



The Role of Grass-Roots Cadres in the Construction of All-round Rural Revitalization

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Abstract. As the organizers and practitioners of the Party's and state's rural policies and guidelines, rural grass-roots cadres play a vital role in the process of implementing the "rural revitalization strategy". However, in the process of making further contributions to rural construction, grass-roots cadres are also hindered and restricted by various factors, mainly manifested as the workability and ability of grass-roots cadres are not strong, the work vitality is not enough, the cultural quality is low, the grass-roots organizational structure and management methods are backward, the welfare and incentive mechanism is not perfect, and the working environment is poor. In this regard, in order to further play the role of grass-roots cadres in the construction of rural revitalization, the countermeasures put forward are mainly: strengthen the guidance and training of grass-roots cadres, stimulate the vitality of grass-roots cadres by changing the ideas of rural work, strengthen the construction of talent team, optimize the grass-roots organizational structure, improve the incentive guarantee mechanism and create a good working environment.

Keywords: Grass-Roots Cadres; Rural Revitalization; Role.

1 Introduction

Grass-roots cadres refer to cadres working in grass-roots units, including cadres working in county and township party and government organs, urban street communities, rural grass-roots organizations and army companies, and other grass-roots units, are the organizers and practitioners of the implementation of the Party's principles and policies, among which rural grass-roots cadres are the leaders of the grass-roots masses in the construction of new countryside, and the role of rural construction and development is indispensable. China's vast rural areas after the construction of precision poverty alleviation, the economy and society have made great development, and farmers' lives have been improved, among which the role and contribution of grassroots cadres can not be ignored. With the development of The Times and the new changes in rural grassroots work, grassroots cadres in rural work also show some new problems, unable to timely and effectively adapt to the new requirements put forward by the great blueprint of

national revitalization of rural cadres at the grassroots level. This requires that in the new era, villages should not only train a team of grass-roots cadres with excellent skills and high quality but also optimize the team of grass-roots cadres ^[1] with the continuous progress of The Times.

2 First, the Comprehensive Revitalization of Rural Areas Put Forward New Requirements for Grass-Roots Cadres

The comprehensive rural revitalization is a comprehensive strategy involving economic, social, and cultural aspects. It aims to achieve all-round development and prosperity of the countryside through various means, such as developing the rural economy, improving farmers' living standards, protecting the rural ecological environment, and promoting rural culture. China's 13th Five-Year Plan clearly requires that by 2020, all rural residents living below the current poverty line will be lifted out of poverty, all poverty-stricken counties will be lifted out of poverty, and regional poverty ^[2] will be resolved. The report to the 18th National Congress of the Communist Party of China focused on the integration of urban and rural areas. The report to the 19th National Congress of the Communist Party of China put forward the "Rural Revitalization Strategy", which pointed out the direction for the construction and development of rural areas in the new era and put forward new requirements ^[3]. At the end of December 2017, the Central Committee put forward the "seven paths" of rural revitalization and formulated the "general road map" and the "three-step" timetable. In 2018, the No. 1 document of the Central Committee clarified the general requirements, principles, objectives, main tasks, and planning guarantees of the rural revitalization strategy, providing a policy basis and implementation path. The report to the 20th CPC National Congress is proposed to comprehensively promote rural revitalization and solidly promote the revitalization of rural industries, talents, culture, ecology, and organizations. Document No. 1 of the CPC Central Committee in 2024 pointed out that "to promote Chinese-style modernization, we must make unremitting efforts to consolidate the agricultural foundation and promote comprehensive rural revitalization." From the "urban-rural integration" to the rural revitalization strategy and then to the comprehensive promotion of rural revitalization, at the policy level, the Party and the state have attached great importance to the development of rural areas as an important part of promoting Chinese-style modernization.

In the new era, with the comprehensive promotion of the national rural revitalization strategy, grassroots cadres play an increasingly important role. Grass-roots cadres in the front line of rural work need to combine the new situation, new policies, and new requirements, accurately grasp the focus of rural work, establish a sense of service, improve the overall level of rural work, and lead farmers to jointly promote the construction of rural revitalization. Specifically, the "rural revitalization strategy" puts forward new requirements for rural grass-roots cadres in the following aspects.

2.1 Have a Clear Understanding of the Situation and Grasp the Focus of the Work

In recent years, poverty alleviation has achieved comprehensive victory, rural revitalization has continued to advance in an all-round way, and rural agricultural productivity has been significantly improved. However, there are still many problems, such as unreasonable rural industrial structure, low efficiency of allocation of production factors, and slow increase of farmers' income, which have made rural economic and social development lag behind The Times. Therefore, in the process of promoting rural revitalization construction, rural grass-roots cadres should recognize the new situation of rural economic development and accurately grasp the rural work priorities.

Grass-roots cadres should do the following aspects of work in order to better adapt to the needs of The Times and keep up with the pace of The Times. First, we must accurately grasp the main line of rural community-level work, properly handle the relationship between farmers and rural agricultural production and development, and actively safeguard the legitimate rights and interests of rural farmers. Second, we must adhere to the implementation of the new development concept, have a deep understanding of the supply contradictions in rural agriculture, and implement the structural reform of the agricultural supply side. Third, we should accurately understand the relationship between urban and rural areas in the new era, fully understand the differences in economic development between urban and rural areas, and combine the advantages and characteristics of rural areas, vigorously promote the integrated development of urban and rural areas, and stimulate the impetus for rural development.

2.2 Improve Capacity and Enhance Service Awareness

As leaders in rural construction and development, community-level officials are the main force for the all-round revitalization of rural areas. They should have a high level of comprehensive literacy and firmly believe in becoming public servants and serving the people. First of all, they should have strong feelings for the countryside and love rural work. They should constantly improve their theoretical knowledge and professional skills to promote rural construction and development in the new era. They should think about what the people want and respond to their urgent needs. At the same time, we should correctly face the huge pressure of rural construction work, actively adapt to the rural work and living environment, and devote ourselves to the construction and development of rural areas. Secondly, grass-roots cadres should have the ability of rural governance, according to the rural left-behind population structure, give full play to their main role in rural governance, and actively explore the villagers' self-governance system in line with the actual situation in the countryside. At the same time, it constantly improves the level of rural moral governance, gives full play to the role of moral education, and promotes the harmonious development of rural areas.

2.3 Adhere to the Mass Line and Establish a Good Style of Work

The mass line is the lifeblood of the Party and its fundamental line of work. Community-level officials must always follow the principle of coming from the masses and going to the masses, earnestly understand what the peasants want and need, and strengthen their awareness of serving the masses. First of all, grass-roots cadres should actively publicize the rural revitalization strategy and relevant preferential policies to the rural masses so that rural farmers can understand and support the policies and let the policies benefit rural farmers. Secondly, grass-roots cadres should maintain a high degree of honesty and justice, always be strict with themselves, enhance their sense of self-discipline, be able to resist temptation, keep clean people, and seriously do a good job of rural farmers waiter, government work agent role. Finally, grass-roots cadres should actively cultivate high-quality talents according to the rural population situation, improve the comprehensive quality of rural farmers through professional training, scientific and technological demonstration, theoretical education, and other ways, and serve rural farmers well, laying a solid foundation for the implementation of the rural revitalization strategy.

3 Second, the Main Role Grass-Roots Cadres Play In the Overall Revitalization of Rural Areas

Grass-roots cadres are the direct promoters, organizers, and practitioners of China's all-round rural revitalization. They shoulder the important task of organizing and leading the rural masses to implement the strategy of rural revitalization and play a decisive role in the construction of rural revitalization in the new era. Therefore, grass-roots cadres should be fully aware of the arduousness of the work of "three rural areas", constantly improve their level of policy theory and the ability to serve the "rural revitalization strategy", accurately grasp the key of grass-roots work, and ensure the smooth development of rural revitalization construction.

In recent years, by constantly strengthening the theoretical knowledge education and production skills training of rural grass-roots cadres, the overall quality of grass-roots cadres has been improved to a certain extent and basically meets the needs of rural development. Moreover, under the incentive of various preferential policies of the state, most of the grass-roots cadres are realistic and pragmatic and methodically promote the rural construction work, deeply tap the advantages of rural development, actively create characteristic industries, and according to the rural climate, soil and other conditions, build vegetable planting bases and other development projects to promote the development of agricultural industrialization. It plays an important role in the process of rural construction and development.

3.1 Scientific Planning and Leading Rural Construction Planning

Rural revitalization in the new era is a huge systematic project. It requires prosperous industries, a livable ecology, a civilized village style, effective governance, and a prosperous life. It covers all aspects of rural politics, economy, culture, ecology, and social relations, which requires a good construction plan and clear development direction^[4]. As the grass-roots cadres at the village level, they are the specific implementors of the rural revitalization strategy. They need to organize and mobilize the broad masses of farmers to participate in the rural revitalization, and at the same time promote the implementation of various policies and measures. In the specific work, we should attach great importance to the related work of construction planning, always adhere to the rural planning first, fully combine the village situation and public opinion, carry out an all-round analysis of the rural revitalization construction work, put forward clear construction ideas, and play a positive guiding and promoting role in the construction and development of beautiful villages. In the process of construction planning, grass-roots cadres, with the support and help of township government departments and poverty alleviation work teams, should fully publicize the significance of promoting rural revitalization to the masses of farmers, extensively solicit the opinions of the masses of farmers and consult professionals, and actively play their guiding role in rural construction. In the process of implementation, it is necessary to go through many studies and general meetings of the relevant departments of the township and town governments, and combine the actual situation of the village, adapt to local conditions, formulate construction planning plans that meet the actual situation of the village and the wishes of the villagers, and implement them in a planned and step-by-step manner. At the same time, grass-roots cadres are required to be pragmatic, combining the village situation and public opinion to closely combine the reconstruction of old villages with the construction of new villages, accelerate the pace of new rural construction and enhance the vitality of rural revitalization construction, and focus on investing construction funds into the relatively weak infrastructure construction. Including road hard and low, power supply and water supply, farmland water conservancy, domestic garbage and sewage treatment stations and rural fitness and entertainment facilities, and arrange for isolated villages and rural households to voluntarily relocate to the new village.

3.2 Promote Production and Lead Rural Economic Development

The development of production is fundamental to the revitalization of rural areas. Only by promoting the prosperity of rural industries can we achieve poverty alleviation and prosperity and build beautiful rural^[5] areas. In the new era, rural grass-roots cadres always adhere to the development of modern agriculture, improve the scientific and technological content of rural industries and the prosperity of the rural economy as the top priority, explore the development of characteristic industries, do everything possible to strengthen the construction of transportation, water conservancy projects and other infrastructure, and gradually establish a rural information circulation system and agricultural service system, committed to promoting the development of rural economy. Taking a village in Guangdong as an example, the village director, in order to promote

the industrialization of village agriculture and take the initiative to take the lead in testing the planting of snakeskin and fruit corn projects, demonstration and promotion in their own contracted land, at present, most of the farmers have joined the planting project, and the number of farmers is increasing, which has achieved per capita income of more than 200 yuan. At the same time, he also organized and guided the villagers to properly deal with crop culm and livestock manure, promoting the development of a circular economy in rural areas.

3.3 Care about Farmers and Promote Farmers to Increase Production and Income

To achieve the goal of rural revitalization, we must establish a long-term mechanism for increasing farmers' incomes, focus on helping registered poor people, accelerate the pace of increasing farmers' incomes, and improve their overall living standards. At this stage, grass-roots organizations always adhere to the rural work policy of comprehensively promoting farmers' increase in production and income, leading farmers to get rich together, focusing on training and supporting small rural experts to get rich, and gradually improving rural development capacity. At the same time, focus on the production and living conditions of poor households, provide targeted assistance to poor households, and stimulate the enthusiasm and initiative of farmers to participate in the construction of rural revitalization on the whole. The village "two committees" teams will organize and carry out employment guidance and rural agricultural production skills training from time to time, so as to help young laborers go out and improve the self-protection ability of migrant laborers. In the process of promoting rural construction and development, the "two committees" teams should unite farmers as much as possible, adopt the development mode of "rich first with rich later, big households with retail investors", and lead the overall development of farmers and work together.

3.4 Advocate New Styles and Lead the Construction of Spiritual Civilization

Rural civilization construction is the core and soul of rural revitalization construction and an important component of rural socialist spiritual civilization construction. Only by grasping rural civilization construction can we grasp the key to rural revitalization, and villagers' civilization and village appearance are important carriers^[6] of rural civilization. Take a village in Guangdong Province as an example, in the sample survey of the village's villagers found that 12% of the villagers' education level in high school or above, 36% of the villagers' education level in junior middle school, 42% of the villagers' education level in primary school, and 10% of the villagers have not received periodic cultural education. Moreover, due to the extremely terrible closure formed by the influence of geographical location and traditional concepts, most villagers are reluctant to go out of the village and cut off from the outside world. Therefore, grass-roots cadres always adhere to guiding villagers to establish socialist core values as the main task, cultivating villagers' cultural knowledge as the goal, and promoting villagers to "go out and bring back" as the focus of their work, organize villagers to carry out publicity

activities related to the development of The Times, health and civilization, and harmonious coexistence, and publicize and popularize scientific knowledge to villagers, and advocate the construction of a new style of rural civilization. At the same time, through the formulation and issuance of the "Village Rules and Regulations" and "Rural civilized household selection criteria" and other relevant systems, the selection of rural star farmers and the issuance of awards to guide and encourage villagers to strive to be "civilized villagers", greatly mobilize the enthusiasm of villagers to participate in the construction of civilized villages, accelerate the pace of the construction of rural civilization, and help rural revitalization.

3.5 Promote Democratic Construction and Organize the Harmonious Development of Society

The democratic management of rural grass-roots organizations is an important requirement of "effective governance" in the rural revitalization strategy, a political guarantee for the construction of rural revitalization, and an important guarantee for stimulating the participation of villagers and promoting the comprehensive and coordinated development of rural areas. In terms of rural governance, grass-roots cadres always adhere to and improve the villagers' self-governance mechanism led by rural Party organizations, on the basis of in-depth investigation and understanding of the villagers' wishes, change the working methods and correct work styles of grass-roots organizations according to the actual situation and development needs of the villages, and constantly improve democratic election, democratic decision-making, democratic management and democratic supervision. To ensure that grass-roots cadres do practical things for the villagers, seek happiness and welfare, and protect the vital rights^[7] and interests of every villager. Grass-roots cadres should actively promote the construction of rural democracy, respect the opinions and needs of villagers, and strengthen their sense of participation and belonging. This can be achieved by establishing a sound mechanism for villagers' self-governance, making village affairs more open and promoting villagers' participation in decision-making. At the same time, grass-roots cadres should also focus on cultivating villagers' sense of democracy and ability to participate, so as to lay the foundation for long-term democratic development in villages.

4 Factors Restricting the Further Role Of Grass-Roots Cadres in the Construction of Rural Revitalization

The establishment of grass-roots organizations and the grass-roots work of grass-roots cadres are generally good, and most grass-roots cadres strive to fulfill their roles as organizers and practitioners of rural revitalization construction. However, there are still some problems that cannot be ignored in the self-construction, objective conditions and working environment of the grass-roots cadres, which restrict the grass-roots cadres to further play their role in the process of rural revitalization.

4.1 Grassroots Cadres' Ability to "Lead the Way" Is not High and Their Ability Is not Strong

With the gradual completion of the task of poverty alleviation and the overall layout of the rural revitalization strategy, more and more affairs are being managed by grassroots organizations. In the face of the changes in development needs in the new era, grass-roots cadres should have a wide range of knowledge and advanced working methods. They should not only know how to mediate conflicts and disputes, but also know how to attract investment and attract investment, and more importantly, they should understand how to plan beautiful villages and build characteristic agricultural industrialization. This requires grass-roots cadres to be good at "leading the way", be strong in handling affairs, and have great organizational influence.

Although grassroots cadres have experienced poverty alleviation work, they have certain experience in leading the masses out of poverty, getting rich, and building rural areas. However, in the face of the need for rural revitalization and development in the new era, they are at a loss. When guiding the construction of a new socialist countryside, they appear willing but unable to do so. When dealing with new problems and new contradictions in the development of the rural economy, they are struggling to adapt to the new situation, new tasks and new challenges in rural development. Moreover, they fail to grasp the key points of how grassroots cadres keep up with the pace of development and how to play their role in the layout of the rural revitalization strategy, are not strong in their ability to analyze and solve problems independently, gradually fall behind or lose their ability and skills to develop the rural economy, their prestige among the rural masses is gradually weakening, and bad habits of thinking and work are formed. Can not really assume the role of guiding rural economic development and leadership. With the gradual increase of rural migrant workers and businessmen, a large number of outstanding rural talents are lost. As a result, after the election of the grass-roots village organizations, there are very few young outstanding cadres who enter the grass-roots village organizations, most of them are still the original grass-roots cadres, and the ability of talent replacement is poor. Under such circumstances, the new concepts and new ideas in the process of rural revitalization and construction can not move a single step. The issue that grass-roots cadres have outdated ideas, low political level, limited vision, and poor ability to solve difficulties, is becoming more serious.

4.2 Grassroots Cadres Are not Motivated and Energetic Enough to Work

As the main body of leadership living and working in rural areas and in direct contact with rural peasant masses, grass-roots cadres in rural areas are the masters who have the right to speak in rural areas and have the most accurate grasp of the basic situation and existing problems of villages. However, due to the influence of the rural social environment, welfare benefits and prospects, grass-roots cadres are reluctant to do more and do not take the initiative to do things. They lack the consciousness of rights and responsibilities as grassroots cadres.

The problem that grassroots cadres lack the spirit of village masters has become a universal problem. In the field interview survey, it is found that grassroots cadres rarely

put forward opinions and suggestions to superior leading departments in rural construction and development work, and blindly follow the arrangements of superiors, so the countryside is in a passive position to accept the transformation and support, the road to explore rural economic development is difficult, and the driving force of rural economic and social development and progress is insufficient. At the same time, due to the rural grass-roots organizations do not pay attention to the development of young, good quality, "double belt" ability of outstanding talents, did not timely train "want to do, can do" reserve grass-roots cadres, leading to village organizations appear "lack of successors" phenomenon, resulting in the "two committees" group lack of vitality and motivation. In the rural revitalization construction work, grass-roots cadres still have "lack of innovation consciousness", "step by step," "service efficiency decline" and other problems, "data construction" and "document construction" bad atmosphere prevails, which shows that grass-roots cadres in the rural construction and development of enthusiasm and initiative lack. The "locomotive" that leads rural farmers to get rid of poverty and get rich has lost its forward momentum, and rural development naturally stagnates.

4.3 Grassroots Cadres Have Low Cultural Quality and Outdated Concepts

At this stage, the composition of grass-roots cadres is generally manifested as "three bias" problem, lack of vitality in rural work, and low level of cultural knowledge. There are many gaps between the construction of cadre talent teams and the development needs of rural society in the new era, coupled with the poor knowledge background of grass-roots cadres, lack of professional knowledge and comprehensive ability to promote the development of rural agricultural production, This to a large extent limits the grassroots cadres in the important stage of rural revitalization construction to play a better role. According to the survey, the knowledge and skills related to agricultural production of rural grassroots cadres are acquired through family farming production, and they have not received education and training in agriculture-related professional knowledge. In terms of rural social management, they have received management education and simple job training organized by higher authorities after taking office, and have learned and applied them now. Obviously, grassroots cadres lack professional knowledge and theoretical support in the process of leading the development of rural society, and they lack the practical technology that is urgently needed to promote the development of the lunar calendar and farmers.

Agriculture is the industry most lacking in human resources in our country, rural talents are the weakest link^[8] in our human resources team, and the total amount of high-quality talent in rural areas is seriously insufficient, which is completely incompatible with the talent needs for the comprehensive revitalization of rural areas in the new era. At the same time, in the context of the country's rapid urbanization, due to the poor rural living environment, transportation, communication, medical care, culture, basic living facilities and other difficulties, the loss of existing talents in rural areas is more serious.

At the present stage, the brain drain in rural areas is mainly manifested in three aspects: first, the brain drain caused by higher education. Based on the optimization of

urban education resources and the reality that rural education resources are relatively scarce, many rural children choose to go to urban schools to receive better education opportunities, but after students finish their studies, they rarely return to the countryside, resulting in a decrease in rural population and serious brain drain. The second is the export of talent formed by labor services. Due to the relatively backward economic development in rural areas and the lack of stable jobs, a large number of the young labor force and high-quality talents are transferred to cities and towns and choose to go out for work in order to obtain higher income and better living conditions. The outflow of rural talent is serious. Third, the rural production and living environment can not retain the talents who used to work in grassroots organizations. The development conditions and environment of rural areas are relatively poor and lack sufficient attraction, making it difficult for them to stay for a long time. In addition, villages lack effective incentive mechanisms and policy support, which also makes it difficult to attract and retain talents. The construction of rural talent team has gradually become an "empty shell", which makes the economic and social development of rural areas slow because of the loss of talent resources.

4.4 Poor Organizational Structure and Backward Management Methods at the Grass-roots Level

Grassroots organizations in rural areas face the masses directly and assume important responsibilities such as organization, coordination, management and service. But in reality, there are many problems in the structure and management methods of some grassroots organizations, which have seriously affected the operation efficiency and service quality of grassroots organizations^[9]. On the one hand, the structure of rural grassroots organizations is too simple or too complicated, the structure of grassroots organizations is unscientific, and the internal structure system and management mechanism are not perfect, resulting in poor operation of the organizations and difficult management; And the specific implementation of the management of the grassroots cadre team is old, low culture, weak ability "three biased" problem is more prominent, the function division of grassroots cadres is not in line with the reality, restricting the grassroots cadres in the rural revitalization construction to play a role in the overall function, affecting the pace of rural development. On the other hand, the management methods of grassroots organizations are also relatively backward. In the rapid development of information today, some grassroots organizations, due to the low level of information technology, lead to backward management methods, and low management efficiency.

4.5 Welfare Benefits and Incentive Mechanisms Are not Perfect, and the Working Environment Is Poor

In the construction of rural grassroots organizations, only by giving full play to the leading role of the town and village party branch, fully stimulating the entrepreneurial passion of the town and village cadres, and solving the vital interests of party members and cadres, can a village be driven to a healthy development track. In 2018, the central Government issued the "Notice on Adjusting and Increasing subsidies for village cadres

and honorary gold for outgoing village cadres", and the welfare treatment of rural grass-roots cadres has been improved, but it still has not been realized in accordance with the development of social and economic construction and the work intensity of grassroots cadres. Grassroots cadres do not have many "official positions", but their workload is not large, and various subsidies and support policies are insufficient. Under the circumstance of insufficient income of village-level organizations, working funds are not guaranteed, making it difficult to carry out various public undertakings. Not only that, the current grass-roots cadres selection and employment mechanism also has problems. Young, outstanding talents do not want to enter the village level organizations, some of the current grass-roots cadres have a "good and bad" ideology.

Due to the relatively backward development of the rural economy, both the living environment and the working environment are in the initial stage of development^[10]. The poor living and working environment of grass-roots cadres is mainly reflected in the following aspects: First, the geographical location of the rural areas is remote, and the impact of closure is greater. Second, the initiative of villagers to participate in rural construction and development is insufficient. Third, the villagers have low cultural quality and backward and conservative ideas. Bad habits such as piling manure, dumping garbage, disordering sewage, and not paying attention to civilized health can still be seen everywhere^[11]. Fourth, the villagers' personal interests come first, the collective concept is weak, and villagers often only care about personal convenience and lack consideration for long-term village construction and development. Fifth, the rural clan and sectarian forces are rampant, and the contradictions between natural villages are prominent. Village clans often have conflicts because of competing for mountains, water, land, and welfare^[12]. They not only have quarrels due to disagreements, but even fight because of the interest friction between villages. Because of the influence of rural welfare and the working environment, grass-roots cadres lack of initiative and creativity in work, enthusiasm is not high, and motivation is not enough. The problem of difficult selection and difficult employment has become the most urgent development problem in rural areas.

5 Conclusions

With the overall layout of the rural revitalization strategy, the rural economy and society have achieved good development. Grass-roots cadres play a vital role in the new stage of construction and development. Whether they play a good or bad role directly affects the effectiveness of all-round rural revitalization, determines the implementation of national policies on rural areas, and relates to the vital interests of rural people. In view of the actual situation that grass-roots cadres can not meet the needs of development and can not play a further role in the new development stage, this paper puts forward effective improvement measures to help grass-roots cadres better play the leading role in leading the grass-roots people to achieve all-round rural revitalization. (1) Strengthen the guidance and training of grass-roots cadres to enhance their leading power. (2) Change the way of thinking about rural work and stimulate the vitality of

grass-roots cadres. (3) Strengthen the construction of personnel and improve their overall quality^[13]. (4) Optimize the grass-roots organizational structure and improve the management level. (5) Improve the incentive guarantee mechanism and create a good working environment.

We must strengthen the construction of the ranks of grass-roots cadres, comprehensively improve their comprehensive quality, stimulate their work vitality, carry out thorough reform and improvement of backward management models and rules and regulations, and boldly explore development models that meet the actual conditions in rural areas. To create favorable conditions for grassroots cadres to fully and effectively play their role. At the same time, grassroots cadres should remain true to their original intention and keep in mind their mission^[14], take the lead in the work of rural revitalization, take the initiative, and constantly renew the width and depth of their brains, cultivate innovative thinking, comprehensively improve their workability^[15], play their own role in the process of rural revitalization, and contribute their own strength to rural revitalization.

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