

A Study on Strategies for "Top Leaders" to Fulfill Their Responsibilities in Compliance with the Law

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Abstract

Purpose – The purpose of this paper is, in response to the complexity of governance scenarios in the new era, the lack of precision in the legal methods of the "top leader" and the need to improve the adaptability of decision-making procedures, this study explores legal performance strategies that define the boundaries of the rule of law, balance effectiveness and procedures, and transform legal thinking into practical effectiveness in complex situations.

Design/Methodology/Approach – Based on the comprehensive rule of law, responsibility theory, and power balance theory, combined with domestic and international research trends and local practices, this study conducts research from four dimensions: institutional optimization, supervision innovation, cultural reconstruction, and localization of international experience.

Findings – This paper studies clear lists of rights and responsibilities, diverse supervision, digital empowerment, and other key paths have reference value for domestic and foreign experiences in empowering legal decision-making and collaborative participation through technology. Local practices have formed a pattern of institutional construction and local innovation support.

Research Implications – In the management responding to the higher requirements of rule of law construction, promoting the formation of a scientific power operation system, meeting the expectations of the masses for high-quality governance, and providing practical support for the construction of a rule of law government and the modernization of national governance.

Keywords: "top leader", perform its functions in accordance with the law, Power constraint, government by law

JEL Classifications: M1, K2,D2

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I. Introduction

1. Research Background and Problem Proposal

In the context of the new era, the strategy of comprehensively governing the country according to law is being deeply promoted. The report of the 20th National Congress of the Communist Party of China clearly deployed the important task of "solidly promoting administration according to law", and the "Implementation Outline for the Construction of a Rule of Law Government (2021-2025)" listed "regulating the operation of administrative power" as the core content of the construction of a rule of law government. As the core leader of governance units at all levels, the level of legal performance of the "top leader" has become a core indicator for measuring the quality and effectiveness of the construction of a rule of law government. In the process of accelerating the modernization of the national governance system and governance capacity, the depth of the rule of law thinking and the degree of standardized performance of the "top leaders" directly affect the actual effectiveness of policy implementation, the rigidity of institutional execution, and the quality of public service supply. At present, various regions have taken measures such as systematic legal training and refined institutional constraints to promote the "top leaders" to take the lead in respecting, abiding by, and using the law, continuously improving the transparency and credibility of power operation, and laying a solid legal foundation for high-quality economic and social development(Ma Jijia,2024).

With the increasing complexity of governance scenarios and the comprehensive deepening of digital transformation, the performance of "top leaders" is facing more refined legal requirements. In practice, there are situations in some regions where the precision of the application of legal methods is insufficient, and the adaptability between decision-making procedures and governance practice needs to be enhanced. How to accurately define the boundaries of the rule of law in complex governance situations, how to achieve an organic balance between efficiently advancing governance tasks and strictly following legal procedures, and how to effectively transform legal thinking into practical effectiveness in solving people's pain points have become important topics that urgently need to be explored. In depth research on the legal performance strategies of the "top leaders" is not only an inevitable choice to respond to the higher requirements of the rule of law construction in the new era, but also to promote the formation of a power operation system with scientific decision-making, resolute execution, and strong supervision, and better meet the practical needs of the people's expectations for high-quality governance services.

2. Research Review

2.1 Domestic research trends

In the context of the new era, the strategy of comprehensively governing the country according to law is advancing in depth. The report of the 20th National Congress of the Communist Party of China clearly

deploys the important task of "solidly promoting administration according to law", and the "Implementation Outline for the Construction of a Rule of Law Government (2021-2025)" lists "regulating the operation of administrative power" as the core content of the construction of a rule of law government. As the core leader of governance units at all levels, the legal performance level of the "top leader" has become a core indicator for measuring the quality and effectiveness of the construction of a rule of law government. In the process of accelerating the modernization of the national governance system and governance capacity, the depth of its rule of law thinking and the degree of its performance standards are directly related to the actual effectiveness of policy implementation, the rigidity of institutional execution, and the quality of public service supply. At present, various regions have taken practical measures such as systematic legal training and refined institutional constraints to promote the "top leaders" to take the lead in respecting, abiding by, and using the law, continuously improving the transparency and credibility of power operation, and laying a solid foundation of the rule of law for high-quality economic and social development.

With the increasing complexity of governance scenarios and the comprehensive deepening of digital transformation, the performance of "top leaders" is facing more refined legal requirements. In practice, there are some areas where the precision of the application of legal methods needs to be improved, and the adaptability of decision-making procedures to governance practice needs to be further optimized. How to accurately define the boundaries of the rule of law in complex governance situations, how to achieve an organic balance between efficiently advancing governance tasks and strictly following legal procedures, and how to effectively transform legal thinking into practical effectiveness in solving people's pain points have become important topics that urgently need to be explored. In depth research on the legal performance strategies of the "top leaders" is not only an inevitable choice to respond to the higher requirements of the rule of law construction in the new era, but also to promote the formation of a power operation system with scientific decision-making, resolute execution, and strong supervision, and better meet the practical needs of the people's expectations for high-quality governance services.

2.2 Research Trends Abroad

The research on the lawful performance of core leaders in public governance by foreign academia has long focused on the synergistic optimization of legal framework and governance effectiveness, forming a research framework that combines theoretical depth and practical value. Against the backdrop of the continuous deepening of the New Public Management movement, European and American countries attach great importance to regulating the exercise of power by core leaders through institutionalized design. For example, the UK's Ministerial Code of Conduct clearly defines the statutory responsibilities of cabinet members, and New Zealand's Public Service Act establishes a statutory responsibility list system for leadership performance, embedding the rule of law requirements into the entire decision-making process. At the same time, some countries focus on ensuring the standardization of performance through independent supervision mechanisms. Sweden's parliamentary supervisory commissioner system and Canada's administrative judicial review system

provide regular external constraints for core leaders to exercise their power in accordance with the law, and relevant practices provide important references for the legalization of power operation.

In recent years, foreign research has shown a new trend of technological empowerment and diverse collaboration. In response to the demand for digital governance transformation, Singapore's "Smart Nation" strategy has incorporated the rule of law decisions of core leaders into the digital government platform. Through blockchain technology, the decision-making process is tracked and compliance is automatically verified, effectively enhancing the transparency of job performance. Nordic countries have explored a collaborative model of "rule of law+public participation", while Norway has adopted an open decision-making system that allows core leaders to fully incorporate public legal opinions in major decision-making, strengthening the foundation of the rule of law and enhancing governance recognition. Currently, foreign research is expanding from a single power constraint to a three-dimensional goal of "standardization efficiency recognition". Its experience in the refined use of legal tools and the empowerment of legal decision-making through technology provides useful references for improving the legal performance system of "leaders".

2.3 Review of Domestic and Foreign Research

The research in the domestic academic community on the lawful performance of duties by the "top leader" presents distinct policy guidance and practical innovation characteristics, forming a research pattern of mutual support between institutional construction and local exploration. The research closely follows the strategic deployment of comprehensively governing the country by law, deeply elaborates on the leading role of the "key few" in the construction of the rule of law, and constructs a closed-loop system for implementing responsibilities through analyzing mechanisms such as legal evaluation, assessment, and accountability. In local practice, the on-site legal mechanism in Xinjiang and Guangxi, as well as the digital decision-making reconstruction in Zhejiang, have provided fresh samples for theoretical research, especially in the cultivation of legal thinking and the transformation of governance efficiency, which have made breakthrough progress(Ma Zhimin,2024). Existing research focuses on translating policy requirements into actionable practical paths, providing systematic local solutions for "leaders" to perform their duties in accordance with the law. However, there is still room for further research on the adaptability of the rule of law in complex governance scenarios.

Foreign research focuses on the legal framework and technological empowerment for core leaders to fulfill their duties, forming a research tradition that emphasizes both institutional constraints and diverse collaboration. The legal responsibility lists and independent supervision mechanisms in European and American countries have established rigid norms for the exercise of power; The digital government platform in Singapore and the public participation model in Northern Europe demonstrate the innovative application of technology empowerment and democratic consultation in the performance of the rule of law. These studies focus on optimizing the performance system from the three dimensions of "standardization efficiency recognition", accumulating valuable experience in refining legal tools and making decision-making processes transparent. Although there are differences in governance contexts between China and foreign countries, the exploration of

technology empowering legal decision-making and multi-party collaborative participation abroad provides an important cross domain reference for the strategic innovation of China's "top leaders" to fulfill their duties in accordance with the law.

II. Theoretical sorting

1. Comprehensive Theory of Rule of Law

The report of the 20th National Congress of the Communist Party of China clearly proposes to comprehensively build a socialist modernized country on the track of the rule of law, elevating the comprehensive rule of law to the strategic height of modernizing the national governance system and governance capacity(Zhang Xiangjun,2025). This theory is fundamentally guided by the Constitution and carried out through the socialist legal system with Chinese characteristics. Through the organic unity of scientific legislation, strict law enforcement, fair judiciary, and universal compliance, it constructs a three-dimensional governance framework of "Party leadership, people's subjectivity, institutional guarantee, and practical innovation".

The core essence of comprehensively governing the country by law is to incorporate the entire field and process of national governance into the track of the rule of law, regulate the exercise of power, safeguard people's rights and interests, and maintain social order through the rule of law. This has fundamental guiding significance for the "top leaders" to perform their duties in accordance with the law(Chen Xinyong,2023). Its connotation is reflected in the "Three Adherences": adhering to the path of socialist rule of law with Chinese characteristics, emphasizing the unity of the leadership of the Party and the status of the people as the main body, and requiring the "top leaders" to not only inherit the excellent traditional legal culture of China based on the national conditions, but also draw on the achievements of modern rule of law civilization to form a practical model of rule of law practice that is in line with reality; Around the protection and promotion of social fairness and justice, by improving the legal system, regulating law enforcement and judicial procedures, ensuring equal rights and obligations, and balancing opportunities and resources, the "top leaders" need to use this as a guideline to make the rule of law the "ballast stone" for maintaining social harmony and stability; Adhere to the integrated construction of a rule of law country, a rule of law government, and a rule of law society, and form a governance loop of "scientific legislation leading reform, strict law enforcement guaranteeing implementation, fair judicial division and dispute resolution, and consensus building for the whole nation to abide by the law"(Wang Yang,2024). As stated in the Implementation Outline for the Construction of a Rule of Law Government (2021-2025), government actions should be fully incorporated into the rule of law track, and the "top leaders" should take the lead in implementing the list of rights and responsibilities system, deepening the reform of "streamlining administration, delegating powers, and improving services", and transforming the concept of rule of law into practical governance effectiveness.

The systematic and collaborative nature of the theory of comprehensive rule of law emphasizes the joint promotion of rule of law, governance by law, and administration by law, and the coordinated development of various rule of law systems. The Third Plenary Session of the 20th Central Committee of the Communist Party of China deployed the improvement of the socialist rule of law system with Chinese characteristics, requiring the strengthening of the linkage and coordination of various links, and the "top leader" needs to coordinate the efforts of various links. Its practicality and innovation are guided by solving practical problems and addressing development challenges through the rule of law. The relevant systems proposed in the "Plan for Building a Rule of Law China (2020-2025)" provide guidance for the "top leaders" to solve difficult problems. Its people-oriented and inclusive requirements require the "top leader" to bring the benefits of the rule of law to the masses, and the practice of Daicun in Linyi, Shandong is an example.

Comprehensively governing the country according to law provides institutional guarantees for reform and development, and the "top leaders" should implement relevant regulations to build a solid legal foundation for the business environment; In enhancing the efficiency of national governance, the "top leader" needs to regulate the exercise of power and transform the rule of law into effective conflict resolution; To promote the modernization of governance capacity, the "top leaders" should learn from successful mechanism experiences and integrate legal thinking throughout the entire process of work; To assist in the great rejuvenation of the Chinese nation, the "top leaders" need to implement relevant arrangements and take proactive actions in areas such as foreign-related rule of law.

The theory of comprehensive rule of law provides fundamental guidance for the "top leaders" to perform their duties in accordance with the law, and its value lies not only in institutional construction, but also in shaping a consensus on the rule of law culture. From the practice of various reforms and legal implementation, the rule of law is the optimal choice for governing the country. As the "key minority" of rule of law construction, "top leaders" need to deeply understand the essence of theory, run the rule of law thinking through governance, and promote the implementation of "good law and good governance" by performing their duties in accordance with the law, so as to inject legal impetus into Chinese path to modernization.

2. Responsibility Theory

The theory of responsibility, as the core support of modern rule of law governance system, has the core meaning of the equal unity of power and responsibility, which deeply interprets the governance logic of "where there is power, there is responsibility, where power is supervised, and where dereliction of duty is held accountable"(Si Qin,2024). In the context of the era of comprehensive rule of law, this theory puts forward fundamental requirements for the "top leader" to perform their duties - while mastering important decision-making, command, and overall planning powers in their respective regions and fields, they must simultaneously assume corresponding legal, political, and performance responsibilities. Through precise matching of responsibilities and powers, a closed-loop constraint of the entire process of power operation is formed to ensure that power always operates in a standardized manner on the track of the rule of law(Liu Lingguang,

Zhou Yichen.,2021)

Its connotation can be refined into three dimensions: firstly, the rigid constraint of legal responsibility, that is, the performance of duties by the "top leader" must strictly follow the clear provisions of the Constitution, laws, and administrative regulations, as required by the "Implementation Outline for the Construction of a Rule of Law Government (2021-2025)". Through the system of rights and responsibilities list, the responsibility boundaries, scope of performance, and exercise of power of the "top leader" are institutionalized, achieving the goal of "not authorized by law, and must fulfill legal responsibilities"; The second is the comprehensive coverage of job responsibilities, covering the entire governance process of scientific decision-making, effective supervision of execution, and public evaluation of results. For example, the composite mechanism of "legitimacy review+democratic decision-making+risk assessment" is a systematic regulation of decision-making responsibilities(Song Quanhao,2023); The third is the value orientation of people's livelihood responsibility, which requires the "top leader" to take the satisfaction of the masses as the fundamental criterion for fulfilling responsibility. Daicun in Linyi, Shandong, has implemented the "step-by-step work method" to provide legal services and compacted governance responsibilities through "microgrids", achieving a continuous practice of "zero petitions" for 20 years, which is a vivid portrayal of the implementation of people's livelihood responsibility.

The theory of responsibility has distinct characteristics: the unity of legality and politics, which not only clarifies the boundaries of responsibility through legal provisions, but also strengthens political responsibility under the leadership of the Party. For example, the report of the 20th National Congress of the Communist Party of China emphasizes the organic unity of "governing the country according to law and governing the Party according to rules", providing political guidance for the fulfillment of responsibilities; The combination of comprehensiveness and precision not only covers the decision-making, execution, and supervision of power operation in all areas, but also achieves accountability through mechanisms such as "dual responsibility for one position" and "hierarchical responsibility", avoiding the virtualization and idling of responsibilities; The connection between dynamism and long-term effectiveness, with the iterative upgrading of policy documents such as the "Plan for Building a Rule of Law China (2020-2025)" and the "Report of the 20th National Congress of the Communist Party of China", the responsibility system continues to adapt to governance needs, forming a normalized responsibility management mechanism.

The practical role of this theory is to construct a scientific power constraint mechanism. By clarifying the list of responsibilities, improving the accountability procedures, and strengthening the application of results, it guides the "top leaders" to actively integrate legal thinking into the entire process of fulfilling their duties. In 2024, the high completion rate of 82.1% of administrative reconsideration cases and 90.3% of mediation cases nationwide were achieved, which is the effective regulation of administrative behavior by the responsibility supervision mechanism. Its deep significance lies in consolidating the responsibility foundation of rule of law governance, promoting the transformation of "top leaders" from "power oriented" governance to "responsibility oriented" governance, ensuring compliance of decision-making, effective implementation and effective supervision by performing responsibilities, and providing a solid responsible governance support for promoting

the modernization of the national governance system and governance capability and realizing Chinese path to modernization.

3. Theory of checks and balances of power

The theory of checks and balances of power is an important cornerstone of the governance system of modern rule of law countries. Its core meaning is to scientifically allocate power subjects, standardize the process of power operation, and construct a diversified supervision mechanism, forming a governance pattern in which different power subjects both constrain and cooperate with each other, ensuring that power operates in a standardized manner on the track of the rule of law(Wu Fengrong,2024). In the context of comprehensive rule of law, this theory provides important institutional design logic for the "top leader" to perform their duties in accordance with the law, emphasizing the use of systematic mechanisms to prevent excessive concentration of power and ensure scientific decision-making and standardized execution.

Its connotation can be developed from three dimensions: first, the reasonable division of power structure, under the governance framework of party committee leadership, government responsibility, and social coordination, clarifying the boundaries of the rights and responsibilities of the "top leader" in the decision-making, execution, and supervision links, such as the mechanism of "division of powers, division of positions, and hierarchical authorization" required by the Implementation Outline of the Rule of Law Government Construction (2021-2025)(Chen Wu,2023); The second is the rigid constraint of procedural justice, which regards public participation, expert argumentation, risk assessment, legitimacy review, and collective discussion and decision-making as necessary procedures for major decisions. The "legitimacy review+democratic decision-making" mechanism established in Linyi City is a typical practice(Jin Xiaoyan,Chen Huixian,2023); The third is the coordinated efforts of the supervision system, integrating multiple forces such as intra party supervision, people's congress supervision, judicial supervision, and mass supervision, forming a comprehensive power supervision network. The high completion rate of 82.1% of administrative reconsideration cases nationwide in 2024 confirms the effectiveness of the supervision mechanism.

The theory of checks and balances of power has distinct characteristics: firstly, it unifies systematicity and holism, emphasizing both the internal constraints of a single power subject and the external coordination of different power systems; Secondly, combining legality with practicality, clarifying the rules of checks and balances based on constitutional laws, and dynamically optimizing the checks and balances mechanism through practical reforms such as "streamlining administration, delegating powers, and improving services"; Thirdly, the integration of constraints and guarantees ensures that while regulating the exercise of power, the "top leader" can efficiently perform their duties in accordance with the law, avoiding excessive constraints that may affect governance effectiveness.

The function of this theory is to construct a scientific power operation mechanism, by clarifying the list of rights and responsibilities, improving decision-making procedures, strengthening supervision and accountability, guiding the "top leader" to exercise power within the framework of the rule of law, and

enhancing the scientificity and credibility of decision-making. Its profound significance lies in consolidating the institutional foundation of modernization of national governance, promoting the transformation of the "top leader" from "individual led" to "institutional led", and using power balance to ensure that power is used for the people. This is not only the specific practice of implementing the deployment of the Third Plenary Session of the 20th CPC Central Committee to "improve the socialist system of rule of law with Chinese characteristics", but also can provide a stable and orderly power governance environment for Chinese path to modernization and highlight the fundamental guarantee role of the rule of law in national governance.

III. Governance strategy

1. System optimization

Institutional optimization is the core support for ensuring that the "top leader" performs their duties in accordance with the law. By scientifically designing the power operation mechanism, a rigid constraint is formed to standardize the performance of duties, which is highly consistent with the policy orientation of comprehensively governing the party strictly and strengthening power constraints.

Improving the system of power allocation is the foundation, and it is necessary to accurately define the boundaries of the rights and responsibilities of the "top leader". On the one hand, the mechanism of "deputy head in charge, chief supervisor, and collective decision-making" is implemented. In key stages such as major project approval, the deputy head in charge is responsible for preliminary research and plan formulation, while the "top leader" focuses on review and supervision. Ultimately, consensus is formed through collective decision-making by the team to avoid excessive concentration of power(Yu Hao,2024). On the other hand, in accordance with the requirements of the Implementation Outline for the Construction of a Rule of Law Government (2021-2025), a refined list of powers and responsibilities should be formulated, clarifying the power matters, operational processes, and corresponding responsibilities of the "top leader", and stipulating that they do not directly manage high-frequency risk areas such as personnel and finance, achieving equal rights and responsibilities and bounded performance of duties.

Establishing a sound collaborative supervision system is crucial, and it is necessary to build a diverse and interconnected supervision network. Strengthen the independence of intra party supervision, grant direct supervision authority to discipline inspection commissions at the same level, establish a dual reporting system to ensure smooth information flow; Enhance the targeted supervision of the National People's Congress, focusing on monitoring the use of financial funds, the promotion of major projects, and other performance through special inquiries, inspections, and other methods(Sun Jun,2023); Smooth the channels for social supervision, improve the mechanisms for reporting and feedback as well as public opinion supervision, implement dedicated personnel supervision and time limited response to public feedback clues, and form a comprehensive supervisory force(Yang Yunbo,Zhang Yaoyao,2024).

Strengthening the standardized accountability system is a guarantee, and it is necessary to establish a

closed-loop responsibility implementation mechanism(He Wanrong,2022). Strictly standardize accountability procedures, clarify accountability subjects, situations, and operational processes, and ensure precise and standardized accountability; Implement the requirement of "double investigation of one case", and hold both direct responsibility and leadership responsibility accountable for improper performance of duties; Except for confidential matters, publicly disclose the results of accountability and rectification, and play a warning and educational role.

Refine the power decomposition system in key areas, and improve the process separation mechanism in key areas such as personnel appointment and removal, and fund approval. The personnel appointment and removal process is separated from the "nomination inspection voting" stage, and the approval of major projects is decentralized throughout the entire process of "project initiation bidding acceptance". The "top leader" focuses on supervising the compliance of the process and ensuring the standardized operation of power from the perspective of institutional design.

2. Supervising Innovation

Supervising innovation is a standardized approach that requires the integration of technological empowerment and mechanism innovation, the construction of a comprehensive performance guarantee system, and a high degree of alignment with policy requirements such as digital government construction and deepening government transparency.

Using big data technology to achieve dynamic monitoring, laying a solid foundation for precise supervision. Build a digital monitoring platform for the exercise of power by the "top leader", integrate core performance data such as personnel appointment and removal, fund approval, etc., and track the trajectory of power exercise in real time. Relying on intelligent algorithm models to identify abnormal fund associations, overdue approval processes, and other performance deviations, and automatically push warning information; Build a risk assessment model based on historical performance data, accurately target key areas such as engineering bidding and land transfer, enhance supervision targeting, and respond to the development direction of "data empowered governance" in digital government construction.

Promoting transparent government affairs is a core measure to enhance the transparency of job performance. Except for confidential matters, major decisions and financial allocations led by the "top leader" are timely made public through government websites and government apps, and a visualized system for the entire process of power operation is constructed to achieve traceable decision-making and approval processes(Wang Xiangtao,2024). Improve the mechanism for public participation, implement an online response system for decision-making in the field of people's livelihood, promote standardization through openness, and implement the requirements of the "Regulations on the Disclosure of Government Information" to deepen government transparency(Yu Hao,2024).

Cross departmental collaborative supervision needs to break down barriers and form a joint force. Led by the Discipline Inspection Commission and the Supervisory Commission, a collaborative supervision group

has been established in conjunction with the National People's Congress, auditing and other departments to strengthen linkage through monthly clue notifications and quarterly joint assessments; Establish a supervision information sharing platform to achieve real-time data exchange for property declaration, petition feedback, and other related matters; Every year, we focus on key areas such as development zone construction and state-owned enterprise reform to carry out penetrating inspections and improve the effectiveness of supervision.

Build a "Financial Government Data Collaborative Monitoring" system to strengthen compliance checks for job performance. Breaking down departmental data barriers, establishing cross disciplinary platforms in collaboration with the central bank, taxation and other systems, incorporating information on financial transactions and asset holdings of "top leaders" and close relatives into compliance monitoring scope, identifying abnormal transaction clues through intelligent models, and using a "manual review+intelligent warning" mechanism to verify high-frequency risk behaviors, providing data support for standardized performance.

3. Cultural Reconstruction

Cultural reconstruction, as a fundamental project to regulate the performance of the "top leaders", needs to be guided by values and nurtured by ecology to establish a solid ideological foundation for the use of power in accordance with the law, and to respond to the policy requirements of building a clean culture in the new era.

Building a precise legal education system is the core lever for cultural reconstruction. Implementing hierarchical and classified education for the "top leaders": conducting special training on power boundaries and legal responsibilities in the early stages of employment, clarifying the list of rights and responsibilities and the bottom line of performance; During his term of office, he organized a seminar on Party discipline and laws every six months to interpret and strengthen the sense of awe of the system in combination with the newly revised Regulations of the CPC on Disciplinary Punishment. Innovate educational forms, adopt immersive legal practice teaching, enhance educational effectiveness through typical case analysis, performance scenario simulation, etc; Integrating the study of red rule of law culture with the presentation of excellent governance cases, deepening the education of the power concept of "power for the people and benefits for the people", and internalizing the spirit of rule of law into conscious performance of duties(Li Huolin,2024).

Building a comprehensive and collaborative legal culture ecosystem is an important support. Promote the four-dimensional linkage of "government agencies, enterprises, communities, and families": government agencies create "demonstration departments for rule of law performance" and incorporate legal decision-making into performance evaluations; Enterprises implement a "compliant business partner" admission mechanism and strengthen the consensus of market entities on the rule of law; The community disseminates the concept of rule of law governance through the legal culture corridor and themed activities; The family carries out the "Clean Wind Passing on the Family" activity, signs a commitment letter to help maintain integrity, creates a strong atmosphere of respecting laws and regulations throughout society, and creates a favorable external environment for the "top leader" to perform their duties in accordance with the law.

Eliminating negative cultural tendencies in the performance of duties is a key step. Focusing on standardizing the use of power and deepening cultural reform: analyzing cases of performance deviation in the form of "interpreting laws through cases", and specifically rectifying tendencies such as "emphasizing experience over system" and "emphasizing efficiency over procedure" at democratic life meetings; Include "adhering to collective decision-making and not engaging in individual autocracy" as the assessment indicators for "top leaders", and implement "one vote veto" for behaviors such as nepotism and forming small circles; Strictly implement the principle of "equality before the system", demonstrate the authority of the rule of law through fair discipline, guide the formation of a cultural ecology of respecting the law, abiding by the law, and using it to perform duties, and provide deep cultural support for performing duties in accordance with the law.

4. Localization of International Experience

The international advanced governance experience provides useful reference for optimizing the performance mechanism of the "top leader". Based on China's national conditions, localized innovation can be carried out to build a more effective performance guarantee system, which is in line with the requirements of the reform of the disciplinary inspection and supervision system in the new era.

In terms of optimizing institutional functions, we will draw on the international independent supervision model to strengthen performance guarantees. Improve the supervision mechanism of disciplinary inspection and supervision organs over the "top leaders", implement a vertical management model for personnel, property, and finances, and reduce interference with local performance of duties; Establish a cross regional collaboration mechanism, and for major performance matters involving multiple regions, coordinate and coordinate with higher-level disciplinary inspection and supervision commissions to break down regional barriers; Pilot the establishment of dedicated performance supervision commissioners in key areas such as pilot free trade zones, granting direct supervision over the performance of the "top leaders" in the areas, ensuring the independence and authority of supervision, and building a mechanism barrier for lawful performance.

In terms of information management for job performance, we will refer to international transparency practices to enhance the level of standardization. Expand the scope of information declaration related to the performance of the "top leader", covering personal and family members' real estate, financial assets, overseas investments, etc., and add important matters such as marital changes and employment of close relatives for declaration, realizing the linkage management of "family" and "official" information. Implement the "double random and one open" verification mechanism, conduct random inspections at a rate of 30% annually, achieve full coverage verification of high-risk personnel, and incorporate the verification results into the performance evaluation system. Build a cross departmental data sharing platform to achieve real-time data comparison with institutions such as finance and real estate registration, automatically identify information declaration anomalies, and enhance transparency in job performance.

In terms of risk prevention and control, we will absorb international risk management concepts and build a localized system. Establish a risk indicator library for the performance of the "top leader" position, and set

quantitative scoring standards around core elements such as power concentration and discretionary space; Implement differentiated management based on risk levels, and implement mechanisms such as "double check" and "regular rotation" for key positions in finance, engineering, and other fields; Develop an intelligent warning system for performance behavior, which automatically prompts for high-frequency non official contacts, abnormal approval processes, and other situations. The supervisory department will intervene in a timely manner to guide and standardize, embedding risk prevention and control into the entire performance process.

In practice, it is necessary to always adhere to the leadership of the Party, ensure that international experience is compatible with China's political system, deepen international cooperation, rely on relevant international conventions to carry out standardized exchanges of performance, build an internal and external collaborative performance guarantee pattern, and provide diversified support for the "top leaders" to perform their duties in accordance with the law.

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