

An Empirical Comparative Study on the Construction of Mass Organizations in Beijing, Shanghai and Chongqing

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Abstract: A comprehensive comparison of mass league reform and development in Beijing, Shanghai and Chongqing is made. Based on the local conditions, each has its own strengths. Beijing has a high political position in mass league reform and a perfect service system. Shanghai mass league development work dare to take the lead in the world, the courage to break down the institutional barriers, the implementation of flat organizational reform, and the establishment of online mass league pattern; Chongqing has made great efforts to bring into play the role of mass organizations as a bridge and link between the masses at the grass-roots level and to mobilize the masses to do mass work, which has achieved good feedback and actual results from the masses.

Keywords: Mass reform; Experience; The empirical research

1. Introduction

In November 2015, Xi Jinping, general secretary of the hosted in Beijing the 18th session of the central comprehensively deepen reform leading group, the meeting examined and approved by "the national federation of trade unions reform pilot program", "Shanghai under the reform pilot program", "Chongqing under the reform pilot program [1]", under he reform unfolds formally opened across the country, After four years of trial and exploration, Beijing, Shanghai and Chongqing, which are at the forefront of reform, have gained a lot of useful practices and experience for reference and promotion.

2. The advantages and characteristics of Beijing mass organization reform

The practice of mass organization reform in Beijing occupies an important position in the national mass organization reform and plays a vanguard and leading role. The reform of the capital trade union is very representative in the practice of mass organization reform in Beijing, which provides a model for the labor union reform in various places. Therefore, this paper takes the reform of Trade unions in Beijing as the empirical research object, and summarizes the characteristics and advantages of its reform in the following aspects by sorting out the mode and effectiveness of the reform of trade unions in Beijing:

2.1. Trade unions in the capital have a high political position and perfect system documents

The Beijing Federation of Trade Unions actively promotes the party building of trade unions and builds a solid ideological foundation for trade union cadres. The education of "two studies and one action" will be implemented into the daily education of cadres of the communist Party of China and the communist Party of China. Trade unions at all levels in Beijing have studied the spirit of the 19th CPC National Congress and carried out the spirit of the 17th CPC National Congress in a systematic way, made speeches on their own initiative, and deeply understood their sense of responsibility and mission to contribute to the coordinated development of the Beijing-Tianjin-Hebei region and the construction of a high-level livable city.

At the same time, under the new era background of the 17th National Congress of Chinese Trade Unions, by the end of 2018, Beijing Federation of Trade Unions had promoted reform under the guidance of the Reform Plan of Beijing Federation of Trade Unions (hereinafter referred to as the Plan) issued by

Beijing Municipal Party Committee, and formulated a total of 55 long-term institutional documents. Trade unions in all districts actively responded to the spirit of the document. Reform plans suitable for the development of the region with its own characteristics have been issued and gradually promoted. Taking The Chaoyang District Federation of Trade Unions as an example, according to the spirit of the Plan, a clear timetable and roadmap have been worked out, and more than 20 key tasks have been determined based on the actual situation of the district, with a clear division of labor, phased implementation and supervision. Industrial trade unions, under the guidance of party committees at the same level, have introduced reform implementation plans, adding "four characteristics" and removing "four modernizations", and recommending reform implementation among trade unions of group companies. The reform of Beijing Federation of Trade Unions system has clear ideas, clear central tasks, and steady progress of reform, forming a good development trend.

2.2. Establish a three-level service system and go deep into the grassroots

Under the guidance of the Beijing municipal federation of trade unions in the plan, the working mechanism of steadily push forward reform, establish scientific and perfect tertiary service system, to city federation of trade unions, 16 district federation of trade unions and the economic development zone town trade union federation of trade unions, trade unions or street for support, establish district service station workers service center and grass-roots trade unions, and targeted to carry out the service work for the people. In order to give full play to the positive role of the capital's work in protecting the rights and interests of workers, we will strengthen the ideological guidance of workers and promote innovation in the construction of non-public enterprises. We will help workers with difficulties, select model workers, improve the skills and quality of workers, build workers' homes and warmhearted post stations.

Under the severe situation of COVID-19 outbreak in 2020, the three-level service system played a huge role in epidemic prevention and control. In accordance with the deployment spirit of epidemic prevention and control work of superior departments, trade union cadres of Longquan Town federation of Mentougou District, Chengzi Sub-district Federation of Trade Unions, Shuangjing Sub-district Federation of Trade Unions of Chaoyang District and other trade unions have sunk to the grass-roots level. Community staff, volunteers, staff members and other work together to carry out work, take regional responsibility, service supervision is not stopped, to ensure the personal safety of residents at all times. In view of the problems and challenges brought by the large number of migrants returning to Beijing, the trade unions in all districts have actively done a good job in screening and epidemic prevention, publicized epidemic prevention policies at duty stations, and cooperated in public area disinfection and personal isolation protection.

2.3. Build online service platforms and listen to the voices of the people

Under the correct leadership of The Beijing Municipal Party Committee, the general trade unions of all districts in the Capital have given full play to the role of "pivotal" social organization bonds, built an online service platform, simplified mediation procedures to solve the problems of workers and masses. For example, through a variety of online and offline activities, the trade unions of all districts have actively guided and promoted members to download the 12351APP of Beijing Trade Union, etc. Improve the popularity and recognition of online platforms among the masses. For example, Mentougou District Federation of Trade Unions actively participated in the innovation of grassroots social governance, and established a service information platform for the people. During the operation of the platform, the order receiving rate was 100%, the completion rate was 98%, and the satisfaction rate of the completed items was always above 95%, which was known as "110 people's livelihood" by the people.

By grasping the capital union reform and development path, we found that the Beijing municipal federation of trade unions in response to the call of the party and the state, serve the masses of aggravation, has played a positive role, adhering to the "in the place where the party is difficult, it is under the power of place" concept, walked out of a way to have their own characteristics under the service. However, there are also problems such as unbalanced development of service stations in different districts and low proportion of volunteers.

3. Analysis of experience in Shanghai mass reform pilot program

Shanghai under the "Shanghai under the reform pilot program" under the guidance of the file, take the lead in reform opening event, to overcome the problem of "four modernizations" target for reform,

to establish a complete coverage of "small organs, strong base," the blueprint for the route under the system, through the system mechanism reform, organization set up on the "reduced", make online under the powerful measures, Gradually activating the vitality of mass organizations, the reform has achieved remarkable results, and many commendable practices have emerged.

3.1. We have the courage to break down institutional barriers and promote the reform of the decentralization of government organizations

The core and key of mass league reform is the reform of system and talent. Based on the actual situation of mass league organization, Shanghai Municipal Party Committee has reformed the previous recruitment method of mass league cadres and made efforts to improve the current problems of weak external competitiveness and insufficient innovation ability of mass league cadres. It has carried out extensive selection of outstanding talents from grassroots enterprises and public institutions and social organizations. People who love mass work and have the corresponding ability will be included in the full-time cadre ranks. The work of people's organizations gives priority to the work of the people, and cannot be accomplished by any cadre or social organization working behind closed doors. Only by working together at the grassroots level can we effectively solve the urgent and difficult problems of the people. Therefore, in the process of promoting the organization flattening, Shanghai clearly "cut the top and fill the bottom" work, remove the redundant organizations in the organization of the workers' youth women's groups, transfer the cadres of the groups who used to reside deep in the compound of the organs to the grassroots, and collect multiple subjects to carry out mass work together.

3.2. The main body at the grassroots level accounts for a large proportion of services to the grassroots

To break institutional barriers and attach importance to grassroots work requires not only the establishment and decentralization, but also the real importance of grassroots personnel and the promotion of grassroots cadres. The organizational reform of Shanghai mass organizations has taken this problem into consideration and solved in organizational allocation. The number of grassroots front-line personnel in mass organization congresses and standing committees has greatly increased compared with previous ones, especially in mass organization congresses at all levels, which account for more than 80%, playing a significant role. Grass-roots personnel than important, the focus of work to the grass-roots tilt, mass work more confident, more down-to-earth gas. Grassroots mass organizations in all districts and counties in Shanghai have set up service stations to integrate various resources of workers and young women, and form a "project list" according to the needs of the masses to realize the platform and project operation. In the actual work, according to the needs of the activities, cadres, professional social workers, volunteers and other personnel actively participate in providing all-round and thoughtful services for the masses.

3.3. Strengthen the construction of online groups, offline meet online

In the information age of interconnection, all aspects of the masses are related to the network, and the establishment of online mass organizations is also an important aspect of the reform of Shanghai mass organizations. Relying on online new media platforms, young workers' women and other groups have established a "second front" to provide 24-hour online services for the masses. The establishment and perfection of online alliance based on Shared equality of user experience, all under the service station will work tasks and activities classify ground on the Internet, people can according to their own requirements for consultation, booking, activity evaluation and so on, through the interactive dynamic role, constantly improve the service quality in the service of Internet users feedback voice. For example, the platform launched by The Shanghai Communist Youth League - "Act+ Shanghai Youth", based on the needs of young people, has millions of young fans and has successfully become an important trend platform for youth exchange activities in Shanghai.

Under the guidance of the Municipal Committee of the CPC, the pilot reform of mass organizations in Shanghai has achieved remarkable results. The reform process has been pioneering and innovative, constantly improving the organizational management system and work operation mechanism, and effectively safeguarding the interests of the people contacted. The formation of online mass organizations is a major feature of Shanghai mass organization reform, which increases the coverage and influence of mass organizations and establishes closer links between the masses online and offline.

4. Empirical analysis of Chongqing mass league reform pilot program

4.1. Adhere to party building and mass building

The mass league reform in Chongqing adheres to the reform principle of "Party building with mass league building" [2], integrates mass league building and mass league work into the daily work of Party building, promotes mass league building with party building, and ensures its political nature and advanced nature. First of all, Chongqing plans to promote the construction of grassroots Party organizations and mass organizations at the same time, comprehensively covering the party and mass organizations in many fields, emerging fields and marginal groups, setting up grass-roots work units of the Party and mass organizations, and putting the work of mass organizations under the guidance of party construction. Second, we will implement the responsibilities of Party organizations for leading people's league work, implement the responsibility list for Party building and leading people's league work, and strengthen party organizations' leadership over people's league work. Third, establish the "double report and double evaluation" system of mass league work [3], establish the municipal Party members' joint meeting system of mass league work, regularly listen to and study major issues of mass league work construction and development. Fourth, the education and training of cadres of mass organizations shall be incorporated into the education and training of cadres of Party organizations.

4.2. Establish a survey system for people's needs

In the process of simultaneous promotion of grassroots party building and mass building, Chongqing mass reform has always adhered to the principle of co-construction and sharing, coordinated and allocated all kinds of public resources and carried out mass work jointly. In order to improve the effectiveness and accuracy of mass league work, Chongqing adopted a mass demand survey system in mass league reform, in which the masses put forward questions on their own initiative, mass league organizations take the lead, social organizations undertake and volunteers participate in solving problems together, and conduct post-satisfaction evaluation. Kaixian county Chongqing to carry out the work under the instance, for example, first through an online survey, field interviews, to understand the true idea, at the same time, combining with the local migrant workers more reality, led by the county party committee, the trade union federation together to battle, for the county family provides training and psychological support and other services, for local people's ordinary high praise [4].

4.3. Mobilize social forces to do mass work

Similar to Shanghai under the reform, Chongqing has to take up on the "reduced" under the reform way of reforming the organization, but is different from Shanghai talents at the grass-roots level, The measures taken by Chongqing is to widely issue the "collection of talents order", by extending an olive branch to all walks of life in the society, to collect outstanding talents to the workers' youth women group organization system for part-time (suspended) posts, to maximize the integration of resources. At the same time, it has extensively recruited volunteers from the masses, established a volunteer information database platform, and coordinated the development of relevant public welfare volunteer services. For some professional service projects in the work of mass organizations, each district of Chongqing adopts the method of public bidding to purchase social services and entrust them to social organizations to undertake them. Thus, in the process of mass organizations reform, each district explores the establishment of mass organizations public welfare foundations to ensure sufficient funds through social donations and government capital injection [5]. The special needs of grassroots services have incubated and nurtured a number of public welfare social organizations to improve public services with professional social worker teams.

5. Summary

A comprehensive comparison of the reform and development of mass organizations in Beijing, Shanghai and Chongqing shows that the reform of mass organizations in Beijing has a high political standing and a perfect service system. Shanghai mass league development work dare to take the lead in the world, the courage to break down the institutional barriers, the implementation of flat organizational reform, and the establishment of online mass league pattern; Chongqing has made great efforts to bring into play the role of mass organizations as a bridge and link between the masses at the grass-roots level and to mobilize the masses to do mass work, which has achieved good feedback and actual results from

the masses. However, there are also problems such as unbalanced development of grassroots service stations, insufficient number of volunteers, slow incubation of social organizations and low level of participation. In the future, there is still a large space for development and improvement of group work.

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