

Imbedding & Integration: A New Thought on Party Construction in Non-Public-Owned Enterprises in the New Era

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ABSTRACT

It was set forth on the National Conference on Party Construction in Non-public-owned Enterprises that “Two Coverage”, “Two Functions” shall be well implemented and construction of “Two Teams” shall be enhanced. With reference to the target, challenges of lack of organizational cohesion, insufficient ideological recognition and deficiency of system guarantee still exist in present party construction in non-public-owned enterprises, which not only relate to the conflict between the laggard concepts of the party construction main body and enterprises’ new demands on party construction, but also to the variability and profit-orientation of non-public-owned enterprises. Therefore, “Imbedding & Integration” shall be implemented as a breakthrough with party organizations imbedded into non-public-owned enterprises and party construction integrated into enterprise overall development through carrier innovation, system improvement and personnel training, enhancing the pragmaticity of party construction in non-public-owned enterprises on the whole.

Keywords: *Non-public-owned enterprises, Party construction, “Embedding & Integration”.*

1. INTRODUCTION

In the new era, non-public-owned enterprises have become an important supporting force to promote national economic development, relieve social employment pressure and promote mass innovation and entrepreneurship. "The number and function of non-public-owned enterprises determine that non-public-owned enterprises are more and more important in the whole Party building work." [1] General Secretary Xi's speech at the National Conference on Non-public-owned Party Building opened a new chapter in Party building in non-public-owned enterprises. Since the 18th National Congress of the Communist Party of China, non-public-owned enterprise Party construction has increasingly become an important part of grassroots Party building in China. However, the uniqueness of non-public-owned enterprise property right relationship, the particularity of organization structure and the flexibility of economic scale determine the complexity of non-public-owned enterprise Party construction. At present, China's non-public-owned enterprise Party construction is still in the stage of continuous exploration, there are still many problems to be solved.

2. RESEARCH STATUS

At the 19th National Congress of the Communist Party of China (CPC), General Secretary Xi Jinping for the first time proposed "improving the quality of Party building". The Party building of non-public-owned enterprises in the ascendance has become a hot topic in academic circles. The current research focuses on two aspects: one is the theoretical research of General Secretary Xi's thought on strengthening and improving the Party building work of non-public-owned enterprises since the 18th National Congress of the Communist Party of China; the other is the research based on the current practice of the Party building of non-public-owned enterprises.

Research on party construction in non-public-owned enterprises is still in its initial stage, the relevant policy documents only provide directional guidance, and the specific connotation of the Party construction in non-public-owned enterprises by non-public-owned business owners and Party affairs workers is not clear yet. Accordingly, Jia Pengfei (2018) answered the four basic questions of "functional positioning, multiple values,

working ideas, and evaluation criteria" [2] for the Party building work in non-public-owned enterprises, clearing the ideological mist for non-public-owned business owners and Party affairs workers. Some scholars learn about the progress and difficulties of the Party building of non-public-owned enterprises through field research. Ye Qilin (2014) introduced the mechanism of "Five Modernizations, Five Double and Five Communists" [3] proposed by Quanzhou City in Fujian Province in view of the existing problems of "low recognition of Party building, unsmooth management system, and difficulty in carrying out organizational activities" in the current non-public-owned enterprise Party building. Liu Gang (2018) introduced the "Henan Model" formed in the practice and exploration of Henan Provincial Party Committees at all levels based on the non-public-owned Party construction problems exposed in the survey, providing some experience and enlightenment for overcoming the common problems in the current non-public-owned enterprise Party construction. [4] In addition, in view of the predicament of Party building in non-public-owned enterprises exposed in practice, scholars carried out research from various perspectives and put forward corresponding countermeasures. Peng Li (2019) pointed out that many non-public-owned enterprises were trapped in the Party construction trap due to the rigid Party construction mode based on institutional constraints and theoretical indoctrination, and proposed that flexible management should be adopted to improve the practical effect of non-public-owned enterprises' Party construction work. Tong Jipeng (2020) is based on the interactive coupling "the brand-new Angle of view, in view of the non-public-owned enterprises Party construction and enterprise in the pursuit of goals, membership level, system mechanism and so on caused by the coupling, advocated by embedded systematic political organization, culture, system, promote formation of non-public-owned enterprise Party construction with high quality and enterprise development interactive win-win mechanism. [5]

At present, there are a lot of researches on the practical problems of Party building in non-public-owned enterprises in the academic circle, but the existing researches are limited to the dualistic thinking of the opposition between Party building and the development of non-public-owned enterprises. Therefore, the research conclusion is "treating the symptoms rather than the root causes". The author breaks through the binary opposition thinking between the Party building work and the enterprise development in non-public-owned enterprises, pays attention to the internal identity of the Party building work and the enterprise development, and advocates to cure the chronic disease of the Party building in non-public-owned enterprises by the new prescription of "embedding & fusion".

3. DILEMMAS OF NON-PUBLIC-OWNED ENTERPRISES' PARTY CONSTRUCTION

Grass-roots Party building at the forefront of the Party's construction, the first line, directly in the face of the most complicated in the construction of the Party's new situation, new contradictions and new problems. Although China's non-public-owned enterprise Party building has been booming since the 18th National Congress of the Communist Party of China, the lack of momentum in enterprise Party building has exposed prominent problems such as insufficient organizational cohesion, insufficient recognition of Party building and insufficient institutional guarantee.

3.1. Insufficient Organizational Cohesion

In the expansion of the Party organization to non-public-owned enterprises, the problem of insufficient organizational cohesion is manifested in two aspects. On the one hand, the subordinate relations of non-public-owned enterprise Party organizations is complex, the next higher Party organization including street, industrial and commercial bureau Party committee and Party committee federation of industry and Party committee, etc., All organizations have the power and responsibility to supervise them. Such a multi-headed supervision mechanism is easy to cause confusion in supervision, leading to many phenomena of "careless management", "unable management", "heavy management" and "leakage of management" [6]. "Multi-head management" objectively hinders the normal development of the Party building work, and it is difficult to realize the co-frequency resonance between the Party building work and the development of enterprises. On the other hand, in the enterprise, the current non-public-owned enterprise Party building work in China is a mere formality, which is manifested as, firstly, the Party building activities go through the motions and become "holding a meeting, reading a report and taking notes", and the Party building work tends to be "empty". Second, the limited resources of Party construction, coupled with non-public-owned enterprises generally "emphasis on production, light on Party construction", the Party organization has gradually become the system decoration of non-public-owned enterprises' external publicity, and the Party construction work tends to be "marginalized". Thirdly, many non-public-owned enterprises confuse Party organization activities with trade union activities, and the serious organizational life is reduced to enterprise league construction, and the Party construction tends to be "welfare". As a result, the political nature and organizational nature of non-public-owned enterprise Party organizations have been seriously weakened, and the Party building work and enterprise development are in two completely different channels. The Party organization is only formally embedded in the

organization structure of non-public-owned enterprises, and cannot play a substantial political leading role in the production and operation of enterprises.

3.2. Insufficient Recognition of Party Building

People are the basic elements of Party construction in non-public-owned enterprises. Whether the Party construction can be carried out smoothly depends largely on people's subjective consciousness. At present, the non-public-owned enterprise Party building work is facing the problem of low recognition. Different from administrative organs and state-owned enterprises, non-public-owned enterprises are privately owned, and the pursuit of profit maximization is the fundamental motive for private business owners to carry out all production and operation activities. Driven by the profit-seeking mentality, some business owners believe that "the enterprise is a pure production unit, and there is no need to be influenced by the political Party. All enterprise behaviors should be for the purpose of economic benefits and revolve around the normal production and operation of the enterprise. [7] Moreover, due to the private nature of non-public-owned enterprises in China, most of the expenses for Party construction in non-public-owned enterprises are borne by the enterprises themselves. For business owners, the embedding and expansion of the Party organization means the increase of operating costs and the deepening of supervision and restraint. Based on the above measures of interest, many business owners have a negative attitude towards the Party building work. In addition, non-public-owned enterprise Party members as the main force of non-public-owned enterprise Party building, the lack of enthusiasm for Party building activities. On the one hand, enterprise Party members for the Party organization to safeguard the legitimate rights and interests of workers lack of awareness of the function of enterprise Party building on the organization as a whole and the effective function of individual workers. on the other hand, under the background of economic globalization, non-public-owned enterprise employees facing multiple value, money worship, hedonism, individualism gradually spread, as a result, some Party members worker ideal faith shaken, values driven by self-interest, are reluctant to show the identity of Party members, Party members "pocket", "contact member" phenomenon emerge in endlessly, bring challenges to construction management. The one-sided understanding and negative attitude of business owners and Party members to the Party building of non-public-owned enterprises seriously block the in-depth expansion of the Party organization to non-public-owned enterprises.

3.3. Insufficient Institutional Guarantee

Since the 18th CPC National Congress, the CPC Central Committee has paid great attention to and

vigorously promoted Party building in non-public-owned enterprises. It has held a series of conferences such as the National Conference on Party Building in Non-public-owned Owned Enterprises and the Forum for Private Entrepreneurs, and issued a number of guidelines and policies to guide Party building in non-public-owned enterprises. Though, the central speech spirit and series of policy document generally indicate the objectives and policy of non-public-owned enterprise Party construction work, however, non-public-owned enterprise Party construction is a new field, there is no ready-made experience can learn from, and relevant policies in the field on wanting, therefore, the current non-public-owned enterprise Party construction is "crossing the river by feeling the stones." In addition, the current non-public-owned enterprises are facing the intractable problem of the lack of Party construction funds and Party management personnel. Compared with administrative units and state-owned enterprises, the government provides less Party construction funds and places for non-public-owned enterprises, and private business owners are less willing and able to invest in Party construction business. Therefore, non-public-owned enterprises lack financial guarantee for Party construction. At the same time, under the part-time system of Party affairs workers, Party affairs workers in non-public-owned enterprises hold several jobs, so it is difficult for them to have time and energy to learn basic theories and research Party construction work, which leads to the lack of professional Party construction talents in non-public-owned enterprises, mediocre Party construction quality, and unable to achieve the basic goal of "promoting development with Party construction".

4. THE REASONS FOF THE PREDICAMENT OF THE PARTY CONSTRUCTION OF NON-PUBLIC- OWNED ENTERPRISES

At present, the shortcoming of the non-public-owned enterprise Party construction in the aspects of organizational cohesion, ideological understanding and system construction puts the Party construction and enterprise construction in a binary opposite position, which is difficult to match the new needs of the non-public-owned enterprise Party construction in the new era. There are many reasons for the predicament, so we must base on the overall and strategic vision, analyze the practical reasons for the predicament of non-public-owned enterprise Party construction, so as to adapt the remedy to the case when carrying out the work of Party construction in the future.

4.1. The Contradiction Between Party Organization's "Political Orientation" And Enterprise's "Benefit Orientation"

In the Party building of non-public-owned enterprises, Party organizations with strong political attributes and enterprises with economic attributes have heterogeneity in interest attributes. Party organizations mainly follow the political logic, and promote the Party's organizational network to extend to the inside of enterprises in the form of organizational embedding, so as to realize the Party's overall leadership over all work. In non-public-owned enterprise Party building, the Party organization should cover the social organization network, strengthen the social governance ability, and then strengthen their own ruling foundation. On the contrary, the interest logic in the market competition is the main action logic of the private business owner. The contradiction between the two in action logic intensifies in the non-public-owned enterprise Party building work, which leads to the alienation of the Party building work becoming a political task. On the one hand, the government uses administrative means to promote Party organizations to set up camp in non-public-owned enterprises on a large scale. In 2012, after the National Conference on Party Construction of Non-public-owned Enterprises was held, Party committees at all levels immediately issued policies requiring non-public-owned enterprises to establish Party organizations and carry out Party construction work, striving to achieve "two coverage" in non-public-owned enterprises. However, the relevant departments have not yet realized the particularity of the political and social environment in non-public-owned enterprises, and follow the traditional model of Party building. This kind of Party building that ignores the actual needs of enterprises will separate the work of Party building and the development of enterprises, which may make the employees of enterprises resist the work of Party building and have a low sense of identity for the work of Party building. On the other hand, while the Party extends its tentacles to non-public-owned economic organizations, the Party construction resources provided by the superior departments cannot match it. Profit-oriented private business owners "compare and measure inputs and outputs, and weigh the proportional relationship between Party building inputs and enterprise outputs." [8] and many business owners are skeptical of the effectiveness of Party building work, unwilling to invest capital and space. As a result, non - public enterprise Party building gradually become a mere formality, tend to be marginalized. To some extent, the logic deviation between the Party organization and the non-public-owned business owners is the fundamental reason for the disconnection between the current Party building work and the enterprise operation. In order to break through this dilemma, we must find a joint point in the logic followed by Party organizations and non-public-owned

enterprises, and find the greatest common interest point between them.

4.2. The Contradiction Between the Stability of The Party Organization And The Fluidity of Non-Public-Owned Enterprises

At present, there is a profound contradiction between the stability of the Party organization and the rheology of non-public-owned enterprises, which directly leads to the difficult problem of Party building management in non-public-owned enterprises. An employment relationship exists between a non-public-owned enterprise and its employees. Under the market mechanism, there are a lot of "invisible Party members", "pocket Party members" and "floating Party members", because of the frequent turnover of staff and the loose relationship between Party members and Party organizations. Therefore, it is difficult for Party workers to count the true number of Party members in enterprises, and it is difficult to bring the Party members in enterprises into the relatively stable Party building management system. Moreover, the mobility of personnel in non-public-owned enterprises also forms an obstacle to the development of Party members objectively. In addition, under the background of marketization, "the internal operating structure, ownership structure and capital structure of non-public-owned enterprises are also undergoing frequent and even revolutionary changes". [9] Thus, the traditional static Party organization form of "branches built on the link" is difficult to adapt to the internal needs of the development of non-public-owned enterprises in the market flood. At present, China's non-public-owned enterprises are characterized by a large number of enterprises and a small number of Party members. The frequent internal adjustments and changes in non-public-owned enterprises not only affect the quality of Party building activities, but even threaten the survival of Party organizations in non-public-owned enterprises. In order to deal with the potential influence of the rheological properties of non-public-owned enterprises on the relatively stable Party construction, a new management mode of Party construction must be constructed.

4.3. The Contradiction Between the Backward Party Construction View And The New Demand of The Party Construction of Non-Public-Owned Enterprises

Non-public-owned enterprise Party construction as the Party construction in new areas, there is little experience to learn from, can only move forward in the exploration. And non-public-owned enterprise property right is the private and worker mobility strong characteristics decided the non-public-owned enterprise

Party construction has particularity, the Party construction pattern to be innovative. However, business owners, Party affairs workers and ordinary Party members, as the main body of non-public-owned enterprise Party construction, do not have a clear understanding of the Party construction work, the concept of Party construction is relatively conservative and lagging behind, resulting in the Party construction work is superficial, grassroots Party organizations are difficult to play a political leading role in non-public-owned enterprise. The contradiction that the main body of Party construction in non-public-owned enterprises cannot match the innovation demand of enterprise Party construction is embodied in: First, the one-sided understanding of the Party construction of non-public-owned enterprises by private business owners is the main subjective reason for the predicament of the Party construction of non-public-owned enterprises at present. Many private business owners political literacy mediocre, has yet to clear the basic content of non-public-owned enterprise Party construction and the significance, "is often the Party construction and enterprise development as the two contradictions individuals, not Party construction work and realize the benign interaction of enterprise development", [10] the enterprise Party building as the production of additional political task, Many enterprise owners regard Party construction investment as the "sunk cost" of enterprise operation and are reluctant to invest too much resources in enterprise Party construction. Therefore, the non-public-owned enterprise Party building work is often pay attention to in words, warm in form, but in fact is "often fragmented, arbitrary, the effect is not good." [11] Second, as the direct subject of Party construction in non-public-owned enterprises, the enthusiasm of Party affairs workers in carrying out Party construction is directly linked to the cognition of Party construction in business owners. Affected by business owners, many Party workers also think that the Party building work is dispensable. Moreover, the Party building personnel in non-public-owned enterprises usually hold multiple posts, and devote very limited time and energy to the Party building work, which is easy to fall into a passive state of coping, unable to innovate the Party building model.

5. EMBEDDING AND FUSION: THE KEY PASSWORD TO CRACK THE DILEMMA OF PARTY BUILDING IN NON-PUBLIC-OWNED ENTERPRISES

In 2012, the National Non-public-owned Party Construction Conference clearly proposed that the goal of Party construction in non-public-owned enterprises was to "focus on the 'two coverage', play the 'two roles', and strengthen the construction of 'two teams'" [12]. , however, there is still a gap between the current non-public-owned effect of Party construction and definite

purpose, for the above and the non-public-owned enterprises Party construction of roots, the author jumped out of the theory of "embedded" binary thinking, focus on internal unity of non-public-owned enterprise Party construction and enterprise development, put forward innovative "embedded and integration" as the key to break the current non-public-owned enterprise Party construction difficulties password, It is advocated to boost the "two coverage" by carrier innovation, play the "two roles" by system embedding, and build the "two teams" by ideological education, so as to promote the benign interaction between "strong Party building" and "good development" in non-public-owned enterprises.

5.1. Organizational Embedding to Boost "Two Overlaps"

In the previous work of non-public-owned enterprise Party building, the expansion of the Party organization to non-public-owned enterprise remained in the surface layer of organizational form of "bonding", the Party building work and enterprise development are independent of each other, and the Party organization is difficult to play the core and leading role. In response, General Secretary Xi Jinping pointed out at the National Organization Work Conference in 2018 that "we should explore ways to strengthen Party building in emerging business forms and the Internet, and expand the Party's appeal and cohesion in emerging fields." [13] In the rapidly developing Internet information age, the Party construction of non-public-owned enterprises utilizes network technology and relies on carrier renewal to promote "the relationship between enterprises and Party organizations from the shallow embedding to the deep integration of ". [14] First, under the trend of the popularization of the Internet, the Internet platform, as a new carrier of Party building, can break the boundary of time and space to the greatest extent and realize the "full coverage" of time, space and participants, etc., relying on strong technical support. Party affairs workers can manage Party members and initiate Party building activities through the clouds, and Party committees at higher levels can also supervise Party building work through the cloud, thus effectively resolving the difficulties in Party building management caused by the strong mobility and multiple supervision of Party members in non-public-owned enterprises, and greatly reducing the cost of Party building in non-public-owned enterprises. Second, build a learning platform for Party members with the help of new media technology. Party members and employees of non-public-owned enterprises can participate in Party building work through the Party building information platform or the Party building APP anytime and anywhere, and choose learning contents according to their interests from the massive information provided by the platform to carry out self-education. Workers Party members in the Party building work in the independence of attention, so that

the non-public-owned enterprise Party building both political background and personal characteristics. Third, different from the one-dimensional traditional model of enterprise Party building, "Internet + Party building" can build a democratic life platform for workers and Party members by virtue of the interactivity of the network. Party building managers of non-public-owned enterprises can post the working status of Party organizations here, and ordinary Party members can upload their study notes, express their learning feelings, and put forward questions or suggestions on Party building related work, so as to create a serious and lively atmosphere for Party building and promote "two coverage" in extensive interactive exchanges.

5.2. Institutional Embeddedness to Play "Two Roles"

Article 19 of the Company Law stipulates that "In an enterprise, in accordance with the provisions of the Constitution of the Communist Party of China, the company shall establish an organization of the Communist Party of China to carry out Party work and provide necessary conditions for Party organizations to interact within the enterprise." However, in practice, this regulation cannot effectively restrain enterprises. In order to solve the predicament of Party construction caused by institutional weakness, the Party and the government should effectively manage the Party construction of non-public-owned enterprises at the institutional level. On the one hand, we should build a Party construction fund guarantee system with "increasing revenue and reducing expenditure" as the core. For a long time, the non-public-owned enterprise Party policies have not stability, and often appear material supply is difficult to match system updates, embodied in the Party comprehensively promote non-public-owned enterprise Party construction at the same time, it failed to provide relatively abundant Party resources for non-public-owned enterprise Party construction and Party construction due to insufficient funds, shortage of field tend to be more formal, marginalized. Therefore, improving the multi-channel and diversified Party construction fund guarantee mechanism should become the direct push hand of non-public-owned enterprise Party construction. On the basis of financial appropriation, Party fee return and enterprise fundraising, we will raise Party building funds by means of venue sharing, joint activities and project claim. Storing energy for the sustainable development of Party building in non-public-owned enterprises.

Driven by interests logic, on the other hand, to encourage non-public-owned enterprises Party construction work, pays special attention to emphasizing must be combined system construction and the enterprise demand, stimulate vitality enterprise Party construction in system design. At present, for the

development of economy, local governments often in policy inclining the non-public-owned enterprises, as far as possible, build the optimal policy environment for enterprise development. However, the local government's policy support for Party construction is not linked to the Party construction of non-public-owned enterprises, and the quality of Party construction is not embedded with the preferential policies of enterprise income. Based on this, the comprehensive evaluation mechanism of enterprise Party building should be optimized, and quantitative indicators should be formulated. The higher Party committees, local governments and Party members and workers should jointly serve as the evaluation officers. The emphasis should be placed on the inspection of the daily organization construction of the Party organization and the fit between the Party building work and the enterprise construction and development, and the evaluation results should be directly linked to the favorable policies for the enterprise. For enterprises that do not improve Party building work for a long time, the degree of policy support and interest demand satisfaction should be reduced moderately. The direct correlation between the government's favorable policies for non-public-owned enterprises and the Party building work should be clearly stipulated from the institutional level, so as to force enterprises to pay attention to the Party building work and give full play to the Party's political leading role in the development of enterprises.

5.3. Embedding Ideas to Build "Two Teams"

People are the key factor of Party building in non-public-owned enterprises. In order to solve the contradiction between the wrong Party construction concept of private business owners and Party affairs workers and the innovative demand of Party construction of non-public-owned enterprises, we must focus on the construction of talent team, grasp the key minority, insert the correct and advanced Party construction concept into their minds, and apply it to the Party construction externally. Based on the private nature of non-public-owned enterprises, the smooth development of non-public-owned enterprise Party construction depends on the support and understanding of business owners. On the one hand, reversing business owners' stereotypes about non-public-owned enterprises should be based on education and training. For example, on a regular basis to hold the Party salon, invite, head of the government, Party construction experts and economists to attend together, discuss the current industry and the production of the enterprise development situation and some other business owners generally concerned about the focus of the problem, and put forward related to enterprise development from the Angle of the Party for problem solution, which guides the business owners horizons, Face and attach importance to the construction of non-public-owned

enterprise Party organization. On the other hand, arousing the consciousness of the business owners to carry out the Party building work should take political incentive as the incision. For business owners who strongly support the Party building work, "priority will be given in the recommendation of delegates to Party congresses, people's congresses and CPPCC members at all levels." [15] to encourage non-public-owned business owners to pay attention to the Party building work.

Party organization secretary and Party affairs worker as the person in charge of non-public-owned Party construction work, directly affect the effectiveness of enterprise Party construction work. Therefore, we must strengthen the construction of "Two Teams". First, strengthen the Party organization secretary team construction means to choose the non-public-owned enterprise Party building work of the "bellwether". From three aspects as "selection, use, evaluation", the open recruitment in the enterprise internal love Party functionaries, firm ideal and faith, be familiar with the company's business and close to the masses of the worker's talent as a secretary of the Party organization, focus on the guidance of the Party secretary of the training, for examination and assessment of the Party and the result was pegged to the secretary of the Party organization's performance directly, pays special attention to the key minority Party construction. Second, expand the ranks of professional Party building instructors. Under the part-time system of Party affairs workers in non-public-owned enterprises, Party affairs workers with limited energy have no desire to learn Party construction knowledge and are unable to specialize in Party construction work, which cannot meet the innovative needs of enterprises for Party construction work in the new era. Therefore, it is necessary to improve the specialization of the Party construction instructor team and to reverse the situation of insufficient energy and low ability of the Party affairs workers in non-public-owned enterprises. For example, according to the overall characteristics of the enterprise and the personal characteristics of the Party affairs workers, the Party affairs workers should customize a scientific and reasonable career development plan, and make clear the assessment mechanism and promotion channels of the Party affairs workers, so as to encourage them to concentrate on the Party affairs work. At the same time, relying on the resources of universities or Party schools, the Party affairs workers to carry out centralized training and personalized assistance, understand the knowledge shortcomings of Party construction instructors, focus on the teaching of Party theory, Party affairs knowledge or enterprise management knowledge, improve the "Party building to promote enterprise development" Party construction awareness and work ability.

6. CONCLUSION

The Party building of non-public-owned enterprises is an important part of the modern enterprise system of socialism with Chinese characteristics in the new era, and it is also the latest achievement of our Party's comprehensive extension to the grass-roots level and its due meaning. However, in the process of comprehensively promoting the development of the Party building in non-public-owned enterprises, we cannot put the Party building work in binary opposition to the development of enterprises, nor should we embed the Party organization in enterprises by administrative means. Instead, we should recognize the inherent identity of Party construction and enterprise development, uphold the new idea of "embedding and integration", promote Party organization to embed in enterprise in form, integrate into enterprise in work, realize the strategic goal of "promoting development with Party construction, strengthening Party construction with development", and walk out a road of socialist non-public-owned Party construction and development with Chinese characteristics.

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