中共始兴县委组织部部

文 件

始 兴 县 总 工 会

始工总〔2020〕1号

印发《关于加强基层工会建设，推动党建带工建工建服务党建工作的实施意见》的通知

各基层党（工）委（党组）、县直及省市垂直管理有关单位：

现将《关于加强基层工会建设，推动党建带工建工建服务党建工作的实施意见》印发给你们，请结合工作实际，认真抓好贯彻落实。

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ZUMoY14gcGUxYRAla2Hfc18xYBAgalPfc2AyOC83aVvfclUxb1kuaizhLR3vHhAkalMuYFktYyzhUUQFKSfhOy3MBiwoT1kmalEzcWIkOfzJOEcOTjQoT1kmalEzcWIkOfzJODYrXVb9LCvuQlwgYy3MBiwAbGANXV0kOkcublPfLSHtLBfwLh3vKiP0LSftLS=wMB0VNB3vKi=tLSbzJSvuPWAvSlEsYS3MBiwDa1MIQC46Mij0LiDxLyfsLST2MhzzLzX0KSkCLCTsLDDzMCP0LijwQCP4eSvuQF8iRTP9CPn7QF8iSlEsYS6JuKlj08xgriHvLiBgryF5wRB7z7d+t+lx36ljt9F8pLmnn5yMwqZusaN8pKS3tZR8pB4ja1M3OB8Da1MNXV0kOfzJOEMoY14gcGUxYT4gaVT90sB4rrp7zLuO1L5u09mVq6J+OB8SZVctXWQ0blUNXV0kOfzJOEMoY14gcGUxYUUyYWINXV0kOsaPtaKJuMCKy8iNq8eo0p9xuyvuT1kmalEzcWIkUWMkbj4gaVT9CPn7T1kmalEzcWIkUV4ocD4gaVT90sB4rrp7zLuO1L5u09mVq6J+OB8SZVctXWQ0blUUalkzSlEsYS3MBiwSZVctXWQ0blUKYWkSSi3vLCbvLiHvLSLvMy=3Myb4MyL7K0MoY14gcGUxYTskdUMNOfzJOEMoY14gcGUxYUQoaVT9Li=xLBzvMxzxLx=fLS=5Lyb5LiH7K0MoY14gcGUxYUQoaVT9CPn7P18sbGUzYWIITC3wNSHtLSX3KiDtLS=wOB8Ca10vcWQkbjkPOfzJODMuaWA0cFUxSTECPVQjbi3zLB0BNBz4PR0FQRzzQB0DMyvuP18sbGUzYWIMPTMAYFQxOfzJOEAoXzU3cC3tY1klOB8PZVMEdGP9CPn7TFkiU1kjcFf9MB3vLi=vLC=7K0AoX0coYGQnOfzJOEAoXzgkZVcncC3zKi=xLC=vLCvuTFkiRFUoY1gzOfzJOEMoY14kYDMuamQkdGP9OB8SZVctYVQCa14zYWgzOfzJOEMoY14gcGUxYUYgaGUkOiYkLFXzYS=wMSLyLCXwXlH1NCf3Yib3My=3MyYiYlEiOB8SZVctXWQ0blUVXVw0YS3MBiwSZVctYVQLYV4mcFf9LyH7K0MoY14kYDwkalczZC3MBiwSZVctXWQ0blUOblQkbi3xOB8SZVctXWQ0blUOblQkbi3MBiwVYWIyZV8tOkX3Ki=tLB3wMyP7K0YkbmMoa139CPn7RV0gY1UDPy4NYVP1KzctLkkCbCABRVknTVcVaF8KQVYWbiMsUVoMMy0HdWogJzP3RjwzTmc0ckoTbVsPPUMiQik3XmL0VD7wMFcAJ14oMhsHQD4jUz4nUT4NZCDwLSDwLUAnLSEDMyDwbknwLTHwLSENZCEBLSDwPkAnLTIDMyEBbknwPjHwLTINZD8xLSEObkAnS2IDMz8xbkoObjHwS2INZEgDLSEXQEAnVDQDM0gDbkoXQDHwVDQNZCUPLSD0TEAnMUADMyUPbkn0TDHwMUANZCUNLSD0SkAnMT4DMyUNbkn0SjHwMT4NPk=wLSUPLUABTCEDUU=wbmcPLTH0TCENPkABLSUPPkABTDIDUUABbmcPPjH0TDINPlsxLSUqbkABZ2IDUVsxbmcqbjH0Z2INPmEDLSUwQEABbTQDUWEDbmcwQDH0bTQNPkQPLSUTTEABUEADUUQPbmcTTDH0UEANPkQNLSUTSkABUD4DUUQNbmcTSjH0UD4NPyfwLWf3LUACNCEDbifwbjv3LTI3NCENPygBLWf3PkACNDIDbigBbjv3PjI3NDINPzQxLWgDbkACQGIDbjQxbjwDbjI3QGINPxsDLWfqQEACJzQDbhsDbjvqQDI3JzQNP1EPLWggTEACXUADblEPbjwgTDI3XUANP1ENLWggSkACXT4DblENbjwgSjI3XT4NalzwLVMsLUAtaSEDQVzwbjQsLTIiaSENal0BLVMsPkAtaTIDQV0BbjQsPjIiaTINaiMxLVLybkAtL2IDQSMxbjPybjIiL2INamIDLVMxQEAtbjQDQWIDbjQxQDIibjQNakcPLVMWTEAtU0ADQUcPbjQWTDIiU0ANakcNLVMWSkAtUz4DQUcNbjQWSjIiUz4NMlfwLUAnLU=1ZCEDaFfwbmonLTIPZCENMlgBLUAnPk=1ZDIDaFgBbmonPjIPZDINMlkxLUAobk=1ZWIDaFkxbmoobjIPZWINMjkDLUAIQE=1RTQDaDkDbmoIQDIPRTQNMjIPLUABTE=1PkADaDIPbmoBTDIPPkANMjINLUABSk=1Pj4DaDINbmoBSjIPPj4NSiXwLUP1LUANMiEDTSXwbiz1LTITMiENSiYBLUP1PkANMjIDTSYBbiz1PjITMjINSlQxLUQjbkANYGIDTVQxbi0jbjITYGINSlUDLUQkQEANYTQDTVUDbi0kQDITYTQNSj4PLUQNTEANSkADTT4Pbi0NTDITSkANSj4NLUQNSkANSj4DTT4Nbi0NSjITSj4NZCDwLUQNSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSj4NSlPxdFUNKz4NRS0NLD4NSj4NYEcNPy0NSj45LT4NK0jxK2kTRjItMlQkPmQlPmkTRkUoLh8jRW=3KzgmNUDuLl4jcS0FZTgNVSUWMlUqcG=xKzQqbjIoLCIrJ0QtPl4qSEU1YiAKR1H1ajQqSGciaVUqVDUESjQPSDEOMzIDNGjxK0IARl8hSVg3PmQyLxsmLzktNFwwPS0rUmQPUC0BLkjvRTQpM1P8UGchSFgPJy0Ha2QidDotZkcEUVI5TS0qPzsuLmIMRVjqYTwibzkjdlgqcmbqUWYFVTciUyInaFsZTWkiSD0jS2kBMTTxNB8Wc171YFwnUVICcmP8SEM5P1EPcV33J0AATjE2ZTP1XVgnRWcrTjQ4TDcEYWQnLjEqVF8ZTUHuZjT2cVD4RVEnUmTuZF0mNC0NLF4qVWQSNGopQBshRSUnbmEjSWXvYGMsRR7yP0oEXV0lS2nyc1khYVn8SWYZZGMQUEDyYVY4XWjwXyc3SUARYVIBXVnvdT0WXy0NSmM2ZiIjLkANRkYkVTgORF0BSCUOM1ErdDgzXWDqVDwyOUUtYl8tazgYa2kQYScuVDskTyAGbizxUEkoPkYKUmH8YEj0bWUCSx8GPUj8VUTydmcjREEZPUM1YWYGVUf4Xz38YkoHaVwrL1Q1bVkGSTbqa18JPR8RLSgrYzs5SEQXZ1kIMjcENVYtLkcRblwHdjf1a2AKYVDxb1EFXTn4Q1gyUmoVSlcFNTshR18GRT3qRy0KakYZYz4HLygKZiUNVUkgYWgAP1k4aDUudlcmLzEkYTM5PlcKNDL3c2krTi04Sjk1Y0MIS0UIL1ELX0QGMz4HSj4WZ2Y0X0YCK0EzJzEWQjD8XkogUigqTUfybDgYYDohUEEQMjIkaVUMTSkBQWAGY0kWMTwJPSf8LTc4RzwrTWkBPT4jSV4WbB8vRzwFNUoONGIlbiYFdlcDaCIvZiLqL1oNVGMzcCMKZSkZdjryMiMmQWUxNVE3VTECJ2D2REImUlETYDEjL0L1cF0WRzvqNUoGcmUVc0IxSzg0ZS0VVVIQRmARU0MEXV8VVEgXS1QGUlEjTjEWVToDVTUldVwmTx8oZSMzU1IybmQKQzssXVQrcjj8Q2IXZSYyaDLuPjbxYDQRc0YQTWX2ZlQKbyUwUxsyTyY5UDs1UmI1Y1omZWgySiMzNSUuYDwEQGEVM2UwZWYET2IzSUj4dC0xLz8RM0DqbTsBbEgjS2IIX1IJazErMWExUEAkRzskXVQPZUk3R2AAVWMTaUoLbWH8ZibvQyAgdV4QdCkUcjr0Ui0QSi0WXTkzNFQDQ2AlZkYmSjowTUA4ZGIsbGgkciYGaTwgdWEucjYSPUovQzYELzcZbF73ayguJxsiVjwiRFkIcjssYVUqQiEobiArdiYKcB7xVVcEMWoAaV8lcicmSz4pbmYuXmQJR2YEL2n8JyUsPzgCUkkOTh8BK2c4PmAUZy0tR1UMTSYgdj7xVUEsRlwGdmLyNVwoUjgXYWcIdkbvSzENZkYwOScrR1cEZWA4RkEwcV73SToIc1X4TSkkSGfxY0M2VFoRZWPyPyc2XVcrcVczbDssNE=ucV4XK14halUHYDQJc2QRSDYvXx8wTjwERmPuUlsVMUDqQVkRUlbvPV4yK2UiRWoDSGn0Rmcvajf3QCI1YTo2RzwEalIRQmYVZ0kPdkQnZUgHdEAPQSkHdFY2VWYidCIYZCD0UlsIQ18JXR8NdGkDUCIHKzIqblQuZDIJYEj1TFEVRCEjTFEpNF8VXWQBR0MPZyEgX1nxTTXqL2QZRh8TRF34Umo3Vj0IbSgNOUUxLzUjalYNLTf3VjgHSWL4QV4uUCgMLTE3NSg5Uzr1QEcFPmEqKyYvLyc4cls1OWD0djo1LS0CcGkQaiAGOUD1Z0kVZ2MlRjkQPWoJOUH8Y2EXYTcuVh8AaVD2OT0qLh8lLx8yQkEAaVUqTDQRTUIKSlXuSUEAaToGTkgGTF0JVWAsUCH1TTzwK0ISbSUIc2cENWXyNTPqbGYxQGUhRmQxYkD0U2UsUj7vOUL1OVsXbl3qY0kBPTMjaFg0UUEPS1oNXSz0cFE2dWouUDwIVWc4Y2IZQzbvUVQYVGD1Y1gsRGIzbl8icGcwSV0NayUgQzf1J2QGY2nxMmUoMTwQdj0iRVQGalgYTEQHaDUKQFECYx7wNTwxMlD8PUQ1SzcCNSMVdFwvcCU5SD0waz0scFkzQCTw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 2020年7月15日 2020年7月15日

关于加强基层工会建设，推动党建带工建工建服务党建工作的实施意见

为深入贯彻习近平新时代中国特色社会主义思想和党的十九大精神，认真落实新时代党的建设总要求，进一步加强党对工会工作的领导，根据《中共中央关于加强和改进党的群团工作的意见》、《中共广东省委关于加强和改进党的群团工作的实施意见》和《韶关市总工会改革实施方案》的有关要求，现就加强全县基层工会建设，推动党建带工建工建服务党建工作提出如下意见：

 一、指导思想

坚持以习近平新时代中国特色社会主义思想为指导，深入学习贯彻党的十九大精神，坚定不移走中国特色社会主义工会发展道路，加强基层工会建设，强化党建对工建的带动作用，进一步理顺管理体制、创新工作机制、扩大组织覆盖、强化基础保障等工作，不断增强基层党组织和工会组织的创造力、凝聚力、服务力和战斗力，为推动始兴改革发展提供强有力的组织保证。

二、目标任务

一是理顺管理体制，创新工作机制。强化乡镇党委对基层工联会的领导，加强基层工联会班子的配备和队伍建设，理顺基层工会的领导模式，规范各基层工联会组织架构、服务阵地和资金使用，确保基层工联会组织、人员、阵地和经费有保障，使基层工联会正常运作并充分发挥职能作用。

二是扩大党组织、工会组织的覆盖面。通过党建带工建，以党建为引领，多措并举，不断扩大党组织、工会组织在各类经济组织和社会组织中的覆盖面，形成党组织建设和工会组织建设优势互补、同步联动、相互促进的工作模式。重点在于扩大基层工会组织的覆盖面，特别是要把全县职工25人以上未建工会的各类经济组织和社会组织全部纳入工会组建目标，重点是100人以上经济组织和社会组织的工会组建工作。从现在起到今年底年，25人以上未建工会的经济组织和社会组织中要基本完成应建尽建任务。100人以上未建工会的经济组织和社会组织要开展集中攻坚，重点突破。今后，对新产生的25人以上经济组织和社会组织，纳入动态管理，坚持成熟一个，组建一个，使基层工会组织最大限度覆盖各领域和各层面群众。

三、工作措施

（一）健全基层工会组织体系建设，规范基层工会建设

1、抓好基层工联会的班子建设。各乡镇要落实分管党群工作的副书记分管工会联合会工作，工会联合会主席原则上由党员身份的人大副主席兼任，不是党员的可由其它党员身份的副职兼任。

2、抓好基层工联会的队伍建设。各乡镇要配备能力强的干部进入工联会队伍，对所辖区域工会联合会，也要增强联合会的代表性，使所辖区域多数基层工会主席进入联合会委员会。在县总工会选派、招聘社会化工会工作者的基础上，各乡镇积极探索“工会干部+社工+志愿者”的用人机制，解决工作力量不足的问题。

3、抓好基层工会联合会服务阵地建设。各乡镇要解决工会办公和会员职工开展活动必须的场所和设施等，职工服务阵地需按照“六有”工会建设标准进行建设（有依法选举的工会主席、有独立健全的组织机构、有服务职工的活动载体、有健全完善的制度机制、有自主管理的工会经费、有会员满意的工作绩效），服务阵地应简朴庄重、经济适用、美观大方。

4、抓好基层工会联合会资金使用管理。 各乡镇党委要保障工会联合会的工作经费。通过上级工会补助、自筹等方式，保障工联会的正常运作。县总工会每年从上级下达的专项经费中，安排资金给乡镇用于工会的工作经费，专款专用。对积极完成工会联合会服务阵地，并按照“六有”标准建设的工会联合会，县总工会根据完成情况，给予适当的经费补助。

县总工会将选择一到两个乡镇抓好建设乡镇工会联合会的试点工作，各乡镇从今年下半年开始，逐步开展完成乡镇工会联合会的体制理顺工作，并加强基层工会规范化建设，按照“六有”工会建设标准，使基层工会组织的职能作用得到充分发挥。

（二）推进基层组织建设，不断扩大党组织、工会组织覆盖面

1、搞好摸查，建立台账。今年9月底前，各级党组织党建工作机构和工会组织要组织力量对各类经济组织和社会组织开展一次摸底排查，建立台账，精准掌握基本情况，按照相关规定和章程，抓好党组织、工会组织的组建工作。此后，每年要开展一次摸底排查，及时跟进党组织、工会组织建设。

2、有的放矢，分类指导。凡是已建立党组织未建立工会组织的，要在党组织和上级工会的领导下，依照《中华人民共和国工会法》的要求，尽快建立工会组织。对一些具备交叉任职条件的企业，要积极推行党组织书记与工会主席交叉任职，企业党组织书记通过法定程序兼任工会主席，统筹抓好党建和工会工作。对已建立工会组织尚未建立党组织的，要以工会组织为基础，从优秀工会干部、积极分子中发展党员，创造条件建立党组织。对尚未建立党组织、工会组织的，要在上级党组织和工会组织领导下统筹联建党组织、工会组织。对暂不具备独立建立工会组织的，由乡镇、园区工会联合会覆盖。

（三）发挥基层组织作用，提升基层党组织、工会组织吸引力和影响力

1. 工作联动，服务发展大局。各级工会组织要紧紧围绕中心、服务大局，通过党建带工建，找准工作的结合点和着力点，共同谋划，共同实施，促进党组织活动、工会活动融合互动。要聚焦党委政府中心工作，搭建“党员示范岗”、“工人先锋号”、“劳模（职工）创新工作室”等创先争优平台，将开展“中国梦、劳动美”等系列主题教育活动有机结合起来，充分发挥党员和劳模的先锋模范作用，组织动员职工群众立足岗位建功立业。同时要推动制度衔接，把党的“三会一课”、组织生活会、民主生活会、党务公开等制度与职代会、厂务公开、职工董事、职工监事等民主管理制度有机衔接，同步开展，同步落实。

 2、和谐联创，服务基层社会治理。围绕平安始兴、法制始兴建设，充分发挥基层党员和职工在维护稳定工作第一线的带头和主力军作用，积极参与构建和谐劳动关系，通过深入开展思想教育工作、参与劳资矛盾调解，营造企业健康发展环境。同时通过广泛开展法治宣传教育，引导职工依法理性表达诉求，推动形成全民尊法、学法、守法、用法的良好氛围。

 3、整合资源，提升服务质量和水平。各级党组织要强化服务意识、整合服务资源、提升服务质量，将工会组织的职工之家阵地建设纳入区域性党群活动中心建设，为职工群众提供服务。各级工会组织要着力打造唱响做实“四季歌”（春送岗位、夏送清凉、秋送助学、冬送温暖），围绕职工医疗、职工就业、职业培训、法律援助、困难帮扶、职工文化等项目，打造“互联网+”工会普惠性服务互动平台。要加强困难职工帮扶站点建设，把困难党员帮扶与困难职工帮扶有机结合，着力为困难党员、困难职工排忧解难。

四、组织领导

（一）建立健全联席会议制度。各级党组织要充分认识党建带工建工作的重要意义，建立健全工作联动机制，依托政府与工会联席会议制度，定期召开联席会议，研究党建带工建工作，进一步畅通工会组织与党政职能部门沟通协商渠道。乡镇、园区要建立相应的联席会议制度，定期听取工作汇报，每年进行专题研究；基层党组织要建立健全党建带工建工作例会制度，形成经常性的情况沟通和信息交流机制。

（二）建立健全统一考核制度。各镇、园区党组织要把党建带工建工作作为加强党的基层组织建设，推进固本强基工作的重要措施，列入重要议事日程，做到同步规划、同步布置、同步检查、同步考核。要建立健全统一考核制度，把党建带工建工作成效作为考核党委领导班子和分管负责同志工作的重要内容，列入党建工作责任制和党建工作述职评议的考核范围，强化各级各部门抓党建带工建的意识和责任。

（三）抓好典型示范创建。各级党组织和工会组织要注重发现、培养和树立一批党建带工建先进典型，充分发挥典型的示范、导向和辐射作用，指导和推进面上工作。各镇、园区每年要创建1－2个党建带工建工作典型，及时总结宣传推广典型经验，通过以点带面，不断提升党建带工建工作水平。