



Dependent Growth: A Study on the Dilemma and Countermeasures of Social Work Cultivating Community Self-organization

Xilei Li(✉)

School of Political Science and Law, University of Jinan, Jinan 250022, Shandong Province, China

lixilei2022@163.com

Abstract. Community self-organization has developed rapidly in China in recent years. Social work has great advantages in incubating and cultivating community self-organization, which can better promote community self-organization to participate in community common governance. This paper holds that absorbing organization members, providing community support and holding community activities are important ways for social work to cultivate community self-organization. It is also found that the dependency growth of community self-organization is an urgent dilemma in the development process of community self-organization. In view of this dilemma, we put forward countermeasures such as training leaders and getting rid of social workers and community dependence.

Keywords: Community self-organization · Social work · Dependence growth · Autonomy

1 Introduction

In China, the community is gradually changing from administrative community to citizen community. It is advocated to make citizens more involved in the community and strengthen the governance of citizens for the community. As an informal community organization, community self-organization is of great significance to effectively improve citizen participation and promote community governance.

To strengthen the capacity building of self-organization, we must first explore the way of self-organization construction. Through the analysis of the current situation of community participation, Yang Guihua believes that community participation is more about his organization, which leads to the lack of self-organization capacity construction, and community participation needs to be transformed from his organization to self-organization.[1] Wang Ruihua believes that the role of the government is to formulate macro policies and control the development direction of the community, and proposes three ways to build the self-organizing capacity. They are shaping the ability of self-organization, being accepted and tolerated by the external environment, and establishing reasonable laws and regulations.[2].

As a professional working method, social work makes use of its professional theories and practical skills, which is of unique significance to the cultivation of community self-organization. With the expanding scope of social work service object, community has gradually become an important field of social work professional services. Yang Guihua and Wang Ruihua believe that the professional theories and methods of social work are conducive to improving the ability of community self-organization. Meanwhile, the three methods of social work are used to improve the ability of residents in all aspects, so as to help them achieve common growth.[3] Zhong Yishu analyzes the role of social workers in the cultivation of self-organization by listing specific cases.[4] Li Yufei using the method of group work in community self-organizing, points out that the organization cultivating is a relatively long process, needs the government, social workers and community with the cooperation of various, according to the actual situation, the path of perfecting organization training.[5].

It can be seen that there have been relatively specific studies on the capacity building of community self-organization and the relationship between self-organization and social work. However, among these studies, there are relatively few studies on self-organizing autonomy. In view of this deficiency, the author summarizes the relevant paths for social work to cultivate self-organizing autonomy, and puts forward counter-measures to improve self-organizing autonomy in view of the dilemma of dependence growth.

2 The Path for Social Work Institutions to Cultivate Community Self-organization

X social work agency is a private non-enterprise unit located in Huaiyin District, Jinan city. It provides professional social work services in view of the current situation of community development, problems existing in the community and residents. The project of "Gathering Strength Pilot-Community Self-organization Cultivation" mainly promotes the participation of community residents in the community through the incubation and cultivation of community self-organization, so as to promote the governance of grass-roots communities.

In the process of cultivating community self-organization, the project team mainly adopts the following three paths:

2.1 Recruit Organization Members

An essential element in an organization is organizational membership. As a kind of organization, community self-organization must have certain organizational members. In order to make the self-organization continue to grow, the project team has been doing is to recruit internal members for the self-organization and increase the number of people in the self-organization.

2.2 Get Community Support

The community neighborhood committee has a lot of information and resources, which can provide support and help for the development of self-organization. The development

of self-organization cannot be separated from the support of the community. In obtaining community support, there are mainly three ways: using community resources, using community publicity and referring to community suggestions.

2.3 Organize Professional Activities

Organizing community activities can help to improve the organizational ability of community self-organization and make community self-organization gain more recognition and support from community residents. Through many professional activities held by the project team, self-organization has been recognized and recognized by more community residents, laying a foundation for the good development of self-organization in the community.

3 The Dilemma of Social Work Participation in Community Self-organization Cultivation

In the cultivation of community self-organization by social work, various paths have been developed, which can make self-organization get better development, but there are still many difficulties, the most prominent is the dependence of self-organization growth, lack of autonomy, resulting in self-organization can not grow independently.

3.1 Lack of Leading Talents Within the Organization

The traditional society of China is governed by an able man, and elder rule in the local society is the most common type of able man governance. Mr. Fei Xiaotong called this kind of society “neither democratic nor different from undemocratic”.[6] The able men here mainly refer to those who are in higher ranks in their families or villages, have virtue and reputation, and are familiar with local social regulations and folk conventions. Capable people play a very important role in the community. However, as community self-organization is an organization spontaneously generated by the community masses, there is a lack of leaders with leadership ability and organizational management ability, and there is a lack of talents within the organization who can assume the responsibility of organizational development. At the same time, these self-organized leaders are almost all residents with high reputation in the community directly appointed by the neighborhood committee, so they do not have high management ability and leadership ability, which leads to the talent dilemma of the community self-organization.

3.2 Over-Reliance on Community

Community self-organization borrows community information, makes use of community resources, makes use of community publicity and refers to community suggestions in the community, thus it can be seen that the development of self-organization cannot be separated from the community and must rely on the help of the community. However, among the self-organizing development, easy too much rely on community

self-organization and the community the relationship between the imbalance, the organization decision especially vulnerable to community residents' committees intervention, make the organization was under the influence of community development, will eventually lead to community self-organizing depends entirely on the community, easily mastered by the community.

3.3 Unable to Initiate Activities Independently

Community self-organization in the course of events, activities planning, organization, activities too much dependent on the aspects such as social workers, almost activities are dominated by the social work organization to complete, since the organization's ability to lack of founding activities alone, in the process of links with the community, also is the social worker to contact the community self-organizing independently, communicate with the community; Too much reliance on the community in the preparation of activities such as activity publicity and activity site makes the self-organization unable to carry out related activities independently, which is also one of the dilemmas faced by the self-organization autonomy of the community.

4 Countermeasures to Solve the Growth of Self-organization Dependence

4.1 Cultivate Organizational Leaders

In order to promote the development of self-organization, it is necessary to cultivate leaders of community self-organization. In the process of cultivating self-organization, organizational leaders can be cultivated mainly through the following points:

4.1.1 Collective Leadership Training

In the process of cultivating the organization leader, will each organization's leaders gathered together, collective training, through indirect experience, enhance their management ability, leadership, organization ability etc., through empowerment energized, to strengthen the self organization leader's various aspects ability, so they can better leadership since the organization, promote the development of the organization.

4.1.2 Go Out to Visit and Learn

Social workers can visit and communicate with leaders of self-organizing communities in neighboring areas to learn their experience in self-organizing development, so that leaders can accumulate more experience and grow up through the visits and exchanges.

4.1.3 Set up a Leader Growth Team

The self-organizing leaders are organized to establish groups, and then group activities are carried out through group work to promote the growth of self-organizing leaders.

4.2 Define Your Own Positioning

4.2.1 Self-organization Should Handle the Relationship with the Community Well

Although the development of self-organization is inseparable from the community, self-organization must understand that the relationship between itself and the community is mutual assistance, rather than being led by the community. In the process of self-organization development, we should not rely too much on the community. The development of self-organization needs the help of relevant suggestions from the community, but it cannot be controlled by the community.

4.2.2 The Neighborhood Committee Should Position Itself Well

In the process of self-organization development, the neighborhood committee should properly provide information and resources for the community self-organization and help the self-organization to carry out community publicity, but it should not interfere in the normal development of the self-organization. In all the work, the neighborhood committee only plays the role of resource provider and helper, and cannot play other roles.

4.3 Reduce Dependence on Social Workers

4.3.1 Community Self-organization Should Learn to Develop Independently

Self-organization should enhance its innovation ability. In activity design, it should not only create activities for the purpose of creating activities, but also imitate existing activity cases. New content should be given to activities to make them innovative and more attractive.

4.3.2 Social Workers Should Be Good at Changing Their Roles in the Process of Cultivating Community Self-organization

First of all, when social workers were just involved in self-organization, they played the roles of service providers, resource linkers, guides and nurturers. However, after social workers cultivate self-organization for a period of time, social workers must let self-organization learn to develop independently, and the role of social workers should gradually change into companions, so as not to interfere with the development of self-organization. At the same time, in the process of cultivating community self-organization, social workers should pay attention to the “degree” of self-organization and maintain the autonomy of community self-organization.

5 Conclusion

This paper summarizes the social worker to foster community self-organizing three paths, and found that the community self-organization under the social work to foster the dilemmas facing - dependent growth, at the same time in order to solve this dilemma is proposed training organization leaders, get rid of the community and social workers rely

on, promote autonomy related countermeasures and Suggestions, hope for future social work to foster community self-organization provides certain reference and reference value. At this point, some questions need to be put forward for further exploration: what is the development prospect of community self-organization in China? Can social work cultivate community self-organization for a long time? How to ensure the stability of self-organization after the withdrawal of community self-organization after social workers have cultivated it, so as to ensure the sustainable development of self-organization? Further exploration of these problems is not only of great theoretical significance, but also of great practical significance.

References

1. Yang GUIhua. Reshaping community culture and Enhancing the Cultural Sustaining Power of community -- research on the construction path of urban community self-organization Capacity [J]. Journal of Shanghai University (Social Science Edition), 2008(03).
2. Wang Ruihua. The Organic Structure of Community Self-organization Ability and Its Improvement Path [J]. Journal of Sichuan University (Philosophy and Social Science Edition), 2007(02).
3. Yang Guihua, Wang Ruihua. Social Work and community self-organization Capacity Building [J]. Scientific Socialism, 2010(02).
4. Zhong Yishu. Analysis on the role of social workers in community self-organization cultivation [D]. Huazhong University of Science and Technology, 2016.
5. Li Y F. A practical study on the application of group interaction model in community self-organizing cultivation [D]. Zhengzhou University, 2016.
6. Yang Yi. Research on the Involvement of social work in the cultivation of community social organizations [D]. Xihua University, 2017.
7. Rural China · Fertility System. Beijing: Peking University Press, 1998, page 61.
8. Yang G H. Transforming residents' community participation mode and Improving residents' Self-organizing participation Ability -- research on the construction path of urban community self-organizing ability. Fudan Journal (Social Science Edition), 2009(01).
9. Yang G H. Resource integration and capacity building of community community -- research on the path of community self-organization capacity building [J]. Social Science, 2010(01).
10. Wang Ruihua. The role of government in the construction of community self-organization Capacity [J]. Chinese Administration, 2008(01).
11. Guo Rongmao. On the intervention of social work in the construction of community self-organization capacity [J]. Journal of Huaqiao University (Philosophy and Social Sciences Edition), 2013(01).
12. Sun Jiangtao, LIU Yang. A Practical study on the role of group social work in the leadership capacity building of community social Organizations: A Case study of L Community in Xicheng District, Beijing [J]. Journal of Beijing youth university of political sciences, 2013, 22(01):72-78.
13. Luo Jiade, Sun Yu, Xie Zhaoxia, and Shan Shan. Social Sciences in China, 2013(10):86-101+206.]
14. Deng Mengling. Research on the Application of Community Social Work in community self-organization Cultivation [D]. Guangxi Normal University, 2019.
15. Futao. Research on the application of group work in the leadership capacity building of community social organizations [D]. Southwest Petroleum University, 2018.
16. Chen Z. Research on community capacity building based on self-organization Theory [D]. Hebei University of Economics and Business, 2015.

17. Xu Ye. Research on the Involvement of Community work in the cultivation of community social organizations [D]. Xihua University, 2019.
18. Wang Xiaodi. Research on social work intervention in community self-organizing Cultivation process [D]. Qingdao University of Technology, 2021.
19. Dragon. Social work intervention in community self-organizing ability construction research [D]. University of Inner Mongolia, 2020. <https://doi.org/10.27224/dcnki.Gnmdu.2020.001331>.
20. Liu Ying. Research on social work intervention in rural community self-organizing Cultivation [D]. Guizhou Minzu University, 2021.

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

