

Research on the Further Role of Retired Cadres in Agricultural Research Units Under the New Situation—Case Study of Chinese Academy of Tropical Agriculture Sciences

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Abstract

This paper elaborated the importance of retired researchers play a great role in the agricultural research units under the new era, and it takes Chinese Academy of Tropical Agriculture Sciences (Hereinafter referred to as CATAS) as a example to analyze the current situation of the role and the advantages of retired researchers. Thereby, it suggests the approach of the role played by retired researchers under the new era and the effective measures for the further role of retired researchers from strengthening ideological and political construction, improving the living conditions and the level of spiritual and cultural, active aging, strengthening service management and other aspects.

Key words: Retired cadres; Agricultural research units; Role

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On 15 September 2011, during the national veteran cadres work advanced collective and advanced workers commendation general assembly, vice president XI Jinping emphasize that, majority of veteran cadres accumulated rich experience in the long-term practice of revolution, construction and reform with an irreplaceable

ideological politic advantage and leadership experience advantage, which is a wisdom and strength of treasure house to be learned from. Majority of veteran cadres are stand firm in politics, rich work experience, strong mass base, broad social impact, with unique advantage in building a harmonious society (XI, 2011). Vice President XI Jinping's speech pointed out the direction of retired veterans work under the new era for us. Earnestly work for retired cadres, especially the scientific role of retired scientists and technicians, which will be related to the sustainable, effective, healthy development of agricultural research units and the social stability and harmonious development. And how retired cadres play a effectively role is an arduous and important issue of agricultural research units. The author takes the work practice of CATAS retired cadres as an example, it suggests further role of retired personnel in agricultural research units under the new situation, especially the approaches and measures of retired scientists and technicians role.

1. THE NECESSITY AND IMPORTANCE OF RETIRED CADRES ROLE

1.1 The Necessity of Retired Cadres Role

At first, the own conditions of retired cadres determine the possibility of their role. Along with the advancement of technology, improvement of medical conditions and general improvement of the people's living standards, veteran comrades have generally good physical condition after retired. Many of retired cadres, especially the veteran cadres who are retirement shortly have a healthy body and exuberant experience, this makes them the possibility of playing their own residual heat. Statistics show that retired cadres of mental workers with high prestige, decades of experience and skilled professional skills, so that it is an important period to make achievements after the 60-year-old retirement (WANG, 2012).

Moreover, their own aspirations and historical demand also makes the retired cadres role become a necessity. The realization of self-worth is the needs of highest level life. Majority of retired personnel not only has higher professional skills, but also a wealth of practical experience and a patriotic heart of “chun can dao si si fang jin, la ju cheng hui lei shi gan (serving the country until death)” (ZHAO, 2006), life outlook formed in the long-term revolutionary practice and the sense of responsibility of the party’s cause makes them want to continue the dedication of residual heat in familiar territory.

1.2 The Importance of Retired Cadres Residual Heat

Building a socialist harmonious society requires mobilization of people’s enthusiasm and creativity in all level. Retired veterans are important component of broad masses of the people. Further to exert their role, not only is the need of veteran comrades for self-realization, but also the requirement of talents construction and social development. By the end of 2011, CATAS has altogether 2635 of retired cadres, including 490 of retired scientists and technicians which accounted for 18.6% of all retired cadres. This part of retired cadres has characteristic of large number of people, firm political stand, high moral character, upholding personality, rich experience, solid foundation of knowledge and extensive social influence, etc.. These are an irreplaceable force of the development of tropical areas agricultural undertakings. This is a precious wealth of the party and the state, which is the backbone and valuable resources of promoting the development of agricultural undertaking in China. Providing better

guide and better protection for majority of retired experts, exerting and utilizing better of their advantages and role, which can push forward the harmony in the tropical areas effectively and make new contributions for promoting the development of agricultural economy.

2. CURRENT SITUATION OF CATAS RETIRED CADRES

CATAS established in 1954, which is mainly engaged in basic research of tropical crops such as rubber, cassava, banana, etc.. The retired cadres of CATAS are mostly the pioneers of business at the beginning. They go deep into the production front line and forging ahead with innovation, arduous pioneering and unremitting efforts under the situation of no work foundation. They tackled the technical production problems of northward relocation of planting natural rubber. It makes the rapid development of natural rubber science and technology in China. Eventually, it is unique in the world’s tropical northern margin and creates a natural rubber science and technology system with Chinese features. It won the honor for the state and made an outstanding contribution to the development of natural rubber undertakings in the world. They have an extraordinary adventure, unforgettable practical experience and memorable impressions. From time to time, it can inspire and spur young scientists to advance with the times, forge ahead with innovation, everbright the undertakings of tropical agriculture in China (HE, 2012). Their research life, result and experience are the precious wealth of agricultural research and development of the tropical areas.

Table 1
Statistical Tables of Retired Personnel in CATAS

By Identity		By Job title, duties		Party members		By Retirement Residence		By age	
Identity	No.	Job title	No.	Party members	No.	Residence	No.	Age Group	No.
Cadres	488	Above Deputy Commissioner	167	Party members	435	Haikou	210	50-59	527
Proportion	18.50%	Proportion	6.30%	Proportion	16.50%	Danzhou	1734	60-69	817
Workers	2147	Others	2468	Others	2200	Zhanjiang	500	Above 70	1066
Proportion	81.50%	Proportion	93.70%	Proportion	83.50%	Diaspora	191	Above 80	225

By the end of 2011, CATAS has active employees of 3000, including 2000 of them engaged in research work and 400 of senior professional and technical personnel; from the Table 1, retired personnel of CATAS has the following characteristics: 1) a larger proportion of retired personnel, there is total of 2635 retirees which accounted for 47% of total employees number; 2) residence of the retired personnel is relatively concentrated, mainly distributed over Haikou (210), Danzhou (1734), Zhanjiang (500) and other places; 3) the age is relatively young, below 60 accounted for 20%, below 70 accounted for 51% of retirees; 4) a larger proportion of retired party members, there is total 490 cadres and accounted for 18.6%, including 167 of job titles above deputy commissioner and accounted for 6.3% of total amount, both of them are

all high-level experts who have a strong desire to exert their residual heat. According to the unique characteristics of CATAS retirees, we combined with the actual CATAS to perform work methodically and obtain a better result.

3 . PRACTICES AND RECOMMENDATIONS OF THE RETIRED CADRES ROLE OF CATAS

In recent years, the CATAS leadership team attaches great importance to the work for retired cadres and always adheres to the principle of “Policy but Feelings”. According to the characteristics of CATAS retired cadres team, it continues to strengthen the ideological

and political construction, improve the living conditions and the level of spiritual and cultural, exert residual heat, strengthen service management, push forward the work of innovative development for the retired. It has made a considerable progress. Specific practices and recommendations are as follows.

3.1 Strengthening the Ideological and Political Construction of Retired Cadres

Based on the characteristic of much party members, CATAS established a retired party branch in the corresponding academy level and units of the respective academy. With the party branch as the carrier to strengthen the ideological and political education of retired members and actively guide and lead other retired cadres to understand and support the development of academy.

3.1.1 Strengthening and Improving the Construction of Retired Personnel Party Branch

Corresponding academy level and units of the respective academy established a retired party branch, actively exploring, strengthening the self-construction of retired personnel party branch to assure the ideological concepts of retired members can advance with the times, high-spirited of mental state. Also, party members should lead the public to break the shackles of traditional ideological concepts, overcome the idea of “retirement equals to retire work”, raise the enthusiasm of old party members to continue to engage in scientific research, set off a upsurge of exerting residual heat between retired veteran comrades. Earnestly study and implement the theoretical system of socialism with Chinese characteristics, to center the focus of ideals and faith, to relive the oath of joining the party that year, to guide veteran comrades recalling the past and traditional, to encourage the inner motivation of maintaining the advanced color. Strengthening party management, living a great organizational life of the party, combining the characteristic of veteran comrades and strengthening their study and education. In the learning content, it should select the national affairs and development event of academy reform which they care about. It helps them to learn the principles and policies of the party and the reform and the development of academy. It can also organize veteran party members to visit sacred place of revolution, major industrial and engineering projects. It can encourage their enthusiasm of participation and help them to advance with the times. It makes retired members further to enhance the party concept and establish a healthy and progressive of aging concept (CHENG, 2012). Promptly summarize the promotional advanced models, using surrounding things to educate surrounding people, in order to play a subtle and silent effect. In short, using positive and progressive, wide variety of activities to attract retired members and actively guide and lead other retired veteran comrades to understand and support the academy reform and development. Therefore, they can offer advice and suggestions and exert residual heat for the academy development.

3.1.2 Assuring the Long-Term Oriented Mechanism of Ideological and Political Work of Retired Personnel

With the party branch as the carrier through the retired members to drive other retired personnel by using day-to-day communication and related activities to actively carry out the political education of other retired personnel. Specific practices can be regularly organized study and report meeting, seminars, reading groups activities and other ways. It can let retired personnel timely understand the line, principles and policies of the party and situation in the country, grasp the major decisions, related policies and other important conditions of agriculture ministry and academy. It can continuously improve the political level of retired veterans, remain highly consistent in the terms of ideology and action consciously with the academy.

3.2 Focus on the Active Role of Retired Cadres

Insisting on the organization and guidance and individual voluntary combination, it can encourage and guide the retired cadres role as far as they can exert, and it can also actively explore the suitable working platform for veteran cadres role.

3.2.1 Establishment of Senior Experts Group for Retirees

CATAS creatively set up two levels of institutes to senior experts group for retirees. It actively guide and encourage members of the expert group to participate institutions policy advice, technical services, professional guidance, special investigations and offer advice and suggestions, organize thematic report and other aspects of work. It can give full if their role in driving the development of tropical agricultural science and technology and “three agriculture” undertakings.

3.2.2 Exerting the Role of Retired Veterans in “Spreading”, “Helping”, “Guiding”

Veteran cadres has worked in the unit for decades, most of them are familiar with the work environment and interpersonal in the unit, they also have a higher political consciousness and policy level, a stronger professional ethics and business skills, as well as valuable experience of dealing with complex problems. These are precisely the lacking in the young researchers who are just entering the workplace. CATAS takes the following measures to exert the retired veterans role in “spreading”, “helping”, “guiding”: 1) Fully mobilization of retired personnel, collation of the published “The Rise of Great Undertaking from Mountains 《山野崛起伟业》” and other monographs, it tells the epic story of the history of natural rubber technology education and undertakings development from “The rise of great undertaking from mountains, talents from the weeds” to “Where there is hot work, there will be Treasure Island people”. This left for posterity an infinitely precious and heavy spiritual wealth. 2) CATAS authorities invite retired senior experts from different stations to go deep into each academy areas for each of the stations. Carrying out the education activities of the academy

history and situation with theme of “promoting the spirit of hot work, meritorious deeds hot for undertakings”, it can promote the fine tradition of hard-working and selfless dedication from old generation, cultivating young scientists with the spirit of love and respect their jobs. Retired experts entered the young scientists and students to combine with their arduous pioneering experience, it can impart good professional ethics, working methods and interaction with others for young scientists and students. It can help young people to learn the business knowledge, study business skills and improve the level of business. The above measures are both conducive to induce young scientists to grow up as soon as possible, and it is better to contribute for the development of CATAS undertakings.

3.2.3 Exerting the Role of Retired Cadres in Building a Harmonious Institutions

CATAS has large amount of retired personnel, it accounted for 47% of total workers. It can be said that, well prepared for retirees work can be directly related to the success of harmonious institutions construction. Many veteran comrades have more affluent time after retirement, the opportunity of the contact with the institution districts is much more, it can understand all aspects more directly. It has a wealth of experience and unique strengths in assisting to strive a harmonious institution districts, improving institution districts management, coordinating the conflict of interest, maintaining institution districts stability and other directions. Therefore, it should fully guide veteran comrades as far as they can to take up the “joint defense member” of law and order in institution districts, “propagandist” of policies and regulations, “inspector” of comprehensive management, “cleaner” of environmental health, “supervisor” of environmental protection and greening, “information officer” of institution conditions and public opinion, “mediators” of neighborhood relations and other public service work in institution districts. It can exert the service of neighborhood, understanding their needs, reflecting public opinion, maintenance of law and order, reconciliation about conflict, greening and environmental protection and other aspects, so that it can contribute to build a harmonious institutions.

3.3 Creating a Good Atmosphere for Retired Cadres to Exert Residual Heat

3.3.1 Forming a Good Atmosphere for Retired Cadres to Play Their Role

Veteran comrades spent a lot of effort and accumulated a wealth of experience in long-term work practice, it forms a complete theoretical system which has a strong guiding role of production practices in basic level. CATAS takes a good activities as carrier, it fully utilizes the expertise, professional and technical level from retirees science and technology workers in scientific and technological advice, technological innovation and technical services to exert a intelligent advantage, it make contributions to the socialist

modernization construction. At the same time, CATAS established a appraising commendation system of two level of institution, academy for retired personnel. Annual award in recognition to retired personnel with stressing politics, cardinal principles, overall situation in mind and safeguarding institutions development. It creates a good atmosphere of “competition of contributing to institution and academy”; it can fully exert the demonstration of advanced models and incentives, it can also gradually affect and drive veteran cadres with “mental” problems to change their thinking. Therefore, it can form a good atmosphere of “learning, hurrying, helping, exceeding, driving” for veteran comrades.

3.3.2 Creating a Good Working Environment for Retired Scientific and Technical Personnel to Exert Their Role

For rehiring veteran experts as technical consultant, it should provide experimental sites for them within its capacity, being reimbursed the tolls of “three agriculture” rural areas service from veteran experts, opening free access of experiment for veteran experts, and actively to arrange youth assistant for veteran experts. It should strive to provide a comfortable working environment and harmonious cultural environment for scientists and technicians retirees, which allows them to start an enjoyable work.

3.4 Conscientiously Implementing the “Two Treatments” for Retired Personnel

Two treatments for retired personnel are life treatment and political treatment, it can specifically start from below 3 points.

3.4.1 Improving Retired Fee, Medical Expenses and Other Assurance Support Mechanisms

The first is the assurance of retired fee paid in full and on time, medical expenses of retired cadres should be reimbursed accordance with the provisions. It should aim against the overall retired cadres entering “double high period” (YANG, 2012) of elderly period and high incidence period practically, further strengthening the healthcare and living service work, strengthening health examination and health education. It can also steadily push forward the medical expenses of CATAS retired cadres by entrusting Social Insurance Bureau of Hainan Province to establish accounts separately, integrate management, etc..

3.4.2 Implementing the Life Treatment of Retired Personnel

In accordance with national and relevant policies and regulations of Hainan to strive for financial support. It should ensure retired fee of retired personnel and various subsidies paid in full and on time. Involving the reform of retired personnel vital interests, specifically the adjustment of housing, improving benefits, etc.. It should also actively study and formulate appropriate protection methods and measures.

3.4.3 Focus on the Implementation of Political Treatment for Retired Personnel

It can establish a briefings system on a regular basis for the veteran cadres. Some of the important policies, especially the vital interests of policies related to veteran cadres, it should solicit their views and suggestions before the introduction. It can establish a system of major festivals to visit condolences to veteran comrades, timely sent the concern and warmth for them from the part and unit. It can establish the research of the veteran work on a regular basis; Guiding cadres personally resolve the problems in the work of veteran cadres; Organizing working meetings of veteran cadres on a regular basis; Soliciting the veteran cadres views for major issues; Counterparts in the leadership of division to contact veteran cadres and other systems.

3.5 Strengthening the Service Management Work of Retired Personnel

Strengthening the service management work of retired personnel management. The first is building a retirees management team with vibrant, energetic and strong execution capability. Second, it should be in line with the age, cultural level and other characteristics of retired personnel, and combined to consider their psychological demands, physical and mental health and own desire, and other demands. It can correctively guide and lead them to exert the residual heat of retired personnel for the benefit of the community.

3.5.1 The Institutions Unit Should Incorporate Retired Personnel Work into the Unit Development Plan

Formulate the annual work plan of retired personnel, clear the objectives and tasks, refine measures, secure the funds, ensure a sound implementation, make a conscientiously service management work for retired personnel. It should also incorporate retired personnel into evaluation system to accomplish as one of the important indicator of the annual assessment.

3.5.2 Strengthening the Personalized Service of Retired Personnel

It needs to pay attention at the in-depth analysis and understanding the situation of retired personnel, strengthening emergency aid, old facility and other aspects of service, strengthening the humane care and spiritual solace. It needs the innovative care, supporting difficulties mechanisms and the rapid response mechanism of reasonable demands. It should provide more temporary relief for them, help them to solve the pressing problems, express check and make good explanation for their views.

3.5.3 Strengthening Infrastructure Planning and Construction Such as Movement Position for Retired Personnel

Satisfying the spiritual and cultural demand of retired personnel, incorporating the veteran cadres (retired personnel) activity center, elderly college and

infrastructure construction into the development planning and work plan, it should also increase the investment at the same time.

3.5.4 Actively Organizing Learning and Sports Activities of Retired Personnel

It can start from beneficial to the physical and mental health of retired personnel, actively organizing, guiding retired personnel to carry out a political, ideological, scientific, informative and interesting in one, richly colorful and actively motivated reading club and other learning activities. It can explore the establishment of new ways and new methods which is suitable for elderly college campus (teaching points) to organize the cultural and sports activities suitable for senior citizens, this can satisfy the spiritual and cultural needs of life for veteran comrades. It can actively organize the exchange of visits between institution units of retired personnel.

3.5.5 Creating a Talent Pool of Retired Personnel, Building a Platform for Retired Personnel to Exert Their Role

Innovation of retired personnel role in the way, staff members should go deep into the basic level and fully grasp the specific circumstances of retired personnel. Age, physical condition, professional expertise, skill levels of retired personnel should be registered on the books in detail. According to energy, expertise, interests and other factors to classify, it can build a complete talent pool of retired personnel. It should have a principle of adhering to the voluntary and acting within the capability to classify the organizing and guiding. The unit should actively keep the enthusiasm of retired personnel to exert their role, the person should follow a innovative forms to organize and guide the retired personnel to exert their role fully.

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