

Challenges and Suggestions for Chinese Women's Social Organizations

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ABSTRACT

In China, women's social organizations refer to the organizations that specialize in the research of women's social problems or solve problems for women, which exist as the link between the government and the masses. Women's social organizations have played an irreplaceable role in the present, but their development is not perfect. At present, the main issues we need to explore are how to play a greater role in the society and how to improve and develop on the existing basis. In the context of globalization, a full and comprehensive study of the development of Chinese women's social organizations is of great significance in solving gender inequality and promoting the maximization of public interests.

Keywords: *Women, social organizations, challenges, suggestion*

1. THE INTRODUCTION OF WOMEN'S SOCIAL ORGANIZATIONS

China's women's social organizations have gone through the process from the initial germination of social organizations to the later step-by-step development and expansion. The scope of activities of women's social organizations is becoming larger and larger, and the operation strategies and measures are constantly improving. It can be roughly divided into four periods: the first period is the embryonic period of women's social organizations. In December 1978, reform and opening-up began to be implemented nationwide, and the government began to consciously simplify administration and delegate power, which provided conditions for the emergence and germination of women's non-governmental organizations, it has undertaken some functions that the government did not undertake at that time; with the pace of reform and opening up and the passage of time, women's social organizations have had a certain basis for development; at the same time, women's self-consciousness has awakened, using their own knowledge and ability to establish the first batch of "nongovernmental women's non-governmental organizations" in China, which is the second period of development, the growing period; The third period is the Sino foreign exchange period of Chinese non-governmental organizations of non-governmental women, which mainly refers to the period from the preparation of the fourth World Women's Congress in 1993 to the period before the non-governmental organizations of non-governmental women gradually attach importance to internal governance in 2000, women's social organizations grow up rapidly on the basis of absorbing western funds and experience. The last period is the internal governance period of "Chinese women's NGOs", which mainly refers to the period since 2000.

Since 2000, these organizations have begun to formulate the strategic plan of the organization, and gradually realize the transformation of the organization, in order to achieve the sustainable development of the organization[1].

2. THE DEVELOPMENT EFFECT OF WOMEN'S SOCIAL ORGANIZATIONS

2.1. Participate in Social Management And Give Full Play To Women's Unique Value

Women's participation in social management will play an active role in promoting the development of women's social organizations, which is conducive to the long-term development of social organizations. Women's participation in social organizations means that women exist as beneficiaries and welfare persons and can actively protect women's rights and interests. It can not only stimulate the enthusiasm of women's groups to participate in social governance, but also make women more aware of women's needs in the process of participating in social management and effectively ensure the implementation of women's rights and interests protection.

2.2. Complement with Women's Federation and Undertake Social Responsibility

In the process of solving practical problems, due to the complexity and limitations of practical problems, the role of women's Federation has not been fully played, which highlights the need for us to seek breakthroughs and change. Based on this, women's social organizations can have more space to play, as the supplement of women's Federation. Women's social organizations are closely combined with women's masses at the grass-roots level and

women's federations, which are deeply rooted in the hearts of the people. It can also improve the social governance system at the grass-roots level. The grass-roots women's federations actively forward the online activities led by the women's federations at higher levels, take social responsibility and expand their influence with the help of the network.

2.3. Reducing Gender Conflict and Enhancing Gender Equality

Although the public's awareness and recognition of the law on the protection of women's rights and interests and the basic state policy of equality between men and women have been significantly improved, the concept and gender discrimination that are not conducive to women's development and gender equality still exist to a certain extent, which shows that further efforts are needed to strengthen gender equality and reduce gender discrimination. Women's participation is an important part of achieving gender equality. The core idea of participation is empowerment. Empowerment and women are the purpose of achieving gender equality[2].

3. CHALLENGES AND SHORTCOMINGS OF WOMEN'S SOCIAL ORGANIZATIONS

3.1. Capital Shortage in The Process of Survival and Development

The vitality of women's social organizations lies in their activities, which must be supported by funds. However, the lack of funds is still a serious problem in the development of non-governmental organizations in China. The shortage of funds is a major problem faced by women's social organizations, which seriously affects the healthy development of women's social organizations. In 2000, the Institute of non-governmental organizations of Tsinghua University adopted the multi-level sampling method to survey 1508 non-governmental organizations. The results showed that 41.4% of the non-profit organizations thought that the most prominent problem they faced was the lack of funds, which occupied the first place among all the difficulties faced by the non-profit organizations and affected their role in social stability and harmony [3]. In the long run, it is not conducive to the development of women's social organizations to a high level.

3.2. Lack of Independence and Social Credibility Of Women's Federation

In China, women's social organizations started relatively late, the socialized operation system has not been formed, and the hardware conditions of some women's social

organizations are relatively backward. In contrast, the women's Federation is the most important social organization for women's public affairs management in China. Some women's sexual social organizations are all based on the women's Federation. Although this form of existence promotes the construction and development of women's social organizations to some extent, the biggest threat is the lack of independence, lack of social trust and social recognition. On the one hand, women's federations have a deep-rooted position in the minds of most women. If there is a problem, they will choose such non-governmental organizations. On the other hand, the media's propaganda on women's social organizations is not strong enough, many people know little about them, even many people don't know the existence of women's social organizations, so the social public reliability of women's social organizations is difficult to be improved [4].

3.3. Organizational Personnel Issues Are Not Properly Arranged

The proper arrangement and utilization of personnel is the premise of the stable development of women's social organizations, and it is also necessary for women's social organizations to carry out reasonable planning for long-term and healthy development. Some data show that there is a lack of professional talents in women's social organizations at this stage. Some of the employees of women's social organizations don't even understand the development, successful experience, project management and internal management of women's social organizations, so their working ability is difficult to adapt to the new social environment[5]. This shows that there is a lack of professional training and education for workers of women's social organizations. Due to the lack of professional organization training, the lack of a complete reward and punishment and evaluation mechanism for achieving the established goals, in the absence of a set of systematic and complete training, it is bound to reduce the level of justice of personnel in the organization and improve the management difficulty.

4. REFLECTIONS AND SUGGESTIONS ON THE PROBLEMS OF WOMEN'S SOCIAL ORGANIZATIONS

4.1. Broaden Financing Channels and Promote Organizational Development

According to the questionnaire survey of Chinese ngos in previous years, we can know that the main source of income of Chinese ngos is the financial allocation and subsidy provided by the government, while most western countries only account for about 30% of the government allocation, and the remaining 70% comes from donations

from society and individuals. The Chinese government can learn from its good experience and practice to increase the proportion of society and individuals in donations and reduce the government's financial expenditure. This requires greater awareness of women's social organizations and donations from society and individuals. Usually, it is not that Chinese people do not have the awareness or willingness to donate, but that NGOs are not well-known enough due to insufficient publicity. It can be promoted by newspapers or local TV stations, which are close to the people, to expand its popularity and influence.

4.2. Coordinate with Women, Cultivate Leading Figures And Enhance Credibility

It is undeniable that women's Federation is the largest women's organization in China, and also the most credible one in women's mind. Through cooperation with women's Federation, it radiates and drives a batch of women's social organizations to take root and sprout, and promotes the development of the whole team of women's social organizations. Consciously cultivate leading figures of women's social organizations and give full play to their appeal and demonstration effect. The leaders of these social organizations can play a leading role in the cohesion of the organization, leading the members of the organization, mastering the priorities of women's social organizations in the new era, and promoting the innovation and development of women's social organizations.

4.3. Strengthen Reasonable Arrangement of Personnel and Promote Long-term Development

Actively recruit volunteers from society and personnel who have been engaged in relevant disciplines. Only volunteers who really love this cause and personnel with relevant experience can really make the organization develop and progress. Training shall be carried out for the leaders and relevant personnel of the organization to improve the professional quality of social work of the members of the social organization, so that the members of the organization can master the basic organizational skills and constantly adapt to the changes of the external environment and the improvement of the needs of women groups. We should encourage women's Federation and community cadres to apply for the examination of social workers, learn professional methods and skills of social work, and actively participate in social management and service.

4.4. Perfect The Establishment of Institutions And Strengthen Self Construction

Women's social organizations should rely on their own strength, strengthen their own capacity building, and

constantly improve their comprehensive quality. We should establish and improve the rules and regulations of women's social organizations and the internal management system with the constitution as the core. We should strengthen the capacity building of female social organizations and managers so as to improve their ability to solve social problems and meet social needs. Only when female social organizations can better solve the needs of the masses, can they get the recognition of the government and the public, and can they really get the space for survival and development.

5. CONCLUSIONS

Women's social organizations are playing a more and more important role in the society, but there are still some problems in the actual development. We should learn from other organizations' excellent development experience and make plans for the long-term development and future of the organization, so as to promote the better development of female social organizations.

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