

# Research on the Construction Mechanism of Rural Grass-roots Cadres under the Leadership of Party Construction

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**Abstract:** As China enters a new stage of building Chinese-style modernization in an all-round way, rural grass-roots cadres, as an important force in rural grass-roots governance, bear the important responsibility of promoting rural economic development, social stability, and improvement of people's livelihood. This paper takes the construction mechanism of rural grass-roots cadres under the leadership of Party building as the core and discusses its significance to rural governance and rural development. Combining with case analysis, this paper proves that the combination mechanism of cadre selection and appointment, cadre training and education, cadre assessment, Party organization guidance and supervision, and cadre incentive and guarantee provides strong support and assurance for the construction of rural grass-roots cadres. It is of great significance to promote the effective implementation of the strategy of rural revitalization.

**Keywords:** Party Building; Grassroots Cadres; Cadre Team Building; Grassroots Governance

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## 1. Introduction

In recent years, with the rapid development of China's rural economy and society and the deepening of rural governance, the construction of rural grass-roots cadres has

attracted wide attention [1]. As the backbone of rural governance, rural grass-roots cadres bear the important responsibility of promoting rural economic development, social stability, and improvement of people's livelihood. At present, there are some differences in the number, structure, and quality of rural grass-roots cadres. On the one hand, the overall number of rural grass-roots cadres is relatively large, but there are still some deficiencies in professional accomplishment, knowledge structure, and working ability. On the other hand, the problems of brain drain and inadequate training restrict the overall development of rural grass-roots cadres.

Under the leadership of the Party, as a special organizational form and working method, Party building plays an important leading role in the construction of rural grass-roots cadres, which is of great significance [2] for improving the ability and quality of cadres and enhancing the combat effectiveness of grass-roots organizations. The construction mechanism of rural grass-roots cadres under the leadership of Party building involves ideological and political construction, organizational management, team building, and other aspects. Through in-depth study of the construction mechanism of rural grass-roots cadres, we can deepen the theoretical understanding of the leading role of Party building and provide effective paths and methods for optimizing the construction of cadres.

The purpose of this study is to explore the construction mechanism of rural grass-roots cadres under the guidance of Party building, in order to provide theoretical guidance and practical support for further improving the construction of rural grass-roots cadres. Through the analysis of the current situation of rural grass-roots cadre team construction, this paper reveals the existing problems and challenges and provides targeted solutions for improving the rural governance system and improving the quality of cadre team construction.

## **2. Current Situation of Rural Grass-roots Cadre Team Construction**

### **2.1 Number and Structure of Rural Grass-roots Cadres**

As an important force of rural governance, rural grass-roots cadres show certain

characteristics in terms of quantity and structure. First of all, the number of grass-roots cadres in rural areas is relatively large. According to statistical data, the total number of cadres in rural areas in China is relatively large, covering all levels and fields [3] in the vast rural areas. This provides a certain human resources guarantee for rural grass-roots governance. However, there are some imbalances and shortcomings in the structure of rural grass-roots cadres. On the one hand, from the rank level, the rural grass-roots cadres are relatively more grass-roots front-line staff, while the proportion of senior cadres is relatively low. As a result, some grass-roots cadres are relatively weak in decision-making and policy implementation, and it is difficult to cope with the complex needs of rural development. On the other hand, from the perspective of professional accomplishment and knowledge structure, there are many problems in the rural grass-roots cadres, such as insufficient professional knowledge reserve and lack of skills. Under the background of current rural economic transformation, social change, and new rural construction, this limits the effective role of cadres in promoting rural development.

## **2.2 Training and Capacity Building of Rural Grass-roots Cadres**

The training and capacity-building of rural grass-roots cadres is an important way to improve the quality and working ability of the team. At present, although some achievements have been made in the training and capacity-building of rural grass-roots cadres, there are still some challenges and problems [4,5].

On the one hand, the distribution of training resources is not balanced. In some relatively developed areas and key poverty alleviation areas, the training conditions of rural grass-roots cadres are better, and there are abundant training resources and opportunities. However, in some economically underdeveloped areas and remote mountainous areas, due to the lack of resources and inconvenient transportation, the training opportunities of rural grass-roots cadres are limited. On the other hand, the content and methods of training need to be further improved. At present, the training of rural grass-roots cadres mainly focuses on theoretical study and practical operation, and attaches importance to knowledge imparting, but the targeted training for challenges

and problems in practical work is insufficient [6]. Lack of training content and flexible and diverse training methods that keep pace with the times restrict the ability of rural grass-roots cadres to cope with and innovate in the face of complex situations.

### **2.3 Mobility and Retention of Rural Grass-roots Cadres**

The mobility and retention of rural grass-roots cadres have an important impact on the stability and continuity of the team. At present, there are some difficulties in the mobility and retention of rural grass-roots cadres.

Firstly, due to the unbalanced development of the rural economy and the different allocation of social resources, some rural grass-roots cadres tend to leave the countryside and seek better development opportunities and welfare benefits [7]. This has led to the high mobility of rural grass-roots cadres in some areas, which has brought some unstable factors to grass-roots governance and rural development. Secondly, some rural grass-roots cadres are facing the dilemma of retention due to lack of development opportunities and difficult working conditions. This leads to the lack of stability of rural grass-roots cadres in some areas, which restricts the continuity and long-term development of grass-roots governance.

In view of the above-mentioned problems in the construction of rural grass-roots cadres, it is necessary to further study the mechanism of the construction of rural grass-roots cadres, improve relevant policies and measures, promote the stable development of rural grass-roots cadres, and enhance their ability and effectiveness in rural governance.

## **3. Construction Mechanism of Rural Grass-roots Cadres under the Leadership of Party Building**

### **3.1 Cadre Selection and Appointment Mechanism**

The construction mechanism of rural grass-roots cadres under the leadership of Party building is first embodied in the mechanism of cadre selection and appointment. By establishing a scientific and rational cadre selection mechanism, Party organizations ensure that outstanding talents are selected to hold leading positions at the grass-roots

level in rural areas. In the process of cadre selection, Party organizations pay attention to compliance with the law, openness and transparency, and follow the principle of ability first and having both ability and morality. On the one hand, through extensive publicity and organizational recommendation, Party organizations attract outstanding talents to volunteer for rural grass-roots work and encourage them to participate in rural governance. On the other hand, through strict assessment and open competition, Party organizations select personnel with excellent quality and outstanding ability to hold important positions. At the same time, we should pay attention to the selection of talents with professional knowledge and skills to meet the needs of rural development.

The key to the mechanism of selecting and appointing cadres is to pay attention to the political quality and ability quality of the selected objects. When selecting cadres, Party organizations should pay attention to their political position, moral character, and work style, as well as their professional accomplishment, professional level, and innovative ability. Party organizations actively explore innovative selection methods, such as carrying out cadre ability tests, organizing democratic reviews, and conducting on-site inspections, in order to ensure the selection of outstanding cadres to meet the requirements of rural development in the new era.

### **3.2 Cadre Training and Education Mechanism**

The construction mechanism of rural grass-roots cadres under the leadership of Party building is also reflected in the mechanism of cadre training and education. Cadre training and education is the key link to improve the professional quality and ability level of rural grass-roots cadres. Party organizations promote the all-round development of rural grass-roots cadres by formulating training plans, conducting training courses, and providing learning opportunities.

The mechanism of cadre training and education pays attention to the combination of theoretical study and practical training. Party organizations provide systematic training courses and learning opportunities by organizing rural grass-roots cadres to participate in centralized training, dispatching cadres to colleges and universities for further study,

and holding special lectures. At the same time, Party organizations encourage cadres to learn in practice and improve in practical work, focusing on training cadres' ability to solve problems and practical innovation.

The cadre training and education mechanism also pays attention to promoting the construction of a clean and honest Party style and the education of Party spirit. Party organizations strengthen the ideological and political education of cadres, enhance their party spirit and sense of discipline, and improve their ability to be honest and self-disciplined by organizing grass-roots cadres in rural areas to participate in honest and clean government education and training, carrying out inner-Party laws and regulations education, and organizing the study of Party history and Party Constitution.

### **3.3 Cadre Assessment and Evaluation Mechanism**

The construction mechanism of rural grass-roots cadres under the leadership of Party building also involves the mechanism of cadre assessment and evaluation. Through the establishment of a scientific, objective, and fair evaluation mechanism, we can encourage and promote the positive progress and good performance of rural grass-roots cadres.

The cadre assessment and evaluation mechanism pays attention to comprehensive evaluation, fully considering personal performance, working ability, integrity, and self-discipline, among other aspects. Party organizations pay attention to the comprehensive understanding of cadres' working conditions and abilities through on-the-spot investigation, desk accounts, and performance evaluation. At the same time, we should pay attention to and support the training and growth of grass-roots cadres, find and solve problems in time, not only urge cadres to improve their work deficiencies but also encourage and encourage the growth of outstanding talents.

The assessment and evaluation mechanism should also focus on institutionalized construction and standardized operation. Party organizations should establish a sound evaluation index system, clarify the criteria and contents of the evaluation, and ensure that the evaluation work is fair, transparent, and operable. At the same time, we should

fully draw lessons from advanced experience and practices, summarize and improve the work of cadre assessment and evaluation in time, and improve the scientificity and pertinence of assessment and evaluation.

### **3.4 Party Organization Guidance and Supervision Mechanism**

Party organizations play an important role in guiding and supervising the construction mechanism of rural grass-roots cadres under the leadership of Party building. Party organizations guide and support the construction of grass-roots cadres in rural areas by establishing a sound working mechanism [4].

Party organizations should strengthen the ideological guidance and political education of cadres by holding regular life meetings, conducting democratic reviews, and organizing collective learning. Organizing life association is an important form for Party organizations to carry out Party member education. By organizing Party members to criticize and self-criticize, we can create a good political ecology within the Party. Democratic appraisal is to organize Party members and the masses to appraise and supervise cadres, increase the participation of public opinion in cadres, and promote the democratization and scientificization of cadre contingent construction.

Party organizations should strengthen the supervision and management of grass-roots cadres in rural areas by means of inspection, discipline inspection, and supervision, so as to ensure the integrity, self-discipline, and work style of cadres. Inspection and discipline inspection are important means for Party organizations to supervise the cadres on a daily basis, and to promote the discipline and improvement of the cadres by finding problems and putting forward suggestions for rectification. Discipline inspection and supervision are important links in the honest and clean supervision of cadres, and the Party's discipline and the stability of the ranks can be maintained by strengthening the investigation and punishment of violations of discipline and law.

### **3.5 Incentive and Guarantee Mechanism for Cadres**

The construction mechanism of rural grass-roots cadres under the leadership of Party building also includes the mechanism of incentive and guarantee for cadres. By

establishing a sound incentive policy and guarantee mechanism, we can stimulate the enthusiasm and creativity of rural grass-roots cadres and safeguard their rights and interests and development [8].

The incentive mechanism for cadres pays attention to fully affirming the achievements and contributions of outstanding cadres. Party organizations improve the sense of honor and belonging of cadres by means of promotion, reward, and praise. The promotion system should pay attention to the actual working ability and performance of cadres, and ensure that the promotion of cadres is an open, fair, and just process. The reward system should give corresponding material and spiritual rewards according to the cadres' achievements and innovative abilities, so as to encourage the cadres to keep forging ahead. At the same time, Party organizations should strengthen the training and development guarantee of cadres, provide broad development space and career development channels, and provide strong support for the growth of outstanding cadres.

The safeguard mechanism pays attention to the improvement of the living and working conditions of cadres. Party organizations should pay attention to improving the remuneration and treatment of rural grass-roots cadres to ensure that the basic living needs of cadres are met. At the same time, we should provide a good working environment and conditions, provide necessary support and guarantee for the work of cadres, and ensure that cadres can devote themselves wholeheartedly to grass-roots governance and rural development.

In a word, the construction mechanism of rural grass-roots cadres under the leadership of Party building covers many aspects, such as cadre selection and appointment, training and education, assessment and evaluation, Party organization guidance and supervision, cadre incentive and guarantee, etc. The organic combination and interaction of these mechanisms provide strong support and guarantee for the construction of rural grass-roots cadres and promote the continuous improvement of the modernization of rural governance system and governance capacity. Party organizations play an important leading and promoting role in leading the construction of rural grass-roots cadres, laying a solid foundation for building excellent, professional,



and dedicated rural grass-roots cadres.

#### **4. Practical Case Analysis of Rural Grass-roots Cadre Team Construction under the Leadership of Party Construction**

##### **4.1 Practice Case 1: Selecting Excellent Cadres to Rural Areas**

Under the guidance of Party building, some regions have adopted the practice of appointing outstanding cadres to hold grass-roots leadership positions in rural areas. This practice aims to improve the overall quality and ability level of rural grass-roots cadres by introducing excellent cadres.

Taking Zhejiang Province as an example, the province has implemented the "1000 College Students Village Officials Plan" in the construction of rural grass-roots cadres, and selected outstanding college graduates to serve as village cadres in rural areas. Through special training and practical training, these college student village officials have gradually grown into a team of rural grass-roots cadres full of vigor and vitality. They should give full play to their professional knowledge and skills and actively promote rural economic development, social services, and improvement of people's livelihood in the light of rural reality.

The practical cases of selecting excellent cadres to the countryside show that by introducing high-quality cadres, we can inject fresh blood into the rural grass-roots cadres and improve their overall ability and level. This practice will help to improve the structure of rural grass-roots cadres and train more cadres with innovative spirit and practical ability to meet the needs of rural development.

##### **4.2 Practice Case II: Implementation of Regular Training Plan**

Under the guidance of Party building, some regions have adopted the practice of regular training programs, aiming at improving the professional quality and working ability of rural grass-roots cadres.

Taking Hubei Province as an example, the province has implemented a regular training program in the construction of rural grass-roots cadres, through organizing cadres to

participate in centralized training, conducting rotation training, and dispatching cadres to colleges and universities for further study, so as to enhance the professional knowledge level and management ability of cadres. The training covers rural economic development, social management, laws, and regulations, and aims to help cadres better cope with new situations and problems facing rural development.

The practical cases of regular training programs show that through continuous training and learning, the comprehensive quality and working ability of rural grass-roots cadres can be continuously improved. Regular training not only helps cadres to update their knowledge and master new skills, but also strengthens the communication and interaction among cadres, and promotes the learning atmosphere and teamwork ability of cadres.

### **4.3 Practice Case III: Building a Cadre Exchange and Cooperation Platform**

Under the guidance of Party building, some regions have built a platform for cadre exchange and cooperation, aiming at promoting learning exchanges and resource sharing among rural grass-roots cadres.

Taking Guangdong Province as an example, the province has established exchange and cooperation platforms such as "Guangdong Cuisine Class" in the construction of rural grass-roots cadres. Through organizing rural grass-roots cadres in different regions to exchange and learn, a wide range of communication and cooperation platforms have been set up. Through visits, studies, discussions, and exchanges, cadres share their work experience and learn advanced experience, and jointly explore ways and means to solve practical problems.

The practical cases of building a platform for cadre exchange and cooperation show that through exchanges and cooperation, we can promote mutual learning among rural grass-roots cadres and promote innovation and progress in work. The platform of exchange and cooperation provides an opportunity for cadres to broaden their horizons and enhance their understanding and promotes the overall promotion and common development of cadres.

#### **4.4 Practice Case IV: Strengthening the Supervision and Evaluation Mechanism**

Under the guidance of Party building, some regions have strengthened the supervision and evaluation mechanism of rural grass-roots cadres, aiming at promoting the integrity, self-discipline, and quality of work of cadres.

Taking Shandong Province as an example, the province has established the "two responsibilities" system, namely "one post, two responsibilities" and "one post, two responsibilities" responsibility system. By clarifying the post responsibilities and responsibility requirements of cadres, we should strengthen the daily supervision and evaluation of cadres and promote cadres to perform their duties and use their power according to law. At the same time, the system of honest and clean government interviews, credit files, and honest and clean government notification has been established to strengthen the prevention and disposal of the risk of honest and clean cadres.

The practical cases of strengthening the supervision and evaluation mechanism show that through the establishment of a scientific and strict supervision and evaluation mechanism, the supervision and management of cadres can be strengthened, and the integrity, self-discipline, and quality of work of cadres can be improved. The supervision and evaluation mechanism can not only find problems and correct deviations but also encourage cadres to take the initiative and take positive actions to promote the sustainable development of rural grass-roots cadres.

The above practical cases of the construction of rural grass-roots cadres under the leadership of Party building show that, under the guidance and promotion of Party organizations, the quality and ability of rural grass-roots cadres have been effectively improved by selecting excellent cadres, implementing regular training, building a platform for communication and cooperation, and strengthening the supervision and evaluation mechanism, which provides valuable experience for other areas. It is of great significance to further promote the construction of grass-roots cadres in rural areas.

#### **5. Conclusion**

Through the research on the construction mechanism of rural grass-roots cadres under the leadership of Party building and the analysis of practical cases, this paper draws the following conclusions. The construction mechanism of rural grass-roots cadres under the leadership of Party building covers many aspects, such as cadre selection and appointment, cadre training and education, cadre assessment and evaluation, Party organization guidance and supervision, cadre incentive and guarantee, etc. These mechanisms cooperate and promote each other, providing strong support and guarantee for the construction of rural grass-roots cadres. Practical cases show that the quality and ability of rural grass-roots cadres can be effectively improved by selecting excellent cadres to rural areas, implementing regular training programs, building a platform for cadre exchange and cooperation, and strengthening the supervision and evaluation mechanism. Party organizations play an important leading and promoting role in the construction of grass-roots cadres in rural areas and provide strong support for rural governance and rural revitalization.

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