

Study on the Problems and Countermeasures of Urban and Rural Community Governance in the New Era

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Abstract: the Success of the 19th National People's Congress Represents the Stability and Success of China's Pilot System Reform Policy. At the Meeting, It Was Proposed to Establish a Social Governance Structure of Sharing, Co Construction and Co Governance. Taking the New Era of Urban and Rural Community Governance in Inner Mongolia as an Example, in the Process of Community Governance At the Grass-Roots Level, the Organization and Leaders Are Not Clear about the Function Positioning, the Administrative Management is Excessive, the Government Departments Are Lack of Funds, No Professional Management Team Has Been Established, and the Staff Team Has Not Received Stable Training and Other Issues and Put Forward Relevant Suggestions. At the Same Time of Improving the Construction of Urban and Rural Grass-Roots Community Governance in the New Era, the Paper Puts Forward the Innovative Concept of Grass-Roots Community Governance, Speeds Up the Improvement of the Relevant Legal System of Grass-Roots Community Governance, Establishes a First-Class Professional Management Team, and Establishes a Comprehensive System Mechanism to Form a New Pattern of Common Governance.

1. Introduction

Community Organization Refers to the Social Structure of the Community. It Includes the Significance of Mobilization and Planning, That is, the Form of Community Organization. Community Governance Refers to Community Public Affairs Activities or Management Mechanisms Supported by Common Goals. Provide More Favorable Help for Residents, and Help Residents Solve Problems Quickly under Effective Mechanism. Community Governance is the Community of Government and Non-Governmental Organizations. According to the Formal and Informal Social Norms, Coordinate and Negotiate Laws and Regulations, Effectively Manage Public Affairs and Community Common Interest Related Synergy, So as to Enhance Community Cohesion[1].

Community Governance Can Better Help Grassroots People Communicate and Respond in Any Unknown Place, So That Residents Can Get Effective Solutions and Effectively Supervise Grassroots Personnel. the 19th National Congress of the Communist Party of China Pointed out That We Should Strengthen the Construction of Community Governance System, Pay Attention to Grass-Roots Social Governance, Play the Role of Social Organizations, and Realize the Residents' Autonomy of Government Management, Social Regulation and Health Interaction. from This Level, the Main Purpose of Urban and Rural Communities and Rural Grassroots Organizations is to Directly Participate in the Self-Management and Self-Service of Residents, and Realize Self-Development under the Conditions. Starting from the Modern Concept of Actively Guiding the Public to Actively Participate in Social Governance[2], We Must Unswervingly Adhere to the Social Organization Construction of Grass-Roots Self-Government System, Better and Faster Build a Modern Society That Embodies Regional Cultural Characteristics, Highlights the Organic Connection of Team Rules, and Realizes the Positive Interaction between the Government and the Self-Governing Rural Social Management System. as Shown in Figure 1

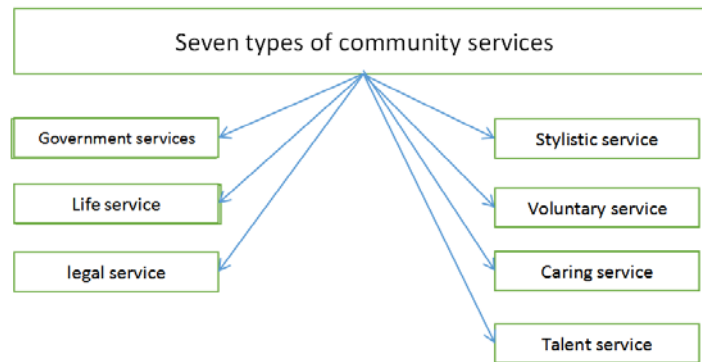


Fig.1 Seven Types of Community Services

2. Current Situation and Existing Problems of Urban and Rural Grassroots Community Governance

2.1 Problems in the Governance of Urban and Rural Grassroots Communities

The theoretical basis of urban and rural community governance in the new era is not very mature. Through investigation and research, in recent years, urban and rural areas in the new era have made some achievements in grass-roots construction, but these achievements seem to be pilot experience and need more comprehensive exploration[4]. The thought of overall control of leading cadres still exists and there is no sound hierarchical management. The concept of the old leaders can not keep up with the changes of the new era, and the innovation and development of community governance lack the power to keep pace with the times.

Under the background of rule of law, basic social governance is inevitable. The construction and management of the legal system at the grass-roots level needs further reform, and the consciousness of leading cadres in the rule of law needs to be further strengthened. In the new era, urban and rural areas strictly implement the requirements of indirect election stipulated by law, but the degree of community autonomy is relatively low. Community governance in rural and urban pastoral areas is only a pilot project, but it also reflects the problems that some government departments need to solve. If the chaos of community management and democracy can not be solved, the image and reputation of the party organization in the masses will be affected, and the effect will be very intense. In addition, there are some deficiencies in community protection[5].

There is no professional management team. In order to improve the level of community management, we must establish a strong team of community talents. However, there are many problems in the construction of urban and rural community cadres in the new era, especially in the construction of grass-roots talents. In the new era, most of the community cadres in rural and urban pastoral areas are village cadres. As an autonomous organization, some leading cadres may carry out part-time work according to the actual situation of different regions, and respond to the arrangement of national policies, "responsibility applies to self-system". In the new era, the population loss of urban and rural grass-roots communities is very prominent, while the lack of talent can not retain talent. There is no standardized channel and basis for the access of grassroots community workers. It leads to a rapid flow of people, not to adapt to good work, but to move to a new position. There are different levels of employees, which can lead to various situations. Community workers and business coaches do not have enough training, lack of service innovation ability and awareness, and community residents are not satisfied with community work.

3. The Causes of the Current Situation of Urban and Rural Community Governance in the New Era

Organizational leaders do not know the status of their own functions. Because the laws and regulations on the construction of grass-roots communities are not perfect[7]. Government

departments have a vague understanding of the nature, responsibilities and functions of grass-roots organizations. In practical work, as the main body of the government, grass-roots organizations arbitrarily assign tasks, which does not involve the legal status of grass-roots organizations. The government did not change the bottom line of its style, doubted the existence of neighborhood committees, the autonomy of residents, the participation of social organizations and other management, resulting in the reduction of social autonomy and too deep administrative color. The funding provided by the government is insufficient. The construction of grass-roots organizations depends entirely on local government funding, office activities, and the selection of bonus to create funds to maintain operation. Although the income of some employees is better than before, there is no stable and good career development path, nor a formal income increase channel, which leads to the impact of residents' Committee training. The participation of the masses in society is not high. Grass roots organizations are sometimes busy with administrative tasks and have not been approved by the residents. The willingness to participate in community autonomy is not strong. In addition, the degree of connection between residents and communities is difficult to be reflected in daily life, and they are not aware of the importance of participating in community autonomy. For residents to participate in the lack of procedural norms, it is difficult to participate in the operation of community work.

4. Suggestions on Improving the Governance of Urban and Rural Grassroots Communities

Strengthen the concept of governance innovation. We should constantly cultivate and innovate the education model of leading cadres, consolidate the solid foundation of four kinds of self-confidence in the new era, namely, “theoretical self-confidence, institutional self-confidence, road self-confidence, cultural self-confidence”, so as to make the standards of urban and rural grass-roots community governance more powerful in the new era. Leading cadres at the grass-roots level should be guided by the innovative theoretical education mode of cadres, strengthen the social governance of leading cadres and the training of relevant theoretical knowledge, formulate the assessment standards of relevant systems, and have corresponding punishment measures. They have an accurate world view and methodology, and they will have an accurate view of performance. China should fundamentally solve the problems existing in grass-roots social management, strengthen theoretical innovation and build a unique Chinese school. The foundation of “theoretical confidence” is the solidification and new performance of new concepts and new categories of Chinese and foreign disciplines. On this basis, we can also provide in-depth investigation and Research on the diligent work of leading cadres at the grassroots level, actively find and find meaningful practical experience in grassroots governance, and learn from the practical experience of grassroots cadres and masses in the jurisdiction areas learned from urban and rural areas in the new era[8].

Accelerate the improvement of the legal system related to community governance. The relevant departments of the government should respond to the problems existing in the implementation of the higher level autonomy system in time and start the revision and implementation of relevant laws as soon as possible. In view of the current changes in rural society, the term of office, qualifications and other items of the village committee have been modified, opening up a new prospect for rural grass-roots autonomy. I visited several communities and learned that migrants account for 30% of the local population. Their lives show that they have lost their right to participate in the political life of the community and their eligibility for election. This is a great danger for the construction of democracy at the grass-roots level. There are many talents among them, but they are not allowed to choose according to the rules, which will cause us to lose a lot of talents. In 2012, the Ministry of Civil Affairs issued “opinions on promoting migrant workers to integrate into urban communities”, which requires migrant workers to integrate into cities and communities, and should enjoy equal voting rights and equal life rights. We should promote the development of urban and rural community autonomy in the new era, ensure equal democratic political rights of migrant workers, and build a new type of political equality.

Establish professional community management team. In order to improve the service level of the

community, we must establish a strong and professional cadre team. In the selection of community cadres, we should strictly control, formulate corresponding rules and regulations, standardize the selection of community staff, and pay attention to training the knowledge and ability of college students, village officials, college students and the community. It is more important to open up the export and adjust and dismiss the incompetent staff. According to the incentive mechanism of managers, community workers can evaluate each other or community managers. We should make flexible use of various ways to improve the quality and ability of community workers, such as visits, professional training, theoretical lectures, etc. We should establish a comprehensive system and mechanism to form a new pattern of common governance[9].

Urban and rural grassroots social management is a systematic process, involving all departments must cooperate with community residents. Therefore, the establishment of a comprehensive social governance structure is the primary goal of the development of urban and rural grassroots communities in the new era. According to the development of the new era, the combination of the new pattern of innovation and social consensus is combined with the momentum of growth. According to urban and rural areas as a multi-ethnic city, through cultural construction, social construction to eliminate the differences between people, through the process of cultivating community identity to form social identity, as far as possible to reduce social conflicts in social transformation. Therefore, it is necessary to use the instinctive mechanism and function of the government scientifically in the grass-roots community governance. According to the state of “separation of government and society”, the responsibilities and tasks of social governance and public affairs at the grass-roots level, the scientific definition of the government and its functional departments, the combination of ethics and law, and the performance of social management responsibilities in accordance with the legal jurisdiction and procedures, the community should expand the scope of public services, help the community improve the ability of autonomy, and help residents solve various problems. For example, in the new era of urban and rural Wangfu family new area, integrating public security, family planning and business, from separated communities and other relevant departments, the result is obvious. It is worth learning from other grassroots communities[10].

5. Conclusion

Whether it is the development of grass-roots community governance, or the development of enterprises in the implementation process will be stumbling. What we can do is to constantly find our own shortcomings, correct them, and learn relevant experience. With the continuous modernization of urban community governance mode, problems are solved and prevented, ensuring the stability of residents and social progress.

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