should be studied in depth to guide managers in establishing the concept of keeping pace with the times while upholding integrity and innovation. Enterprises should also organize discussion on governance concepts, help managers recognize the limitations of traditional models through case analysis and targeted training, formulate a Five-Year Plan for Governance Innovation of Textile Enterprises, and clarify reform goals and implementation pathways. Marx pointed out in The Eighteenth Brumaire of Louis Bonaparte that "people make their own history" [8], and the development of enterprises also requires proactive change and self-renewal. Establish a learning organization mechanism, regularly invite domestic and foreign governance experts to conduct academic exchanges, organize management to conduct research and investigation on benchmark enterprises, and formulate a system that links the promotion of cadres with the recognition of governance concepts so that management can truly internalize the awareness of innovation. This alignment is not a request for passive ideological conformity, but rather a requirement for strategic resonance—ensuring that market-oriented managers possess the professional ethics and long-term vision to implement the enterprise's self-revolution goals. By evaluating the extent to which management internalizes these concepts through measurable reform outcomes, the enterprise ensures that professional competence is directed toward systemic innovation rather than short-term profit-seeking. Establish a regular diagnostic system, conduct a comprehensive review of the governance system every six months, establish a Governance Innovation Consulting Committee, invite external experts to conduct independent evaluations, form a problem list and formulate improvement plans, conduct pilot trials in pilot departments, summarize experiences and promote them in a comprehensive manner, incorporate reflection and improvement into the cadre assessment system, establish a Governance Innovation Archive, record in detail the progress, effectiveness and lessons learned of each reform, form an internal governance knowledge system for enterprises, establish a cross-departmental reform coordination mechanism, hold regular governance reform promotion meetings, and promptly resolve obstacles and problems encountered in the reform [9]. Enterprises should formulate the Encouragement of Innovation and Tolerance of Faults and Exemption Measures to unleash reform innovators, establish an Innovation Achievement Display Platform, regularly commend advanced individuals, and allow mistakes in reform as long as procedures are followed and intentions are appropriate, thereby creating an environment that encourages reform, supports bold experimentation, and promotes effective reform practices [10].

B. (II) STRENGTHEN THE PRINCIPLE OF CHECKS AND BALANCES ON POWER AND IMPROVE THE SUPERVISION SYSTEM

To improve modern corporate governance, enterprises should strengthen the three-meeting system involving the board of directors, the board of supervisors, and management, clarify the boundaries of power and responsibility, and promote market-oriented managerial appointments through a dual-qualification model that evaluates both professional competence and alignment with the enterprise's governance

TABLE 1. Diagnostic Table of Governance Issues in Textile Enterprises

Problem Dimensions	Specific manifestations	Main impact	Urgency	Diagnostic Basis
Concepts and Mechanisms	Outdated management thinking and insufficient motivation for innovation	Declining competitiveness and sluggish market response	High (Priority 2)	Strategic Lag: Hinders the enterprise's response to market shifts.
Power and oversight	Lack of checks and balances in procurement and subcontracting	Immediate financial leakage and supply chain integrity risks	Critical (Priority 1)	High Risk Proximity: Direct impact on thin profit margins in textile manufacturing
Talent and Ability	Structural imbalance and obvious capacity shortcomings	Talent loss and low management efficiency	Medium (Priority 4)	Generational Lag: While critical for sustainability, the impact is cumulative rather than instantaneous.
Digital and Modernization	Low level of informatization, scattered data	Low operational efficiency and poor decision-making accuracy	Medium-High (Priority 3)	Transformation Barrier: Prevents scaling but does not trigger immediate operational collapse

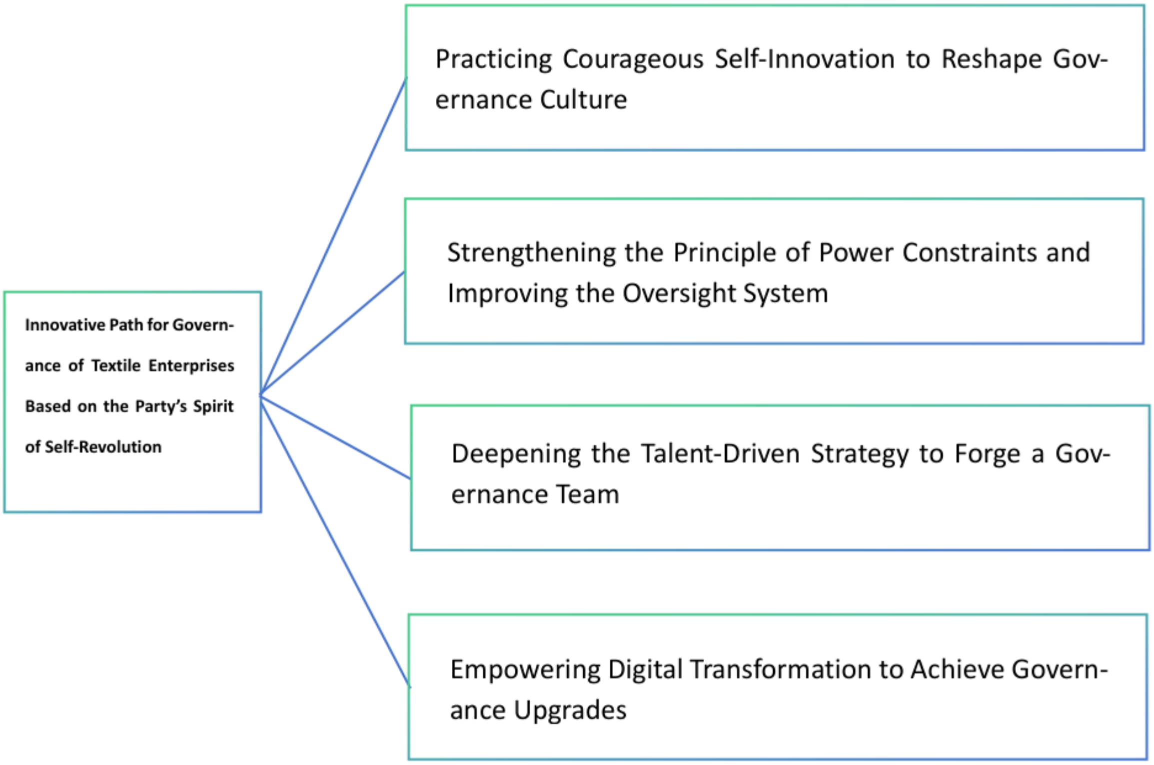

FIGURE 1. Governance Innovation Path of Textile Enterprises Based on the Party's Spirit of Self-Revolution

culture. Establish a scientific salary assessment mechanism, set up independent directors, and strengthen the supervision of management. Marx pointed out in The Civil War in France: "In order to prevent the state and state organs from becoming the masters of society, measures must be taken" [11]. Corporate governance also needs power constraints. Promote the compilation of power list, responsibility list and negative list, establish a corruption risk prevention and control system covering all management positions, with a focus on high-risk areas unique to the textile industry, such as raw material procurement (e.g., cotton and synthetic fibers) and outsourced dyeing/finishing contracts. Enterprises should strengthen pre-event prevention, in-event supervision and post-event review to eliminate gray areas in complex multi-tier supply chains. A supervision network that is horizontally comprehensive and vertically thorough should be established, supported by big data for realtime monitoring and a normalized review mechanism [12]. The alignment between the Party's self revolutionary spirit and the innovation of textile enterprise governance is shown in Table 2:

C. (III) DEEPEN THE TALENT-DRIVEN STRATEGY AND BUILD A GOVERNANCE TEAM

Enterprises should establish selection criteria based on performance, ability, and morality, break through traditional seniority-based promotion, and promote competitive appointments and democratic evaluation. To address the potential tension between market competence and ideological alignment, morality is defined here as professional integrity and accountability. This framework treats the spirit of self-revolution as a core leadership competency: a truly market-oriented manager must have the self-revolutionary courage to dismantle inefficient internal structures, even when they conflict with vested interests. Thus, ideological alignment becomes the driver of, rather than a hindrance to, profes-

TABLE 2. Correspondence between the Party's spirit of self-revolution and governance innovation in textile enterprises

Elements of the Party's Self-Revolution	Governance Innovation Dimension	Core measures	Expected Results
Idea update	Reshaping the culture of governance	Establish a philosophy of upholding integrity and pursuing innovation, and build a reflection mechanism.	Activate innovation power
Power constraints	Improved supervision system	Improve the checks and balance structure and establish comprehensive supervision.	Regulating the exercise of power
Team building	Talent-driven strategy	Optimize selection and training, and establish a talent pool system.	Enhance governance capabilities
Improved system	Digital empowerment	Build a digital platform and apply big data analytics	Achieving modernization of governance

sional market execution. Establish a reserve cadre talent pool covering all levels, implement systematic training, formulate personalized growth plans, and implement a Reverse Mentoring and Collaborative Growth system. Unlike traditional seniority-based mentoring, this model encourages a bidirectional exchange: senior managers provide institutional wisdom and industry experience, while young cadres offer digital fluency and innovative perspectives. This collaborative approach transforms potential generational tensions into opportunities for governance innovation, ensuring that the mentor system facilitates knowledge transfer rather than preserving old-guard power structures [13]. To effectively balance the influx of young talent with the existing workforce, textile enterprises should implement a Reform Compensation and Career Transition mechanism. For senior staff whose roles are impacted by governance restructuring, the enterprise should provide paths toward internal consultancy or specialized technical roles. This ensures that the self-revolution process is perceived as an organizational upgrade rather than a zero-sum game, thereby reducing the structural resistance inherent in the iron rice bowl culture. Strengthen party conduct and integrity education, organize special training on integrity building, invite experts to give lectures on typical cases, warn against the harm of corruption, integrate integrity building with governance innovation, require managers to strengthen integrity and self-discipline in promoting reform, and establish an integrity commitment system. The talent development route of textile enterprises is shown in Table 3:

D. (IV) EMPOWERING DIGITAL TRANSFORMATION TO ACHIEVE GOVERNANCE UPGRADES

Develop a Smart Governance Platform for Textile Enterprises designed to function as the technical infrastructure for self-revolution. This platform integrates functions such as power operation, integrity building, personnel management, and financial supervision to ensure that the courage to self-innovate is backed by objective, unalterable data. It digitally records and tracks the entire process of power operation, forming a complete trajectory. This technical transparency serves as the primary tool for the power constraints strategy, transforming political discipline into automated system constraints. Through visualization, it makes the operation of power transparent and verifiable. It establishes an early warning mechanism to promptly remind and correct any abnormalities [14]. Establish a data analysis team to collect and organize enterprise operation data to form regular analysis reports. Apply big data to textile-specific scenarios such as trend forecasting, fabric waste reduction, and carbon footprint tracking across the production cycle. This provides data support for decision-making in an industry where small fluctuations in material costs or environmental compliance can determine the total profitability of a product line. Establish a risk early warning system to conduct early assessments of financial, market, and compliance risks and enhance risk resistance capabilities [15]. Integrate information systems such as finance, personnel, and production to achieve data sharing and process optimization. Establish electronic workflows to promote paperless office operations. Establish an internal control automation system to automatically monitor and control each link of key business processes, standardize management, and prevent violations. The implementation framework of digital governance in textile enterprises is shown in Table 4:

The implementation timeline depends on the governance baseline and the availability of resources. While small businesses possess higher operational agility, they often lack the specialized compliance departments and capital reserves required for deep digital and institutional restructuring. Consequently, their path to comprehensive governance maturity is a gradual process of incremental capacity building, whereas large enterprises can leverage existing frameworks to achieve rapid, large-scale deployment. The implementation paths of governance innovation in textile enterprises of different scales are shown in Table 5:

TABLE 3. Roadmap for Talent Development in Textile Enterprises

Construction phase	Main tasks	Key initiatives	Evaluation indicators
Selection stage	Optimize the personnel selection and appointment mechanism	Competitive recruitment and democratic evaluation	Selection fairness $\geq$ 90%
Training stage	Systematic capability enhancement	Training programs, mentorship programs, job rotation	Training coverage rate 100%
Incentive Phase	Improve the performance evaluation and incentive system	Performance appraisal and salary reform	Satisfaction rate $\geq$ 85%
Protection Phase	Strengthen integrity	Anti-corruption education and commitment system	Zero violation target

TABLE 4. Implementation Framework for Digital Governance in Textile Enterprises

Implementation level	Core Functions	Technical support	Application scenarios
Base layer	Data acquisition and storage	Cloud computing, Internet of Things	Production, finance, and human resources data collection
Platform layer	Data integration and sharing	Big data platform	Break down information silos and achieve data interconnection.
Application layer	Intelligent Analysis and Decision Making	Artificial intelligence, data analysis	Risk warning and precise decision support
Presentation layer	Visual presentation	Data visualization technology	Real-time display of power operation and business status

TABLE 5. Implementation Paths for Governance Innovation in Textile Enterprises of Different Sizes

Enterprise size	Conceptual innovation	Power supervision	Talent Development	Digital empowerment	Implementation period
Large enterprises	Comprehensively deepen	System complete	Talent pool development	Comprehensive application	2-3 years
Medium-sized enterprises	Key Promotion	Gradually improve	Key breakthroughs	Pilot application	3-4 years
Small businesses	Basic advancement	Basically complete	Key training	Launch application	4-5 years

V. CONCLUSION

The Party's spirit of self-revolution has pointed the way for governance innovation in textile enterprises. Guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, textile enterprises should systematically promote governance innovation based on four pillars: courage to self-reform, power constraints, talent-driven development, and digital transformation. This involves continuously optimizing the governance system and enhancing governance capabilities by reshaping governance culture, improving the supervision system, forging a strong governance team, and empowering digital transformation. A problemoriented approach must be adopted, targeting key issues hindering development, and advancing reforms with a tenacious spirit to ensure innovative measures are implemented effectively. Only through these measures can textile enterprises achieve high-quality and sustainable development, inject new vitality into the transformation and upgrading of traditional industries, and contribute to the construction of a modern industrial system.

AUTHOR CONTRIBUTIONS

Mei Yang designed, collected and analyzed the data, and drafted the manuscript. Mei Yang conducted the study, critically revised the manuscript for important intellectual content, and gave final approval of the version to be published. Mei Yang participated fully in the work, take public responsibility for appropriate portions of the content, and agreed to be accountable for all aspects of the work in ensuring that questions related to the accuracy or integrity of any part of the work are appropriately investigated and resolved.

CONFLICTS OF INTEREST

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