

Special plan for scientific and technological personnel of "three zones": Research on the current situation and Countermeasures of poverty alleviation through science and technology in Ganzi Prefecture

Chuanbo Chen^{1, a}, Junmu Wang², Yongqiang Liu², Tao Chen²

¹School of Business, Chengdu University, Chengdu 610100, China.

²Science and Technology Bureau of Ganzi Tibetan Autonomous Prefecture, Kangding, Sichuan, 626000, China.

^a5343543@qq.com

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Abstract. Through the analysis of the selection, work, management and guarantee system of "three districts" science and technology talents in Ganzi Prefecture, it is found that there are some problems in the selection system, such as the incompleteness of specialty and allocation; the singleness of individual service mode in the work system; the insufficient connection between the dispatched unit and the competent department of science and technology of the demander, and the unclear management subject of the selected science and technology personnel. There are some problems in the security system, such as the weak pertinence of incentive policies, the weak role of rewards and punishments, and the low standard of training subsidies. According to this, the paper puts forward relevant countermeasures and suggestions, mainly including increasing team service, defining management subject, refining management assessment measures, strengthening incentive mechanism, etc.

1. Introduction

In 2014, Ganzi Prefecture, along with the whole country and Sichuan Province, launched the "special plan for scientific and technological personnel of talent support plan for remote and poverty-stricken areas, frontier ethnic areas and old revolutionary base areas" (hereinafter referred to as the "three areas" special plan for scientific and technological personnel), with the implementation period of 2014-2020. The "three zones" science and technology talent project is to promote the flow of urban advantageous science and technology resources to the "three zones" with science and technology personnel as the core, improve the "three zones" science and technology capacity through the service of science and technology personnel, promote the industrial upgrading of the "three zones" and strengthen the economic development of the "three zones". There are two main tasks: First, the selection of outstanding scientific and technological personnel to Gansu Prefecture to serve, mainly to carry out scientific and technological services, transform scientific and technological achievements, promote rural science and technology entrepreneurship, and cultivate local scientific and technological talents for the recipients; second, select grassroots technology from Ganzi Prefecture The personnel are trained, and the grassroots scientific and technical personnel with outstanding work and outstanding performance are selected to receive training from universities and research institutes. Ganzi Prefecture's "three districts" scientific and technological talents have been launched for more than five years. The overall design thinking is positive and correct, and the results of the work have been remarkable. However, there are also some problems. From the actual development of Ganzi Prefecture, it is necessary to carry out systematic analysis and propose optimization measures to better promote the better implementation of the "three districts" scientific and technological talents in Ganzi Prefecture.

2. The effectiveness of the "three districts" science and technology talents.

2.1. The administrative department of science and technology attaches great importance to it and cooperates at all levels.

The three levels of science and technology administrative departments of the provinces and counties worked together to conscientiously implement the central decision-making arrangements, ensuring that the special work of the “three districts” of scientific and technological talents came into effect in Ganzi Prefecture, and realized that the “three districts” scientific and technical personnel were selected to cover all the poverty-stricken counties in the whole state. According to statistics, since 2014, a total of 346 scientific and technical personnel have been selected to go to the “three districts” of Ganzi Prefecture, with a total investment of 6.92 million yuan. The selected units include provincial research institutes, 19 colleges and universities, and 5 state-level research institutes. 362 people from the state were selected to go to universities and research institutes in the province for training.

2.2. Adhere to the science and technology poverty alleviation strategy and actively promote industrial development.

The "three zones" scientific and technological talents combine the important tasks of science and technology poverty alleviation and precision poverty alleviation, paying attention to serving the grassroots and service farmers in science and technology poverty alleviation and industrial poverty alleviation, combined with the development of local agriculture and animal husbandry industry, and surrounding the plateau vegetables and Chinese and Tibetan medicines in the poverty-stricken counties of Ganzi Prefecture. A number of characteristic industries such as yak, Tibetan pigs and Tibetan chickens provide practical technical assistance, strengthen the promotion and demonstration of advanced and applicable technologies, and become an important scientific and technological service team directly facing the grassroots, rural areas and the masses, so that the farmers and herdsmen have An agricultural science and technology expert who “sees, asks, and learns”. According to statistics, since 2014, the “three districts” scientific and technical personnel selected to Ganzi Prefecture have carried out scientific and technological services for the 1642 villages, which has led to the enrollment of 13,000 farmers and herdsmen, 2,861 technical backbones, and 405 science and technology training courses. Training 29,000 farmers and herdsmen.

2.3. Give full play to the role of model driving and promote the advancement of science and technology poverty alleviation.

Under the guidance of the "three districts" science and technology talents, Ganzi Prefecture vigorously guides the development of science and technology services, and promotes the use of practical technology to help the poor. According to statistics, since 2014, the statewide science and technology system has carried out 827 scientific and technological activities to the countryside, held 513 scientific and technological training classes, trained 28,000 farmers and herdsmen, and received 163,000 technical consultations.

3. The shortcomings of the current "three districts" science and technology talents.

3.1. In terms of the selection system, the principle of “approaching nearby and adjusting within the province” is not fully reflected.

First, the number of people who have been assigned to the “three districts” of science and technology talents in Ganzi Prefecture is small. Ganzi Prefecture governs 18 counties (cities), which are deep poverty-stricken areas. It is the main battlefield for poverty alleviation. The need to rely on science and technology to achieve poverty alleviation is particularly large, and the task is particularly heavy. However, it is selected every year to serve the “three districts” of the county. The proportion of scientific and technological talents is very small, which is incompatible with the technological needs of Ganzi Prefecture. Since 2014, the number of “three districts” scientific and technological talents

selected by the province has been 1,000 per year, but the number of talents selected in Ganzi Prefecture has been 77 (2019), accounting for 7.7%, and the minimum annual (2014) is 40. 4%. Second, the proportion of local science and technology talents entering the “three districts” of science and technology talents is low. According to statistics, since 2014, there have been 346 “three districts” of scientific and technological personnel selected to serve in Ganzi Prefecture, of which only 29 are experts in the state, accounting for 8%. At the same time, there is no relevant experts in the province who are not engaged in industry research in the “three districts”. Third, the demand for science and technology reported by poor counties is not comprehensive, the expression is not accurate, and there is a gap with the actual industrial development. The selection of experts is not professional, and the development of pillar industries is not strong. Fourth, the professional fields of selection experts are not comprehensive enough, and the coverage of poor villages in poverty-stricken counties is insufficient. There is also a phenomenon in which the selection of experts is not professional, and it is difficult to play an expert role. The development of industry is not strong.

3.2. In terms of the work system, the selection of personnel to provide services around the development of the pillar industry is inadequate.

First, the selected personnel are limited to various working factors such as working hours, professional counterparts, organizational capacity of the aided organizations, and enthusiasm of the people. When the selected personnel actually work in the county, most of them are short-term training and on-site guidance services, and the continuity of work. The continuity and depth are not enough, and the effect is not obvious. Second, the service time cannot be implemented. According to the “Implementation Plan for the Special Plan for Scientific and Technological Personnel in the Poverty-stricken Areas, Ethnic Areas and Revolutionary Old Areas of Sichuan Province” (Chongke Faculty of Agriculture [2014] No. 12) (hereinafter referred to as “Implementation Plan”): the service time is not in principle every year. Less than 100 days. In actual work, most of the selected personnel went to the county for only 10 days, which is far from the 100-day requirement. Third, the individual soldier service method is not ideal. The selection of personnel to work in the county is almost arbitrary according to individual time. Due to the limitations of personal technical strength, it is difficult to meet the multi-link, multi-field and comprehensive technical needs of industrial development.

3.3. In terms of management system, the state and county science and technology management departments have insufficient supervision over the selection of personnel.

The "Implementation Plan" clearly requires the state and county science and technology management departments to do daily management and assessment work, but in actual work, the first is the "three-party agreement" lacking supervision by the science and technology management department. The special participants of the "three districts" scientific and technological talents involve the selection of personnel, dispatched units, receiving units, and scientific and technological departments at all levels, and the actual signing of the "three-party agreement": the selection of personnel, the sending units and the receiving units, the county-level science and technology authorities are not Participation in the signing of the agreement is only the filing unit. Second, the management body of the selected personnel is vague. Although the "Implementation Plan" requires: "The selected personnel shall be subject to the management of the selected units and the recipients of the science and technology departments of the recipients. Before the service to the 'three districts', they shall report to the designated units. After arriving at the service areas, they shall report to the local science and technology authorities." However, in actual work, there is no handover, docking procedures and work trace management for the selected personnel to work in the county. The service process is in a vacuum zone that is not supervised, and it is easy to breed and encourage the free movement of selected personnel. Third, the annual assessment work requirements are not clear. The current assessment system only points out that the county-level science and technology administrative department organizes the year-end assessment, which is easy to understand that the county-level science and technology department can issue assessment opinions, without the need for

the aided units to issue opinions, and it is easy to appear to go through the scene, and even The selected personnel and the aided units completed the assessment without their knowledge.

3.4. In terms of the safeguard system, the incentive policy is not strong.

First, it is not effective to motivate the participation of selected personnel. The policies that have substantive incentives in the current incentive policies include: awarding rewards or project declarations for selected personnel who have made outstanding contributions and made significant contributions; each selected unit shall provide work convenience for selected personnel, and give preferential policies to the annual assessment of selected personnel. . However, in actual work, the implementation situation is not good. In recent years, no commendation work has been organized, and no specific units have been selected to truly formulate specific measures for the annual assessment and evaluation of selected personnel. Second, the insurance on the way to the selected personnel has not been fully guaranteed. The counties, townships and villages in Ganzi Prefecture have remote geographical location and inconvenient transportation. Although the 20,000 yuan per year is included in the funds, the insurance premium is included, but the purchase is not imposed. If the selected personnel do not purchase insurance, an accident occurs during the work service. Will cause a lot of inconvenience.

4. Suggestions on the optimization of the special science and technology talents in the "three districts"

4.1. The selection system optimizes countermeasures and suggestions.

First, increase the selection of experts at the state level. The state-level scientific research units are all included in the dispatched units. The dispatched units propose the annual selected personnel from the middle-level technical titles and above, and specify the specific service counties. After the state-level scientific and technological authorities review, they report to the provincial science and technology department. The second is to increase the deployment of industry experts in the province. In addition to provincial-level scientific research institutes and school-selected experts, the relevant industry experts from the "three districts" in the province will be selected to send scientific and technical personnel to the "three districts". The third is to expand the scope of selection of experts. Increase management and financial experts, increase guidance on macro-management, project management and financial management of industrial development of recipients and recipients, and achieve synergy between technology and management. Fourth, provincial experts implement "double elections." After the provincial experts are assigned, the state and county science and technology authorities will again seek the opinions of the recipients before the plan is issued to ensure that the professions are consistent.

4.2. Work system optimization countermeasures recommendations.

The first is to expand to the county service mode. On the one hand, increase concentration training. For the common technical problems existing in the county, and to change the small-scale training of single-township and village-level on-site guidance, and to be able to adopt centralized training, the county-level science and technology administrative departments shall coordinate and conduct centralized training. On the other hand, increase the distribution of technical data. The selected personnel should provide their own professional technical training manuals and other publicity materials to the county-level science and technology administrative departments. When the county-level science and technology administrative departments send relevant technology and send technology to the countryside, they will issue relevant materials prepared by selected personnel. The second is to optimize the individual soldier service model. Allowing selected personnel to take advantage of their own team and provide services in the form of a team can not only provide comprehensive services for the entire industry chain, but also make up for the insufficiency of single technicians' working hours. The third is to rationally adjust the service time. The assigned staff will be

adjusted to work for more than 30 days in the county, and serve at least twice a year, which is more reasonable for one to two weeks.

4.3. Management system optimization countermeasures.

The first is to increase the signatories of the agreement. The “Tripartite Agreement” was changed to the “Quadruple Agreement”, and the “three districts” scientific and technological talents special participants were all included in the signing of the agreement. The county-level scientific and technological authorities acted as the final confirmation party for the signing of the agreement, and their job responsibilities were to coordinate management and annual goals. Assessment. The second is to strengthen the management of work marks. Uniform production of “three districts” scientific and technical personnel selected service docking list (four copies) (hereinafter referred to as: “docking list”), including: selected personnel to propose to work in the county, and signed; sent by the unit to confirm, and The official seal shall be affixed; the “docking list” signed and sealed shall be confirmed by the authorized unit and the county-level science and technology department, and the official seal shall be affixed respectively; when the work is finished, it is necessary to leave the county and hold the “docking list”. The county-level science and technology department confirmed the time of leaving the county and stamped the official seal. The third is to clarify the target assessment authority. The annual target assessment work shall be led by the county-level science and technology administrative department, and the aided units shall submit assessment opinions to the selected personnel, and shall be affixed with the official seal to the county-level science and technology administrative department, and the county-level science and technology administrative department shall provide relevant supporting materials according to the “docking list” and other relevant supporting materials. After review, the company will report to the state-level science and technology department.

4.4. Suggestions for the improvement of the safeguard system.

The first is to honor the annual awards. The dispatched units will reserve a certain number of places in the annual assessment for the selected personnel, and will be selected as excellent and then reported to the Provincial Science and Technology Department, and the Provincial Science and Technology Department will report in the province. The second is to implement insurance services. The dispatched unit directly purchases a certain amount of insurance for each selected person to ensure that each selected person to the state provides technical services with corresponding protection.

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