

# Analysis on the Path of Trade Unions in Colleges and Universities to Strengthen the Ideological and Political Work of Young Teachers

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**Abstract:** Young teachers are the main force of college teachers and an important force for promoting the development of higher education. Trade unions in colleges and universities are an important position for young teachers' ideological leadership, and have irreplaceable advantages in carrying out ideological and political work for young teachers. This paper expounds the ideological and political situation and problems of young teachers in colleges and universities, combines the special advantages of trade unions themselves, strengthens ideological and political guidance in serving young teachers, and explores new ways for trade unions to strengthen the ideological and political work of young teachers.

**Keywords:** Trade unions in colleges and universities; Young teachers; Ideological and political work

## 1. Introduction

With the rapid development of higher education in China, the scale of colleges and universities has been expanding, the structure of college teachers has gradually changed, and young teachers have become a new force and mainstay of China's college teachers. Young teachers are the hope and future of higher education, and their ideological and political situation has received more and more attention. As a mass organization voluntarily combining faculty and staff, the trade union of colleges and universities has unique advantages in cultivating young teachers. Trade unions in colleges and universities should have an in-depth understanding of the ideological status quo of young teachers, help young teachers solve practical problems, improve their ideological and moral literacy, strengthen the ideological and political work of young teachers in colleges and universities, and promote the vigorous development of college education.

## 2. The current situation and problems of young teachers' ideology and politics

Young teachers in colleges and universities are the new force of college teachers, and play an increasingly important role in teaching, scientific research and education. The ideological and political situation of young teachers has a far-reaching impact on the benign development of China's education and the healthy growth of students. On the whole, the ideological and political situation of young teachers is positive, most of them are ideologically progressive, have firm political beliefs, support the leadership of the Communist Party of China, and consciously carry forward the spirit of patriotism and collectivism; Establish a correct world view, outlook on life and values, and be able to play an exemplary and leading role in the growth and development of students; Most young teachers love and dedicate to their jobs, consciously abide by social morality and professional ethics, and have good ideological and moral accomplishment. But some worrisome problems have emerged in the ideological situation of a small number of young teachers, reflecting that there are many deficiencies in the ideological and political work of young teachers in colleges and universities at the emerging stage, which is a difficult problem that needs to be solved urgently.

### 2.1. Weak political awareness

As the best among their peers, young teachers in colleges and universities have solid professional knowledge and good comprehensive literacy. Most young teachers have a correct political stance and excellent ideological style, but some young teachers have weak political awareness, and there are problems such as not actively studying political theory, not being firm in ideals and beliefs, and not

strictly observing political discipline. Many young teachers only attach importance to the study of professional theory and the improvement of professional level, neglect the study of political theory, do not pay attention to the improvement of their own political literacy, and lack consciousness and initiative in political learning organized by schools. Some young teachers are not firm in their ideals and beliefs, waver in their belief in communism, and are worried and confused about the future and development of socialism. This is particularly true for some young teachers with overseas study experience. There are also young teachers who do not strictly observe political discipline, and in their exchanges with colleagues, relatives and friends, they agree with some biased words and deeds, and dare not carry out resolute struggles. What's more, expressing radical and extreme views in classroom teaching is not conducive to the ideological and political education of college students.

## ***2.2. Negative professional attitude***

The professional ethics of young teachers in colleges and universities are directly related to the quality of college teachers and the quality of future talent training. The overall level of professional ethics of young teachers is relatively high, and they have good professional ethics and comprehensive quality. Some young teachers have some behaviors that violate the professional ethics of teachers. Due to insufficient understanding of the particularity and sacredness of the teaching profession, some young teachers have a vague understanding of their professional responsibilities, "narrow" the special professional responsibility of teachers into a general profession, do not regard teaching and educating people as their lifelong pursuit, and lack firm professional ideals, beliefs and sense of mission<sup>[1]</sup>. In addition, many young teachers enter the workplace after graduation, with a short entry period, relatively lack of teaching and research experience, high pressure and low salary, which is a true portrayal of this group of people. With the deepening reform of the personnel system of colleges and universities, the assessment standards for teachers have become more stringent, which has put forward extremely high requirements for young teachers. They need to immerse themselves in learning, expand their knowledge, and deepen their research areas. Multifaceted stress can easily cause negative emotions such as burnout among young teachers.

## ***2.3. Diversification of value orientation***

Value orientation refers to the choice and basic attitude of young teachers towards their own life value goals. On the whole, the value orientation of young teachers in colleges and universities in the new period is healthy and positive, which is in line with the requirements of socialist development. Due to the changes of the times, young teachers have shown a trend of diversification in terms of value orientation. On the one hand, contemporary young teachers are mainly post-80s and post-90s, most of whom are only children, with superior living conditions, active new ideas, and obvious individual characteristics such as independent consciousness and advocating the spirit of freedom. At work, they focus on self-development and pay more attention to the realization of personal interests. On the other hand, with the in-depth development of economic globalization and information technology, various ideas and cultures of the East and the West stir each other and fill our society. In addition, China is in a period of economic and social transformation, and while the material living conditions have been improved, it has also brought many social problems, and utilitarian tendencies such as greed for wealth, freedom, pleasure, and money worship have become increasingly serious, which has a negative impact on the value choice of young teachers and seriously restricted the development of China's higher education.

## **3. The unique advantages of trade unions in colleges and universities in the ideological and political work of young teachers**

The trade union of colleges and universities is a mass organization of voluntary union of faculty and staff under the leadership of the party committee of the university, safeguarding the legitimate rights and interests of the vast number of faculty and staff, a bridge and link between the party and the masses of workers, and an important pillar of the construction and development of colleges and universities. As an important part of the party's ideological and political work, trade union ideological and political work has incomparable advantages in promoting the ideological and political education of young teachers.

### ***3.1. Give full play to the functions of trade unions***

Young teachers shoulder the mission of cultivating virtue and cultivating people, and carry the future of the career development of colleges and universities. The Trade Union Law of the People's Republic of China and The Articles of Association of Trade Unions of China give trade union organizations four basic functions of "maintenance, construction, participation and education". The four functions are interdependent and interpenetrating, and the strengthening of ideological and political work by trade unions for young teachers is conducive not only to the realization of educational functions, but also to the realization of other functions of trade unions. Protect the legitimate rights and interests of young teachers, do practical, good and solve difficulties for young teachers; Guide young teachers to care about the development of the school and actively participate in the construction and reform of various undertakings of the school; Represent and organize young teachers to participate in the management of state and social affairs, democratic management and democratic supervision of schools; Educate young teachers to continuously improve their ideological and moral quality, scientific and cultural quality, and professional skills, and build a good team of teachers with ideals and beliefs, moral sentiments, solid knowledge, and benevolence. Trade unions in colleges and universities should give full play to their functional advantages, strengthen and improve the ideological and political work of young teachers, do a good job in ideological guidance and quality improvement of young teachers, and give play to the role of bridges and ties.

### ***3.2. Broad mass base***

Trade unions are mass organizations under the leadership of the Communist Party of China and serve as a bridge and link between the Party and the broad masses. Since its birth, trade union organizations have always represented the fundamental interests of the broad masses of workers, have a profound mass foundation, and have carried out ideological and political work for workers for a long time, with a long history and fine traditions, and have played unique advantages in different historical periods. The trade union of colleges and universities is an important part of China's trade union organization, with several second-level trade unions, and almost all faculty and staff are members of the trade union, which has a strong appeal, penetration and influence on the work of faculty and staff, and has a broad mass base<sup>[2]</sup>. Young teachers are an important force for the development of the school, and their ideological problems are largely related to the situation of work and life. Under the leadership of the party committee of the university, the trade unions in colleges and universities are well organized, running through all aspects of the work and life of young teachers, and safeguarding the legitimate rights and interests of young teachers. With a broad mass base, trade unions can go deep into the group of young teachers, listen to their voices, discover and solve problems in their work and life in a timely manner, grasp the ideological dynamics of young teachers, and better carry out ideological and political work.

### ***3.3. Rich work carriers***

At the same time, the trade union is guided by the construction of faculty and staff culture, guiding faculty and staff to spontaneously form different types of cultural and sports associations according to their interests and hobbies, creating a harmonious campus cultural atmosphere, broadening the way for faculty and staff to lead their thoughts, and providing a rich carrier for the trade union to carry out ideological and political work<sup>[3]</sup>. On the one hand, trade unions in colleges and universities carry out academic salons, teaching competitions and other activities to promote the improvement of ideological quality with the development of the professional level of young teachers. On the other hand, activities that are both ideological and interesting are carried out to strengthen thought leadership. Through the way of entertaining and educational, ideological and political work is infiltrated into the cultural and sports activities of teaching staff, so that young teachers can enlighten wisdom, cultivate sentiment, and realize value guidance in the subtle. Additionally, the trade union attaches importance to the mental health of young teachers, carries out mental health services, provides psychological support and emotional support for young teachers, stimulates the enthusiasm of young teachers in a scientific and effective way, and awakens the enthusiasm of young teachers.

#### **4. New measures for trade unions in colleges and universities to strengthen ideological and political work for young teachers**

Under the new situation, trade unions in colleges and universities should fully realize the importance of strengthening and improving the ideological and political construction of young teachers, actively give play to their own unique advantages, innovate work methods, strengthen ideological guidance for young teachers in the daily work of trade unions, and do a solid job in the ideological and political construction of young teachers.

##### ***4.1. Strengthen the building of young teachers' morality and teaching style***

Young teachers are the core force in carrying out the task of cultivating morality and cultivating people, and teacher moral education is the main content of the ideological and political work of young teachers in colleges and universities. Hence, trade unions in colleges and universities should strengthen the ideological and political work of young teachers and attach importance to the building of teachers' morality and teaching style. First, it is necessary to actively publicize the party's new thinking, increase the publicity and education work on the building of masters' morality and teaching style, vigorously publicize advanced models, set up models for teaching and educating people, select a number of outstanding teachers and advanced collectives in various faculties and departments, give full play to their role as exemplary and exemplary, and create a good campus atmosphere of catching up with and surpassing students and striving for excellence<sup>[4]</sup>. We should carry forward the spirit of model workers, labor spirit and craftsman spirit among young teachers, and promote the unity of young teachers' insistence on teaching and education, the unity of speech and deeds, and the unity of inquiring and paying attention to society. Second, trade unions in colleges and universities should cooperate with departments such as personnel, teaching affairs, and publicity of colleges and universities to establish and improve long-term mechanisms for the construction of young teachers' morality and teaching style, promote the study of young teachers' political theory, strengthen the construction of teachers' ethics system, improve the mechanism for preventing and investigating academic misconduct, and implement the one-vote veto system for teachers' morality. Third, mass cultural and sports activities, as an important way to build campus culture, play a moist and silent educational role for young teachers, and are a rich carrier for college trade unions to carry out the construction of teachers' morality and teaching style. Combined with the characteristics of the development of young teachers, organically combine education and practice, and carry forward the spirit of health, civilization and uplifting through a variety of activities such as essay solicitation, seminars, speech competitions and other themed essays on teachers' morality and teaching style, and improve the ideological and political literacy of young teachers.

##### ***4.2. Encourage young teachers to participate in the democratic management of schools***

Democratic management is an important measure for the construction of democratic politics in colleges and universities, and organizing faculty and staff to participate in the democratic management of schools is an important duty and mission of trade unions in colleges and universities. Continuously improving the level of democratic management of young teachers and encouraging young teachers to participate in democratic management is an important way for trade unions in colleges and universities to do a good job in ideological and political work for young teachers. First, improve the system of education congresses, improve the quality and participation of democratic management, and promote the participation of young teachers in political affairs and democratic management. According to the actual situation of the school, maintain a certain proportion of young teachers among the representatives of the teaching congress, build a platform for young teachers to participate in the democratic management of the school, and strive to achieve a landing and response to every proposal, and strive to achieve a response to every proposal, and strive for more rights and interests for young teachers. Second, thoroughly implement the system of open school affairs and enhance the transparency of democratic management. Through the school's official website, publicity board, public account, radio and other campus media, there are channels to understand the situation of the school and ways to participate in the management of the school. Cultivate young teachers' sense of ownership and responsibility, create a harmonious and democratic campus environment, and mobilize the enthusiasm, initiative and creativity of young teachers to participate in school management. Third, improve the mechanism for expressing the interests of teachers and staff, and young teachers can participate in the democratic management of schools in various forms. For example, to provide suggestions to representatives of the education congress and members of the school trade union, democratic

evaluation of school leaders, express opinions through e-mail, online message boards, symposiums, questionnaires, etc., implement and protect the rights and interests of young teachers to participate in democratic management, and provide suggestions for the construction and development of the school [5].

#### ***4.3. Helping young teachers grow professionally***

At this stage, the competition between China's colleges and universities is becoming increasingly fierce, and many colleges and universities have put forward higher requirements for the professional development and comprehensive ability of teachers, especially young teachers. Young teachers have just entered the workforce and need to complete the role change from "student to teacher" in a short period of time. In addition to heavy teaching work, they also undertake heavy scientific research tasks and shoulder the responsibility of serving the society. To do a good job in the ideological and political work of young teachers, trade unions should combine professional development with thought leadership, build a teaching and research platform, and help young teachers grow professionally. First of all, the trade unions in colleges and universities can rely on information technology to build a platform for answering questions, sharing resources, and learning and exchanges, helping young teachers systematically learn the theoretical and practical knowledge of education and teaching, and continuously improve their personal teaching level and professional ability in combination with practical problems in education and teaching. Secondly, trade unions can regularly organize lectures, exchange meetings, teaching competitions and other activities, and invite experienced experts to hold lectures on teaching and scientific research; Hold academic exchange meetings with sister universities to realize the sharing of teaching development resources for young teachers in colleges and universities; Trade unions should attach great importance to the important platform of the Youth Education Competition, promote teaching through competition, integrate competition and education, and regard the Youth Education Competition as an effective way to enhance the teaching level of young teachers. Finally, improve the mentor system for young teachers, give full play to the advantages of excellent teacher resources, and organize teachers with superb professional ability to guide young teachers in teaching research, paper publication, project declaration, etc. in the form of "one-on-one" or group forms, broaden the professional vision of young teachers, and enhance the professional identity and satisfaction of young teachers [6].

#### ***4.4. Concern for the living conditions of young teachers***

In the early days of employment, young teachers generally have low incomes, and are in the rising stage of life, facing many practical problems such as housing, marriage, medical care, and children's education, and need more living security. To do a good job in ideological and political work for young teachers, trade unions should show concern for the living conditions of young teachers and resolve their worries. First of all, the trade union should establish a smooth communication channel, so that young teachers have a way to express their interests and demands, and report problems anytime and anywhere through suggestion boxes, mailboxes, hotlines, etc, so that the trade union can also keep abreast of the personal difficulties and internal needs of young teachers. Second, trade unions should go deep into the lives of young teachers and take the initiative to understand what young teachers think. Through on-site inspections, visits, seminars, questionnaires and other means, young teachers are encouraged to express their views, continuously deepen humanistic care, pay attention to solving the practical difficulties of young teachers in housing, children's schooling, medical care and other issues, strengthen the labor and life security for young teachers, help them solve practical problems encountered in work and life, and enable young teachers to truly live and work in peace and contentment. [7]Third, increase legal aid, psychological consultation services, organize and carry out legal rights protection, mental health lectures, and so forth. Trade unions should incorporate the work of paying attention to the mental health of young teachers into their daily activities, conduct regular mental health tests for young teachers, provide as much assistance as possible to young teachers, and solve young teachers' mental health problems in a timely manner. Finally, strengthen the construction of infrastructure such as "Teachers' Home", "Teachers' Small Home" and "Mommy's Cottage", so that young teachers have a relaxing habitat after busy work, and comprehensively promote the realization of trade union service functions. In this way, teachers can truly feel that the trade union is a "home for employees" and that trade union cadres are the most reliable "wife's family".

## 5. Conclusion

The ideological and political work of young teachers in colleges and universities is a long-term and arduous project, with heavy tasks and a long way to go. Under the new situation, trade unions in colleges and universities should grasp the ideological dynamics of young teachers in a timely manner, give full play to their own unique advantages, be good “wife’s families”, use trade union resources to strive to do a good job in the ideological guidance of young teachers, and explore a new path of ideological and political education for young teachers in colleges and universities. Besides, trade unions in colleges and universities also need to cooperate with other departments, give play to the strength of various departments, form a joint force of ideological and political education, comprehensively improve the ideological and moral literacy of young teachers, and make rapid growth into the main force and backbone of the teaching team, and contribute to the high-quality development of higher education.

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