The Development and Enlightenment of Good Cadre Standards

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Abstract. The enterprise supplementary pension insurance is an additional insurance specially established for the employees of the enterprise after the basic pension insurance formulated by the enterprise in accordance with its own economic strength and after fulfilling the obligation to pay the basic old-age insurance premium. The enterprise supplementary pension insurance is at the second level in China's multi-level endowment insurance system, which is the supplement and improvement of the enterprise's basic endowment insurance for the enterprise employees. However, the development of supplementary pension insurance for Chinese enterprises has been slow, and the government's policy is undoubtedly an important reason. This paper attempts to explore the policy status of China's enterprises supplementing pension insurance, analyze the policy factors that restrict its development, and propose the basic ideas and policy recommendations for strengthening the supplementary pension system of Chinese enterprises.

1. Introduction
The Chinese Communist Party has always attached great importance to the selection of cadres and regards the use of talents as the fundamental criterion for the selection of cadres. In terms of hiring people, the Party Central Committee is always in the process of selecting and selecting cadres, and always regards "the combination of virtue and talent" as an important criterion for identifying and identifying good cadres. In different historical periods, the Party and the country are faced with different development situations. The historical orientation of the country's development and the historical mission shouldered by the Party are different. Therefore, the standard of good cadres is also historical and specific. Words have also been given different times.

2. Good Cadre Standard During the Revolutionary War
The Communist Party of China was born at the time of national crisis. At the beginning of its establishment, it was subjected to the baptism of revolutionary struggle and artillery fire. On the one hand, the Party building was still in the exploratory stage, and the stability of party members became one of the key tasks at that time; on the other hand, the main task and goal of the Party is to win the revolution and the victory of the war and successfully seize the political power. Therefore, the standard of good cadres in this period requires not only a high sense of faith, but also how to lead the Chinese revolution.
In June 1929, the Second Plenary Session of the Sixth Party Congress proposed to select cadres with the main criteria of "political understanding, discipline, and sacrifice for the interests of the working class." Although the criteria for good cadres in this period have been clarified, in the following period of time, since the Party’s cadre route has been interfered by the right-wing and left-leading routes within the Party, the selection and removal of cadres has not been strictly implemented in accordance with the standards of good cadres. The Party’s revolutionary cause was seriously damaged.

After the Zunyi Conference, the correct line of Marxism represented by Mao Zedong was actually established in the leadership of the CPC Central Committee, and the cadre work line was also adjusted. In October 1936, Mao Zedong pointed out at the Political Bureau meeting of the CPC Central Committee that good cadres should meet the following criteria: "The first executive party's line, the second can communicate with the masses, the third has the ability to work independently, and the fourth complies with the Party's discipline. In May 1937, Mao Zedong put forward seven criteria for good cadres at the Party's national representative meeting: "Understanding Marxist Leninism, having a political vision, having the ability to work, being sacrificed, able to solve problems independently, unwavering in difficulties, and loyalty to work for the nation, for the class, for the Party." In October 1938, Mao Zedong once again put forward at the Sixth Plenary Session of the Sixth Central Committee of the Communist Party of China that there is no leading cadre with most talents and ethics, and it is impossible to complete its historical tasks. He pointed out that the problem of using cadres must be adhered to the route of meritocracy.

During this period, the criteria for cadres with both ability and political integrity were first proposed. In the aspect of "morality", it is required to maintain the firmness and loyalty to the Party and the revolutionary work, and at the same time, it should also have the consciousness of dedicating and even sacrificing the revolution at any time; in the aspect of "profession", it requires a higher political and military Talent, able to lead the revolutionary team to victory. It is in accordance with such a good cadre standard that the Communist Party of China selected a large number of good cadres with courage and enthusiasm in the revolutionary war years, and became the backbone of the revolutionary victory for the masses.

3. The Standard of Good Cadres in the Period of Socialist Revolution and Construction

After the founding of the People's Republic of China, the Communist Party of China became the ruling party. The rapid restoration of the national economy and the consolidation of the people's democratic dictatorship became the top priority of this period. This means that a large number of cadres who are only familiar with the "guns" and do not understand economics and construction work during the victory of the revolution may be difficult to meet the needs of the current national development. Therefore, while the standards of good cadres in this period require political quality, they emphasize that cadres should have a high level of literacy and scientific skills.

In October 1957, Mao Zedong emphasized at the Third Plenary Session of the Eighth Central Committee of the Communist Party of China that "politics and business are the unity of opposites, and politics is the first. Cadres in all walks of life must strive to be proficient in technology and business, and make themselves become experts. Red and special." Since then, red has become an important criterion for investigating cadres. In order to further improve the overall quality of party members and cadres, Mao Zedong issued a call for "re-learning" to the whole party, calling on all-party cadres to study culture, science, economics, and management.

However, during the "Cultural Revolution", the "Left" error and the extreme left thoughts had a serious impact on the Party's cadre line. In addition, the rebel group struggled for power to gang up and persecute Zhongliang, causing the cadres to suffer extremely serious damage. The criteria for selecting cadres also lack objectivity and impartiality.

During this period, the Party’s cadre line has undergone a certain transformation, and the Party Central Committee has adjusted the connotation of both ability and political integrity to “red and professional”. In the aspect of "morality", the main emphasis is on political inclinations, that is, to support socialism and the leadership of the Communist Party of China, and to adhere to the socialist
4. Good Cadre Standards in the Early Stage of Reform and Opening Up

After the Third Plenary Session of the Eleventh Central Committee, the Party's work center shifted from class struggle to economic construction. Due to the influence of the Cultural Revolution, the contingent of cadres in this period generally lacked professional knowledge and professional competence, and the overall age was too large. There were major problems in terms of professional structure and age structure. And the thoughts of the Cultural Revolution have just passed, the Party and the country not only face the problem of rapidly recovering the economy, but also the important challenges of realizing the four modernizations under the socialist system with Chinese characteristics, and always pay attention to the infiltration of bourgeois ideology, especially to the leadership. The influence of cadres. Therefore, the standards of good cadres in this period emphasize the loyalty to the Party, pay more attention to the ability and quality of party members and cadres, and require them to have high professional knowledge and ability.

In February 1980, the Central Committee of the Communist Party of China "Several Opinions on Strengthening the Construction of the Leading Group" clearly stated that "the adjustment and strengthening of the leadership team must adhere to the cadre line of 'successful meritocracy' and adhere to the standards of employment with both ability and political integrity." 1980 In December, Deng Xiaoping put forward at the Central Working Conference, "We must make our cadres younger, more knowledgeable and professional, on the premise of adhering to the socialist road. Of course, we must first revolutionize."

In this period, on the basis of inheriting the standards of "red and professional" cadres, the Party Central Committee put forward the "four modernization" policy of cadres in line with the requirements of national development and the times. In the aspect of "morality", it is required to adhere to the correct political direction, to serve the people wholeheartedly and to provide selfless dedication; in the aspect of "caliber", it emphasizes young and promising, both to ensure the professional competence of cadres and to ensure the cadres. The continuity of the team. Under the guidance of this policy, the tenure of leadership and leadership has been abolished, and a large number of young cadres with both ability and political integrity have embarked on the historical stage.

5. The Period of Socialist Construction with Chinese Characteristics

After the Fourth Plenary Session of the 13th CPC Central Committee, with the acceleration of the process of reform, opening up, and modernization, China’s comprehensive national strength has been greatly improved, and the overall quality of the cadre team has been effectively improved. However, the international situation is increasingly complicated and the task of domestic reform is gradually increasing. Heavy burdens also bring greater challenges. Therefore, the standard of good cadres in this period emphasizes the importance of "morality" and requires talents, talents and talents.

In his speech at the 14th National Congress of the Communist Party of China, Jiang Zemin emphasized that "the selection of cadres and the deployment of leading bodies must fully implement the principle of "four modernizations" of cadres and the principle of both ability and political integrity. The new era measures the cadres' ethics, mainly in the implementation of the party. In the June 1996, Jiang Zemin’s speech at the symposium to commemorate the 75th anniversary of the founding of the Communist Party of China stated that “the party’s senior cadres must not only strive to become knowledgeable, understand the business, and be competent in their own work, and first We must strive to become a politician who is loyal to Marxism, adheres to the path of socialism with Chinese characteristics, and governs the rule of the party. We must build a contingent of cadres with both leadership and leadership led by the backbone of socialist politicians." July 2002 The "Regulations on the Selection and Appointment of Leading Cadres of the Party and Government" was officially promulgated, further clarifying the basic conditions and qualifications that party and government leading cadres should have.
After the 16th National Congress of the Communist Party of China, on the basis of continuing to deepen the selection criteria for cadres, the CPC has put forward the "five kinds of ruling ability" requirements for leading cadres at all levels, that is, continuously improving the ability to scientifically judge the situation and the ability to control the market economy. The ability to cope with complex situations, the ability to govern in accordance with the law, and the ability to take the overall picture. In July 2011, Hu Jintao said in his speech at the 90th anniversary of the founding of the Communist Party of China, "We must persist in putting the cadre's morality at the forefront, and select and appoint those cadres who are politically determined, have real talents, have outstanding performance, and are recognized by the masses."

On the basis of the requirements of the "four modernizations" policy, the cadre standards of this period have further interpreted and deepened their connotations, and proposed that party members and cadres must have the qualities of socialist politicians and "five kinds of ruling ability". While emphasizing the political literacy of leading cadres, they also pay more attention to the overall structure optimization of cadres, the improvement of professional quality and the excellence of moral conduct. In the aspect of "morality", we must adhere to the correct political line as well as the ability to govern the party and the country. In the aspect of "profession", we must continuously strengthen the building of the party's cadres' ability to govern.

6. The standard of good cadres in the new era of socialism with Chinese characteristics

Since the 18th National Congress of the Communist Party of China, the party’s central leadership party with Comrade Xi Jinping and the state’s promotion of socialism with Chinese characteristics have entered a new era. The Chinese Communist Party is carrying out a great struggle with many new historical features and needs to build a grand high. Quality cadre team. Therefore, the connotation of good cadre standards in this period is more abundant and meticulous, and the conviction, politics, responsibility, ability and style of party members and cadres are required to be excellent.

In June 2013, Xi Jinping first proposed the "good faith, service for the people, diligence and pragmatism, courage to take responsibility, and integrity and integrity" at the national organization work conference, which provided a fundamental follow-up for the selection and appointment of cadres in the new era. Among these standards, Xi Jinping particularly emphasized the firmness and daring to take responsibility. Xi Jinping pointed out at different times and occasions that "ideal beliefs are the "calcium" of the Communists' spirit", "the ideals and beliefs are firm, and they are the first standard of good cadres". "Adhering to principles and daring to act is a must for party cadres." Have the basic qualities."

In October 2017, Xi Jinping proposed in the report of the 19th National Congress of the Communist Party of China that "to build a high-quality professional cadre team, to uphold the principle of party-management cadres, to adhere to both ability and political integrity, to take morality first, to adhere to the five lakes and the sea, to be meritocracy, and to persist in business. On the basis of fairness and fairness, the standards for good cadres have been put into practice, and the direction for the implementation of the cadre team construction has been pointed out.

In the many speeches since then, Xi Jinping has published a series of important expositions around the standards of good cadres in the new era. In October 2017, Xi Jinping emphasized in the first collective study of the Political Bureau of the CPC Central Committee in the 19th session that "leading cadres must not only have the shoulders of the shoulders, but also have the true skills of success"; in March 2018, in the thirteenth session When the Chongqing delegation of the National People's Congress attended the deliberation, it emphasized that the cadres should "make the minds of the high-definition law, grasp the law and discipline, and know the scale of doing things for the officials"; in July 2018, at the National Organization Work Conference, "excellent young Cadres must be loyal to the party and have enough skills to take over."

The standards of good cadres in this period and the cadres' work requirements of the Chinese Communist Party in the past few decades have been in line with each other and have been innovative. They have given new era connotations to the standards of good cadres, and provided a "ruler" for the
selection and employment of people in the new era. It is the practice norms and struggle direction of cadres in the new era to choose and use according to rules and regulations. In the aspect of "morality", party members and cadres are required to have firm ideals and convictions, a clean and honest style, and a spirit of courage to act, and adhere to the purpose of serving the people. In the aspect of "caliber", it is emphasized that party members and cadres must be diligent and dedicated. Be pragmatic, work hard, and strive for excellence.

7. Conclusion
"The combination of both ability and political integrity" is the main line around the development of good cadres. In the process of the history and development of the standards of good cadres, both ability and political integrity have always run through them. In different historical periods, the Communist Party of China has given different meanings to the connotation and extension of "morality" and "caliber" according to the situation and tasks it faces and the actual situation of the contingent of cadres, and has put forward different requirements for the selection criteria of cadres. From the initial combination of talents and talents, red and professional, to the "four-oriented" policy of the cadres after the reform and opening up, and the "20-character" standard of the good cadres of the new era, all of them highlight the need of our party for development at any time. The theoretical character that advances with the times.

"Being first and foremost" is the core of good cadres' standards. Although the meaning of “morality” in the standard of good cadres is constantly changing with the changes of the times and the development of the country, its primacy in the standards has never changed. In the "red and special" and "four modernization" policies, politics and revolutionization have placed the first place in the standard of good cadres, and the "20-character" standard of good cadres also regards "belief firmly" as the first standard. It embodies the important position of "morality" in the standard of good cadres.

“Essence of meritocracy” is a consistently advocated standard for good cadres. Regardless of the changes in the standards of good cadres, the only rules and principles are those who choose to hire people. During the period of the revolutionary war, the period of socialist revolution and construction, and the beginning of reform and opening up, the Party Central Committee had adjusted the wrong route of selecting and employing people, and further solidified the knowledgeable and qualified people through the "four modernizations" policy of the cadre team. The standard of energy-giving provides guidelines for the selection and appointment of good cadres.

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