

## **Study of Correlation between the Construction of Township Civil Servants and the Construction of New Urbanization**

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### **Abstract**

*At this stage, implementing the strategy for new urbanization and speeding up the progress of rural urbanization is not only an important decision of co-ordinating the coordinative development of urban and rural area in china, but also the inevitable choice of realizing the China's rural modernization. The township civil servants are most closely associated with the people, therefore, who is bound to play an irreplaceable and a crucial role in the process of constructing new urbanization.*

**Key words:** new urbanization, township civil servants, performance appraisal

### **Introduction**

The former World Bank chief economist and Nobel Laureate in Economics Joseph Stiglitz has predicted that there are two things affecting the world's process and improving the world, i.e., the high-tech industry development of U.S, and the urbanization process of China. Urbanization is the indispensable requirement for economic and social development. New urbanization is proposed for improving and distinguishing the traditional urbanization and adapting for the national conditions of China in a better way. New urbanization is also a solution to the problem of agriculture, rural areas and farmers, inevitable trend of promoting sustainable and healthy development of national economy, and objective demand of realizing modernization. In the course of new urbanization, township governments play an irreplaceable role, and civil servants of township governments, the representatives of government, which is most closely related to rural areas, is the most direct director and executor of the strategy. Their values, methods work, ability and capability of power directly affect the process of new urbanization, as well as the quality of construction.

### ***1. The definition of China's new urbanization and civil servants of township government***

#### **1.1. New Urbanization**

Compared to traditional urbanization, China's new urbanization has been put forward to redefine the essential connotation of urbanization. New urbanization generally refers to sticking to people-oriented, putting new industrialization as impetus, making overall plans and taking all factors into consideration as principle. It promotes the urban modernization, urban clustering development, urban ecologicalization, and rural areas' urbanization, and overall enhance the quality and level of urbanization. It takes a path of constructing urbanization featuring scientific development, intensive efficiency, functional perfection, friendly environment, social harmony, distinctive individuality, union of urban and rural areas, and coordinate development among large, middle-sized, and small cities.

The “new” here refers to the change from pursuing expansion of scales and spaces in the past to centralizing the improvement of the rights and interests of migrant population, and enhancement of the connotation of urban civilization and public services, which truly makes our cities a place where is suitable to live and develop harmoniously. The core of new urbanization is people, and it not only requires the transformation from rural household registration to urban household registration, but, more importantly, the change of the mode of production and the lifestyle from rural style to urban style.

## **1.2. Civil Servants of Township Governments**

Before making the definition of civil servants of township government, we should first understand its conception. “Civil servant” comes from English word “civilservant” or “civilservice”, and it intended to mean “civil servant” or “civil server”, but later it has been translated as “civilian members” and “public servants”. However, it has been called “government employees” in USA, “federal public servant” or “federal official” in Germany, “civilian members” and “civil servant” respectively before World War II and after World War II in Japan. Due to the difference of various national conditions and political system, the connotation and range of civil servant in different country are different. But, generally speaking, the biggest feature of the civil servants in western capitalist countries is value neutrality. Their duration of position do not change with the change of their ruling party, so they can be reappointed. However, in China, the first chapter and its second item of the Civil Servant Law carrying out on 1st, Jan. 2006 point out that civil servant is the staff who carries out public office according to law, who enrolls national administrative establishment, and whose salary and welfare are paid by the national finance. Therefore, the three necessary conditions fitting for the quality of civil servant are consist of carrying out public office according to law, enrolling in national administrative establishment, and being paid the salary and welfare by the national finance. In China, determined by its political system, Chinese civil servant has distinctive political character, and there are not only staffs working in administrative organs, but also staffs working in legislative institutions and judicial authorities or serving in ruling party, Chinese Communist Youth League, CPPCC and other political organizations. If they are satisfied with the above conditions, they can also be called civil servants. Therefore, civil servants of township governments can be defined as the staffs who work in township, and who carry out public office according to law, enrolls in national administrative establishment, are paid the salary and welfare by the national finance, including all the staffs serving in township administrative organs, legislative institutions, judicial authorities, CCYL and other political organizations.

## **2. New Urbanization Has Challenges and Requirements for the Construction of Township Civil Servants**

At present, China is on the period of social transformation. At this current circumstance, various areas involved in new urbanization brought enormous reforms. As the administrators as well as the servers of the whole society, the team of civil servants has to make corresponding reform to adapt for new requirement of construction of new urbanization.

### **2.1. The Challenge for Traditional Administrative Concept of Township Civil Servants**

The principle of the Communist Party of China stresses on serving the people wholeheartedly, so do the governments at all levels. Since the reform and opening-up, especially since the socialist market economic system established in the 14th National People’s Congress, the whole country has emphasized on economic construction, and China’s economy has made many achievements during these years. Due to the central policy has orientation, which results in putting economic development as the primary evaluated factors or even the only factor when evaluating the governments at all levels and officials at all levels. Even though the central government claimed that they will not put GDP at the primary position, but take all factors into consideration. In the practical operation, they still treat GDP as the crucial performance to evaluating the governments and officials, particularly in the grassroots township governments. The administrative concept emphasizing on GDP will inevitably enhance the object-oriented concept, while regardless of people-oriented. Nevertheless, the biggest difference lying between new urbanization and traditional urbanization is to highlight the people-oriented concept in the process of urbanization, which will no longer build township for only building a township, or no longer develop for development zones, but require the civil servants at all levels act around the needs of people in the promotion of process of urbanization. Specifically, township civil servants are required to provide stable employment opportunities, rational salaries, public services, equal welfares and livable environment for residents who live in small towns or new rural communities in the promotion of new urbanization.

## **2.2. The Challenges for Township Civil Servants Themselves**

The team building of township civil servants largely depends on the level of the ability of civil servants themselves. In the new era and under the new situation, in order to construct new urbanization, people put higher requirements for the ability of township civil servants. Facing complicated social situation and intertwined social contradictions, the mission of township civil servants become more arduous. In township, the qualities of the public are uneven and social contradictions are more salient. Township civil servants, the grassroots representatives of the governments, have the most direct and closest connection with the public. With their head on their shoulders, they guide the masses, serve the people, unite the public, and make the rural areas stable in the process of new urbanization. The performance and comprehensive capabilities of township civil servants directly affect the process of urbanization. At present, the construction of township civil servants has some progress, but it still has a certain gaps for the requirements of economic and social development. However, new urbanization is a new development strategy, and a long-term constructive process as well. This asks township civil servants to continue to accelerate their paces and enhance their efforts in their own capacity-building. According to the National Civil Servants' Common Competency Standards Framework (Trial) put forward by the Ministry of Personnel in 2003, civil servants should adjust and improve their capacities of administration by law, public service, innovation, and psychological adjustment, skills for researching, and abilities of learning, dealing with emergencies in new urbanization.

## **2.3. The Challenge for The Township Civil Servant Performance Appraisal**

The township civil servant performance appraisal is an important content of the construction of the township civil servants team. On January 4, 2007, The Civil Servant Assessment Regulations (trial) as supporting regulations of The Civil Servant Law was formally promulgated, making the detailed regulations of the contents, standards, form, procedure, evaluation subject, and the application of the assessment results of the civil servant assessment, to enhance the operability and normalization of assessment work, to lay the foundation of law for carrying out performance evaluation of civil servants at all levels. And the township civil servant performance appraisal also refers to the requirements of The Civil Servant Assessment Regulations (trial) and combines with the actual situation to actively explore, constantly practice, and emerged a lot of innovations. In advancing the new urbanization, township civil servants play an important role, and the construction of the new urbanization is bound to become the important part of public service of township civil servants, and an important content of the township civil servant performance appraisal. The new urbanization is broad, spans a long time, contains a different concept of the development of urbanization, and these new features will be a big challenge for the township civil servant performance appraisal.

### **2.3.1. The New Requirements for the Contents of Performance Appraisal**

And new type of urbanization is a people-centered development and construction blueprint, involving the economic, social, cultural and other fields of thorough transformation as well as the profound changes in system of household registration, land, education and so on. As a result, the changes in the content of performance appraisal of the township civil servant are huge. As new urbanization area is very wide, township civil servants need to do much more work, and some work is not only belongs to the work of the construction of the new urbanization, but also the normal work, so how to effectively contain the process of performance appraisal with the new content presents a challenge for performance appraisal work.

### **2.3.2. The New Requirements for the Main Body of Performance Appraisal**

The body of the traditional performance evaluation are mostly consists of relevant personnel within the system, according to the characteristics of the new urbanization, it is the process which combine "top-down" guidance with "bottom-up" operation, this requires external forces as an important part of the appraisal main body on during the performance appraisal township civil servants. What's more, the concept of new urbanization base on people-orientation, everything from man's needs, human development, and people's perspective. When it comes to performance and the result of the township civil servants, only the ordinary mostly have the right to speak. One who lives in the room knows it when it leaks; one who lives among the folk knows it when the government policy is wrong. From this aspect, the main body of performance appraisal must also contain the ordinary people.

### **2.3.3. The New Requirements for the Method of Performance Appraisal**

Although the evaluation of the civil servants emphasizes the combination of qualitative and quantitative, in the actual operation process, many sections and departments tend to use the qualitative method, especially the most grass-roots township department.

Qualitative evaluation, to some extent, can explicit relatively comprehensive description of performance appraisal of civil servants, but its subjective and arbitrary is large, lacing of unified and objective evaluation standard, which is easy to cause the lack of fairness of performance appraisal and the accuracy of the performance evaluation result is not high. In the construction of the new urbanization, the township civil servants need to do a lot of work, and the assessment of township civil servants is not the simply to present the process and then the result of the civil servants' work, and most important purpose is to improve the quality of the civil servants' work. Under this goal, we must spare no effort to solve the equity of thee appraisal, we must quantitate the assessment index to the greatest extent. Therefore, how to quantitate the assessment index, and establish reasonable, objective and comprehensive index to the performance appraisal of township civil servant is another challenge.

### ***3. The Role of Township Civil Servants Construction in the Construction of New Urbanization***

One of the biggest difference between new urbanization and traditional urbanization is that new urbanization highlight construction of small towns and the development of new rural communities, and this requires the government and civil servants at the grass-roots level to cooperate and support, so as the most close contact with the masses of the people township civil servants are bound to in the new play an irreplaceable and vital role in the process of new urbanization construction.

#### **3.1. The Township Civil servants Provide Intellectual Support for the Construction of New Urbanization**

The construction of new urbanization is a systematic process. From the top design to the overall planning, and form the decoration of roadmap to the arrangement of schedule and so on, all of these require the participation of the township civil servants, and the most grass-roots civil servant provide intellectual support for the construction of new urbanization.

##### **3.1.1. Providing the First-hand Real Data**

Because the township civil servant are at the grass-roots level, their contact with ordinary people every day to get the basic understanding of the condition of people and village, to get particularly familiar with the township, so the providing data and directly reflecting situation are often the most realistic. In the process construction of new urbanization, seen from space, the construction of new urbanization is divided into large, medium and small cities construction and the construction of small towns and the new rural community construction; Looked from the elements of field, new urbanization construction including economic construction, social construction, cultural construction and ecological civilization construction. Whether from the space or from the elements, the new construction need to be involved in a series of basic data of population, economy, social development, environmental situation of villages and towns ,and the data must be based on the township civil servants to collect and provide.

##### **3.1.2. Giving Professional Plan and Design**

New urbanization construction stress on the adjustment to local conditions, as there is a saying in China: "Winds are different within 100 miles; customs are various within 10 miles." In the process of the contraction of small town and rural community, we must insist on the unbalanced development strategic thought to adjust measures to local conditions of, playing different location advantages, developing characteristic small towns, practicing the "highlight the key and differences in development " strategy. In the implementation of the strategy, planning and design must come first, as the insider, township civil servants must fully participate in plan and design, with its professional point of view, and theory with practice, to make the appropriate development strategy for its seat, to complete\ the top-level design.

#### **3.2. The Township Civil Servants are the Direct Leaders of the Construction of New Urbanization**

The new urbanization, as a significant strategic decision of the country, needs all levels of government and civil servants to carry out and implement, and the township civil servants as the most grass-roots civil servants, also the represents most close to the general public, bear the important task of leading more than six hundred million farmer to build new urbanization. In rural area, due to the limitation of historical reason and objective conditions, Chinese farmers' cultural quality as a whole is not high, and their understanding and designation of national policy is not in the right place, which need someone with the popularization of language even the native dialect to give them explanation in detail, and the township civil servants just can do this.

Common people to understand the relevant policy is just the first task of township civil servants, and the second task is to guide ordinary people accept the relevant policy and in accordance with the relevant national policy requirement and the actual situation to promote the new urbanization, then to promote the harmonious development of small towns and the new rural community. New urbanization is a long-term process, in the process of construction, so its positive effect is difficult to see in a relatively short period of time, but ordinary people often pay attention to the effect of policy, and these are more likely bring resistance to implementation of new urbanization policy. Township civil servants must take advantage of their long-term contact with ordinary people to communicate, exchange with them to guide ordinary people to actively respond to national policy, guide ordinary people "behavior, preferring" in the new urbanization, ensuring the implementation of the new urbanization.

### **3.3. The Township Civil Servants are the Direct Executor of the Party's Policy of New Urbanization**

New urbanization which is being moved on in according to the principle of balance urban and rural area, as a result, in the process of advancing, it will call for a complete set of policies to support. As the new urbanization is a systematic process, which needs a lot of policy supporting, most of these policies need to be performed by the township government and township civil servants. Household registration policy, in the new advance of new urbanization, need to break through a lot of system obstacle, and the household registration system should be the first. How to change the existing household registration system reasonably, reduce the urban and rural citizens circulation barrier, break the identity problem are all involved in the policy, and the implementation of the household registration policy appeals to the direct participation and execution of township civil servants. When comes to the land policy, the use, property and conversion of the existing rural land are new problems which need to be reached in the construction of new urbanization. The author believes that state and local will formulate the corresponding land policy to ensure the farmers more benefit in the process of promoting the construction of the new urbanization, and township civil servants will be at the forefront in the implementation of land policy. What's more, in the process of new urbanization, the self-contained complete policy should also be formulated, such as social security policy, employment policy, fiscal and taxation policy, and all these need township civil servants be there themselves to ensure the implementation.

### **3.4. Township Civil Servants are the Important Managers and Implementers of the Development of New Urbanization**

Traditional urbanization light weights the construction management, for "making the city" so "making the city ", leading to many serious problems, such as urban dirty and messy, lacking of public infrastructure, traffic congestion. While during the process of promoting the new urbanization, we not only consist in the development and construction, but also emphasis on the improvement and upgrading of management services. It takes the management services as the core of improving the quality of urbanization, to provide residents with high quality, efficient, balanced basic public services, and to create a safe, comfortable and beautiful living environment. In the process of new urbanization, the management services, provided by township civil servants, mainly for the construction of small towns and the new rural community. The township civil servants not only provide general norm management services, including urban environmental governance, village appearance governance, urban population management, traffic maintenance, economic development adjustment, but also need build urban emergency management system for unstructured problems and emergencies, providing emergency management services. New urbanization is in the process of social transformation, expounding all kinds of contradictions, so the township civil servants compatibility to manage crisis is potent for the further enhancement of the integrated management services of the township.

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