Leading the Party Building + X: Replicable Experience of “Participating” Epidemic Prevention and Reproduction in Enterprises

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Abstract
In the second quarter of 2022, the epidemic situation in Shanghai was raging. After two positive infections occurred in a row, H enterprises were ordered by the territorial government to stop work and stop, resulting in a large number of overseas customers emergency orders, resulting in H enterprises falling into a "crisis". After the government bailout service commissioner entered the H enterprise, through the establishment of a temporary party organization, and under the guidance of the party building of the temporary party organization, we should actively give full play to the advantages of the ideological and political work of the enterprise, mobilize all the forces that can be mobilized, such as party members and volunteer backbone, innovate the division of the "four districts", resume the work of the "small bubble" microunit and build an independent, closed-loop circular management system, and finally help enterprises get out of the predicament. This article uses the experience summary method, the interview method and the national record method to carry on the discussion to the related question, and gives the value response which can be used for reference.

Keywords
Leading the Party Building, Participation type, return to production in enterprises, replicable experience

1. Introduction
H Enterprise is located in Y Economic Park, S Town, Shanghai, covers an area of about 29,000 square meters, share three production plants and two dormitory buildings in one space area. There are more than 1,200 employees, among them, 857 employees were "closed" in the factory area because of the epidemic. On the one hand, the policy of epidemic prevention and control in dependent areas cannot be implemented in the enterprise, the spread of the epidemic cannot be effectively controlled. On the other hand, emergency intensive orders from purchasers (customers) with long-term cooperation with H Enterprises, Slip list, the single jump situation is serious. Loss of order about $120 million, the territorial government lost about 30 million yuan in revenue.

After the resident Enterprise Service Commissioner entered the H Enterprise, start with finding out the basic situation and the thought of the staff. Through interview and investigation (Chairman Xi, 2022) learned that, in response to the sudden epidemic situation in COVID-19. All the staff were panicked, frightened, and at a loss as to what to do, no disposal experience, there is no leading guidance and help. In addition, the background of Taiwan capital (Chairman Xi, 2019), there is no truly complete and accurate explanation of the epidemic prevention policy of the territorial government in terms of ideology, there is no contingency plan for disposal, there is also a lack of professional leadership teams for epidemic prevention and control. After two cases of positive infection occurred in...
enterprise H, sealed and ordered by the territorial government to stop work and production.

Meanwhile, the urgent high frequency reminder of overseas customers and the current situation of shutdown of H enterprises lead to the strong resistance of the person in charge of the enterprise and his senior management team to the territorial government. Until the resident service commissioner enters and carries out a series of behavior actions of epidemic prevention and control and resumption of labor, the thought, attitude and behavior of the person in charge of the enterprise and his senior management team have a fundamental and matching change.

In view of the situation at that time, under the guidance and help of the resident enterprise service commissioner, the backbone of the enterprise party members and staff volunteers, as well as some senior executives were quickly drawn up, and a "temporary party branch for the prevention and control of the epidemic situation in H enterprises and the resumption of labor" was set up, and the resident enterprise service commissioner served as temporary secretary. Under the leadership of the party branch, a special class of 12 people for epidemic prevention and control and resumption of labor was set up and immediately put into work.

2. Party Building leads "participation" in guiding the Prevention and Control of epidemic situation in Enterprises

"Participation" guidance is that the commissioners of party members stationed in the enterprise who are stationed in the enterprise "take root" in the enterprise during their stay in the enterprise, go deep into the masses of the enterprise staff, participate in the same environment for the employees of the enterprise, work in the workshop of the same factory area, deeply experience and sense the physical health, psychological state, thought, emotion and mental state of the employees who are "closed" under the seal control of the epidemic situation, and share feelings with the staff of the enterprise. At the same time, we should give full play to the advantages of the party's ideological and political work, and constantly strengthen the political leadership, ideological leadership, mass organization, and social appeal of the temporary party branch (Chairman Xi, 2017). Effectively mobilize the employees in the factory area to abide by the self-discipline and understanding of the epidemic prevention policy; in particular, the staff of party members take the initiative to participate in the prevention and control of the epidemic situation and the resumption of labor, so as to lay the mass foundation, ideological motive force and organizational guarantee for the prevention and control of the epidemic situation in H enterprises and the resumption of work and return to work as soon as possible.

2.1 Ideological guidance: Only when the thought is in place can the measures for preventing and controlling the epidemic situation be implemented.

The members of the interim party organization led the way, first deducing the various links and details of the overall measures of epidemic prevention and control through video twice, unifying the ideological understanding and transmitting the implementation mode of the epidemic prevention measure and the decision of the temporary party branch to each employee layer by layer. At the same time, combined with the epidemic prevention policies and guidelines of Shanghai, W district and S town governments at that time, the feasible measures for the division of "four areas" (Shanghai Economic and Informatization Commission, 2022) of epidemic prevention were implemented, that is, the "emergency isolation area (red area)", "suspected epidemic isolation area (orange area)", "four-hour stagflation area (yellow area)" and "safe placement area (blue area)" were respectively divided into "emergency isolation area (red area)" and "safe placement area (blue area). This "four areas" corresponds to the "four areas" of staff dormitory epidemic prevention, that is, red area, yellow area, blue area and green area one by one, forming one-way closed-loop management system. Three factory area epidemic prevention systems have been formulated, and all goods entering the factory area shall be loaded, unloaded and disinfected outside the gate of the factory area. The handover personnel and lorry drivers will not be allowed to get off, and the necessary handover personnel must implement the second class epidemic prevention measures. All goods and goods must be designated outside the gate after disinfection of eliminate virus for half an hour, and then transported by fixed specialized personnel to the "orange area" and then disinfected eliminate virus for another time, and then transferred to the "blue area" after the "yellow area" is put on the "yellow area" for four hours. Cut off the transmission entrance from the "object-end media" of COVID-19 virus, that is, strictly guard against a door in the factory area, and resolutely put an end to "epidemic entry through the door".
2.2 Organization lead: according to the standard of "seal and control isolation of square cabin hospital", implement the prevention and control of epidemic situation in staff dormitory.

H enterprise staff dormitory building is divided into two north and south buildings, and in the middle is the corridor of connectivity; among them, the fifth floor of the north building, the sixth floor of the south building, 857 employees are "closed" here. Under the action of the organization of the temporary Party branch and the special work class, first of all, we will implement the connecting corridors and gates between the north and south buildings to block the flow, so as to avoid the proliferation of infected employees in the event of epidemic workers. Blocking the flow does put an end to all possible path risks for the spread of the epidemic. Secondly, the implementation of the north side of the stairs and the south building of the north side of the building each floor, staircase entrance and exit all use canvas "hard isolation" (epidemic situation prevention and control should also consider the emergency needs of fire safety and escape passage, so use canvas isolation, if there is a fire safety emergency situation, easy to quickly demolish, escape) all block, so that the longitudinal floors of dormitory buildings also form an one-way, closed-loop management system. And post eye-catching guidance instructions. The move aims to stop the vertical cross-flow of employees, thereby blocking the possible chain of transmission of the epidemic. Thirdly, it is carried out in accordance with the standard of isolation and sealing of square cabin hospital. Through each floor equipped with a member of the backbone of the way, the use of Wechat in real time to inform all the staff in the room, can only in the dormitory room activities, enough not to go out, three meals a day and domestic garbage will be independently packed by the backbone of the box lunch in front of each room on the independent stool, and the staff in the room from the stool in sequence according to the number of the lunch box, after dinner, the same reverse operation. The effectiveness puts an end to the contact between people, people and things, things and things, and reduces the transmission and infection of epidemic virus to zero.

2.3 Political leadership: the backbone volunteers of party members show political awareness to take into account the overall situation of epidemic prevention and control and the resumption of work and labor.

It is necessary for employees who are "closed" to eat well and to eat safely. H Enterprise canteen is not only the only food supply place for all employees, but also another possible medium for the spread of the epidemic (external procurement of food raw materials will enter the cafeteria). In order to cut off all possible ways to spread the epidemic, under the leadership and initiative of the interim party organization, 12 members of the special class and seven backbone members of the temporary party branch unanimously decided that the canteen should be controlled by a "separate closure". Each member of the party member "did" the ideological work of one canteen employee. With a high sense of political responsibility, he did the ideological work of the seven kitchen employees in the canteen in a relatively short period of time. And in three hours to complete the relocation of seven canteen employees from the staff dormitory, concentrated in the canteen second floor with the restaurant isolated out of the independent space, so that the canteen has also become an independent "closed" operating area. Then, the other three channels in and out of the canteen are closed, and the only channel is set aside as the transfer space between the lunch box and the kitchen waste. At the same time, the lunch box at the handover point is delivered to the designated transfer point in the dormitory building by a volunteer backbone, as is the kitchen waste in the canteen. To achieve non-contact, zero infection, zero risk, safety zero accident.

3. Party Building leads Enterprises from return to production in resident Enterprises to normal production Management

3.1 Dot "small bubble" resumption of production can be replicated.

With the joint efforts of the leaders of temporary party organizations, the backbone of party members and their special classes, the epidemic prevention and control of H enterprises has achieved zero epidemic infection, and a series of epidemic prevention and control measures have also achieved tangible results. At the same time, due to closed control, production stagnation, H enterprise customers orders continue to rush, the person in charge of the enterprise sleepless day and night, difficult to sleep and eat. The temporary party organization is urgent for the enterprise, think of the enterprise, with the help of the party organization of S town, combined with the initiative of Shanghai, W district and S town to carry out the pilot project of "point resumption of work", after the proposal of the temporary party branch of H enterprise epidemic prevention and control, the backbone of the working group and the members of the special class of the working group for the prevention and control of the epidemic.
working group of party members innovatively set up five reproducing point "small bubble" microgrid and micro-
space trial production in the production workshops of three production plants of H enterprise, and compressed each 
"small bubble" production microunit worker to the limit of one person-independent non-cross bathroom, indepen-
dent non-cross living area and independent non-cross production area. It not only ensures that the epidemic situ-
tion prevention and control is in place, but also ensures the resumption of work, which has been highly affirmed by
the three levels of government business units in Shanghai, W district and S town, and has been replicated and pro-
moted in H enterprises to solve the multiple problems of order haste, breach of contract and damage to goodwill for
H enterprises, and to stop the economy of H enterprises by about 60 million yuan in time.

3.2 "The epidemic situation should be prevented, the economy should be stable, and the development should be safe".

"The epidemic situation should be prevented, the economy should be stable, and the development should be safe" (Shanghai Economic and Informatization Commission, 2022). Under the guidance of superior units, help and effec-
tive measures to prevent and control the epidemic situation in the factory area of H enterprise, the resumption of
production has also been split from "small bubble" to 10-person unit, 30-person unit and 50-person unit. Enterprise
products have gradually returned to pre-epidemic capacity, but product delivery has become a new problem. As all
the road transportation in Shanghai needs a "pass", after the analysis and judgment of all the members of the tem-
porary Party branch, it is concluded that the three ways should be carried out at the same time. First, according to
the provisions of the official policy, the application for road transport pass, but it takes a certain amount of time to
complete the examination and approval process; the second is to adopt the way of third-party logistics enterprises,
but the prevention and control of the driver epidemic situation is a difficult problem; the third is to ask customers
for help and obtain customer assistance, especially the help of major customers. The backbone of the Party mem-
ers led the special class members, divided into three groups to promote the implementation, and finally achieved
substantive results in all three ways. The problems of production capacity and transportation have been effectively
solved. At the same time, the safety of production and life should not be ignored because of the epidemic situation.
The temporary Party branch arranges special personnel to carry out safety and fire inspection in resumed produc-
tion factories and workshops every day to rectify the hidden dangers of safety. Designate canteen staff to check
food safety.

4. Summary: also on two experiences and enlightenment that can be replicated and popularized

4.1 Inspiration 1: The premise of working cooperation is to find out the informed, empathy enterprise
values and mutual trust.

The success of resident service is based on the fact that the Commissioner first carried out research and research
to find out the current situation of H enterprise, especially the ideological situation and real ideas of employees. On
this basis, skillfully using the way of non-violent communication to fully communicate and understand the enter-
prise culture gradually accumulated in the long-term production and management, especially the enterprise values
of the enterprise responsible persons, on this basis, and obtain the basic mutual trust between each other in the em-
pathy, which is the premise of carrying out work cooperation. Only by understanding the enterprise, the person in
charge of the enterprise will help and support the prevention and control of the epidemic and the resumption of la-
bor (including, but not limited to). Under the influence and call of the key role of the person in charge of the enter-
prise, the employees of the enterprise will adopt the action force consistent with the epidemic prevention and con-
trol and resumption of labor deployed by the resident service commissioner, so that the
whole enterprise will respond positively from the senior management level to the middle management and then to
the ordinary staff, form a reasonable step, and finally obtain the overall victory of the epidemic prevention and con-
trol work, the resumption of work and the resumption of labor and enterprise rescue work.

4.2 Inspiration 2: It is the key for party members to take the lead and take the lead in demonstration and
leadership in party building ideas and organizations.

As mentioned earlier, the entry point of epidemic prevention and control and resumption of labor in resident en-
terprises begins with party members, and the introduction point carried out by work organizations begins with the
organization leading by the establishment of temporary party branches, all of which have laid the ideological foun-
dation and organizational guarantee for the final success of epidemic prevention and control and resumption of work in enterprises. After the completion of the leadership and organizational structure of epidemic prevention and control and resumption of work, the ideological work of the masses, one of the "magic weapons" of the party's ideology and politics, began with the daily living needs of nearly a thousand employees who were "closed" in the dormitory of the employees in the factory area, and made every effort to ensure the supply of materials and supplies. At the same time, through the development of "unlimited free WIFI" in the dormitory area and other measures to properly meet their spiritual needs. This series of behavior moves with immediate practical action to tell the employees who are "closed" in the factory area that the factory area is safe and the dormitory life is guaranteed! Ideologically dispel the anxiety and fear of the epidemic among the nearly 1,000 employees in the factory area, and dispel the worries of these employees about when they will resume work and return to work as soon as possible [If they do not resume work as soon as possible, it will directly affect the wages and income of the employees in the dormitory of the factory area, which will indirectly affect the "mortgage, mortgage, mortgage" and marriage and family problems of most of the employees]. And irritable, imperceptibly guide all the employees in the "closed" factory area to act consciously, carry out self-prevention of the epidemic situation, resume work and return to labor and save themselves, thus achieving the overall success of epidemic prevention in the most serious period of the epidemic situation in H enterprises and the resumption of work and labor in advance.

References


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