

Practice and Reflection on Strengthening Grassroots Party Building Work in Agricultural Research Institutes: A Case Study of Changli Pomology Institute, Hebei Academy of Agricultural and Forestry Sciences

Lixian CUI, Qingming ZENG*, Jinli LIU*

Changli Pomology Institute, Hebei Academy of Agricultural and Forestry Sciences, Changli 066600, China

Abstract Changli Pomology Institute, Hebei Academy of Agricultural and Forestry Sciences is taken as the research object. Starting from the relationship between party building and scientific research, in response to the problems in grassroots party building in agricultural research institutes such as insufficient theoretical learning, single party building activity mode, and lack of incentive mechanism in party affairs work, the "three integrations" approach and "four integrations" model are proposed to strengthen the deep integration of party building and scientific research in provincial-level agricultural research institutes. The "three integrations" approach is the integrated development of party building and scientific and technological innovation, the integrated development of party building and scientific and technological services, and the integrated development of party building and technology talents. The "four integrations" model includes the implementation of party building innovation projects, the implementation of 1 + N branch pairing and co-construction, the implementation of the "party building + " work method, and the implementation of "theme intersection" activities. The research aims to promote the deep integration of party building and scientific research in provincial-level agricultural research institutes.

Key words Agricultural research institutes, Party building and scientific research, Deep integration, Changli Pomology Institute

1 Introduction

The report of the 19th National Congress of the Communist Party of China pointed out that the great struggle, great project, great cause, and great dream are closely related, interconnected, and interact with each other. Among them, the decisive role is the new great project of party building^[1]. Technological innovation is an important component of the great cause of socialism with Chinese characteristics led by the Communist Party of China, and comprehensively promoting the new great project of party building is the fundamental guarantee for completing the great cause^[2]. Provincial agricultural research institute is one of the main forces of national agricultural research and an important foundation for building a national agricultural science and technology innovation system^[3]. Its work is mainly focused on scientific and technological innovation and achievement transformation. In the report of the 19th National Congress of the Communist Party of China, general secretary Xi Jinping pointed out that "the grassroots organizations of the party are the foundation for ensuring the implementation of the party's routines, principles, policies, and decision-making arrangements"^[4]. The party organizations of agricultural research institutes shoulder a solemn mission, and fully playing the political core role of the party organizations is a strong guarantee for promo-

ting scientific and technological innovation and serving modern agriculture^[5]. Changli Pomology Institute, Hebei Academy of Agricultural and Forestry Sciences (hereinafter referred to as "Changli Pomology Institute") adheres to the guidance of the socialist ideology with Chinese characteristics of Xi Jinping in the new era, focuses on rural revitalization strategy serving for Hebei Province and agricultural supply side structural reform, truly focuses on practical work, adheres to innovation, continuously strengthens scientific and technological innovation capabilities, improves scientific and technological service levels, and achieves sustainable and stable development.

2 Current situation and basic information of party building and scientific research work at Changli Pomology Institute, Hebei Academy of Agricultural and Forestry Sciences

2.1 Basic information Changli Pomology Institute, Hebei Academy of Agricultural and Forestry Sciences, located in Chengguan, Changli County, Qinhuangdao City, is a provincial-level research unit mainly focused on fruit tree application technology research. It is also one of the fruit tree technology centers in northern China and holds an important position in the fruit tree science and technology community. There are currently 67 professional and technical personnel, and 76 in-service employees. It has achieved nearly a hundred scientific and technological achievements, including 11 national awards, 48 provincial and ministerial awards, and 50 departmental and municipal awards. It has cultivated over 30 new varieties of fruit trees, including apples,

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Lixian CUI, associate researcher, master, research fields: agricultural science and technology management.

* Corresponding author. Qingming ZENG, associate director, master, research fields: human resource management; Jinli LIU, associate researcher, master, research fields: agricultural science.

grapes, walnuts, dates, and chestnuts, and has written and published academic valuable monographs such as the *Hebei Fruit Tree Chronicles*, the *Hebei Apple Chronicles*, and the *Hebei Fruit Trees*. It has long-term cooperative and exchange relationships with international and domestic relevant research institutions and higher education institutions.

2.2 Current situation Changli Pomology Institute is guided by the thought of socialism with Chinese characteristics of Xi Jinping in the new era, fully implements the spirit of the 20th National Congress of the Communist Party of China, grasps the spirit of Xi Jinping's important speeches at the Party Building Work Conference of the Central and State Organs, persists in the implementation of internal party systems and regulations, promotes the great spirit of building the party, and remembers the "Three Musts". According to the deployment requirements of the second and third plenary sessions of the 10th provincial party committee, adhering to the work concept of "combining scientific research to gasp party building, and doing well party building to promote scientific research", with the party's political construction as the leadership, focusing on the scientific research center and serving the overall situation, liberating the mind, striving for progress, the quality of party building work is comprehensively improved, thereby providing strong guarantees for the high-quality development of agricultural science and technology and assisting rural revitalization.

3 Problems in the deep integration of party building and scientific research in provincial agricultural research institutes

3.1 Insufficient depth in theoretical learning, prioritizing business over party building Most scientific researchers only attach importance to scientific research business and do not attach importance to the study of political theory. They temporarily deal with learning tasks before the discussion of the branch meeting, and there are not many people who take the initiative to learn. The study of the reporting spirit of national, central and provincial relevant documents is not deep enough.

3.2 Single mode of party building activities and lack of innovation vitality Party building activities are mostly general discussions such as meetings, reading and studying newspapers, without emphasizing innovation of party building methods and lacking diversity. Most party officials work part-time and do not pay attention to the integration of party work and business work, lacking innovative vitality.

3.3 Lack of incentive mechanism in party affairs work, and low enthusiasm of party workers The positions of party affairs work in agricultural research institutes also follow the agricultural research series, which cannot be linked to the current evaluation policies, and there is no clear promotion channel. The nature of scientific research units determines that the allocation of various resources and interests tends to lean towards central work, resulting in a lack of attraction for party affairs positions and a lack of

enthusiasm among party workers.

4 Strengthening the deep integration of party building and scientific research in provincial agricultural research institutes

4.1 Integrated development of party building and technological innovation

4.1.1 The united party and government and focusing on joint management being the guarantee for doing a good job in party building and business work. An important task of party building work in agricultural research institutions is providing strong ideological, organizational, and spiritual support for scientific research innovation. The implementation of party building work must be integrated into the practice of scientific research work and the implementation of various rules and regulations, and cannot be separated. Efforts should be made to provide a solid organizational guarantee for promoting the reform and development of the scientific and technological system.

4.1.2 Strengthening the construction of work style and academic atmosphere, and creating a clean and upright research environment. Combining the theme education of not forgetting the original intention and keeping in mind the mission, as well as the practical activities of the "Four Questions and Promises" theme, party members and cadres wear party badges to highlight their identity, commitment, and achievements in scientific research innovation and technology services. Party members are guided to strengthen their sense of identity, calm down body and mind, focus on scientific research without distractions, and engage in scholarship. In terms of basic research, it can accurately grasp the cutting-edge hotspots of agricultural technology. In terms of applied technology research, it can closely meet market demand, stimulate the passion of party members and cadres to work and start businesses, and promote the formation of a clean and positive research environment in Changli Pomology Institute.

4.1.3 Resolutely achieving unity in form and content, and highlighting the combination of political learning and business learning. Changli Pomology Institute has formulated a centralized learning system for political business every Thursday afternoon, and always combines political learning with business work, political learning with style construction, and effectively improves the effectiveness of learning. Especially for policies related to technological system reform and agricultural innovation and development, it is required to study deeply and thoroughly.

4.2 Deep integrated development of party building and technological services

4.2.1 Solidly promoting theoretical armed advance. Changli Pomology Institute regards theoretical learning as an important measure to identify the correct political direction and improve the comprehensive quality of party members. It actively organizes all party members to deeply study the spirit of the 19th and 20th National Congress of the Communist Party of China, which has raised the

political awareness of the majority of party members and formed a consensus on the correct scientific research direction of serving the industry and agriculture, rural areas, and farmers.

4.2.2 Carrying out characteristic theme activities of "promoting the spirit of agricultural science and promoting agricultural development". Efforts should be made to make the spirit of agricultural research institutes a common value and driving force for cadres and employees. It should actively publicize the outstanding communists commended in the "two excellent and one first". They are not only the banner and example of maintaining the progressiveness nature of communists, but also the carrier and practitioner of the spirit of scientists in the new era.

4.2.3 Party building leading to broaden channels for scientific and technological services. The *Decision* of the Fourth Plenary Session of the 19th Central Committee of the Communist Party of China pointed out that a technological innovation system should be established with enterprises as the main body, market orientation, and deep integration of industry, academia, and research. Changli Pomology Institute signed scientific and technological cooperation agreements with Kuancheng Manchu Autonomous County People's Government and the Second Division Agricultural Science Research Institute of Xinjiang Production and Construction Corps, leveraging the respective advantages of the government and research institutes to implement docking and cooperation.

4.3 Deep integrated development of party building and scientific and technological talents

4.3.1 Strengthening the self construction of the talent team. Science and technology workers in agricultural research institutes should have firm confidence in innovation, focus on tackling key core technologies, promote deep integration of industry, academia, and research, and have the courage to climb technological peaks. Party workers in scientific research institutions should promote excellent traditions and help scientific and technological workers establish correct scientific research values. It should encourage and guide them to truly integrate knowledge and personality.

4.3.2 Improving the system for cultivating scientific and technological talents. Provincial-level agricultural research institutes can encourage researchers to study abroad in foreign laboratories by formulating overseas training plans for young talents. It could develop a continuing education plan for high-level research institutions in China, and encourage young researchers to go to key disciplines and laboratories of national key research institutions for short-term learning and training.

4.3.3 Achieving sustainable development needing to do a good job of passing on experience. The sustainable development of agricultural research institutions requires a training mechanism that is willing to serve as a ladder of talent and carrying the younger generation, as well as a talent concept of talent selection based on talent and meritocracy. Many agricultural research projects have long cycles and large spans, and senior experts in the system should actively provide guidance and help. In scientific research tasks,

they should be good at and dare to "burden" young scientific and technological personnel, so that they can stand out.

5 Innovating new model for deep integration of party building and scientific research in provincial-level agricultural research institutes

5.1 Implementing party building innovation projects It should carry out innovative projects for grassroots party building, organize the party branch to analyze the key problems and weak links in the construction of disciplines, research platforms, demonstration bases, and achievements transformation and application, and propose targeted solutions and measures to form grassroots party building innovation projects. By promoting the integration of party building work and central work in the form of projects, it can effectively mobilize the enthusiasm of party workers and solve the pressure of party workers striving for scientific research projects and obtaining scientific research results.

5.2 Implementing 1 + N branch pairing and co-construction

It should explore a new model of deep integration between party building and scientific research work, and carry out branch co-construction activities among party organizations within the institute, among party organizations of sister institutes, among party organizations of peers outside the institute, among party organizations in experimental stations, and among party organizations in demonstration counties. According to the co-construction principle of resource sharing and emphasizing practical results, the *Co-construction Agreement* is signed by jointly applying for projects, cultivating varieties, publishing papers, and applying for awards based on scientific research and production needs. The pairing form can be "one-on-one", "one-to-many", "many to one", etc. This provides opportunities to communicate ideas and academia, and also strengthens the relationship between the party and the masses, cadres and the masses.

5.3 Carrying out the work method of "party building +" By effectively playing the leading role of party building in government agencies, it can effectively promote the deep integration and coordinated development of party building and business work. By deeply practicing the work method of "party building + main responsibility", and fully leveraging the leadership core role of the party group in controlling the direction and the overall situation, and coordinating the overall situation, the party's absolute leadership consciousness is integrated into the entire process of scientific research business work. It should establish a "party building + scientific research research group" consisting of team leaders, party affairs workers, and core R&D personnel, dedicated to tackling hot and difficult issues in agricultural research.

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graduates to serve at the grassroots level. It is necessary to improve the talent incentive system, build a special incentive mechanism for "mass entrepreneurship and innovation" talents from the aspects of welfare treatment, reward mechanism, income distribution, professional titles and ranks, increase incentives and monitor and evaluate the implementation of incentive measures^[12-14], strengthen the construction of rural talents' vocational skill level and professional title accreditation system^[15], and establish a rural talent recognition system.

3.2.3 Strengthening the construction of rural "mass entrepreneurship and innovation" infrastructure and promoting the integrated and coordinated development of industry and education. It is necessary to strengthen the construction of rural industry, resources and tourism, promote the interconnection of urban and rural infrastructure^[16], and pave the way for rural innovation and entrepreneurship. It is necessary to speed up the construction of agricultural standardization, build a modern standard production system, improve warehousing and logistics facilities, and build a series of operational mechanisms on scientific and technological research and development, production and processing, brand and marketing, and quality supervision, so as to ensure rural innovation and entrepreneurship. The government should take the lead in promoting the cooperation among government, industry, university, research and use, improve the rural innovation and entrepreneurship incubation system, and encourage social diversified resources to invest in the construction of rural digitalization, "mass entrepreneurship and innovation" incubation training platform, and "mass entrepreneurship and innovation" industrial park, so as to provide capital, platform and opportunities for college students' rural employment and entrepreneurship.

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(From page 60)

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