

## Analysis of the Survey on the Realistic Circumstances of Young Cadres' Growth

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Supported by China National Social Science Foundation Bidding Project "Chinese Communist Party and the Youth Study" (11&ZD069).

Received 16 November 2014; accepted 24 January 2015  
Published online 26 February 2015

### Abstract

The healthy growth of young cadres is significant for our socialist cause. The survey shows that, young cadres have a more rational understanding of whether western political system is suitable for China and agrees with the Chinese Communist Party on its measures to punish corruption and strengthen the management. They generally believe they have a correct view of the world, power and career and hope to get more opportunities of practical training.

**Key words:** Young cadres; Growth; Realistic circumstances

Zhong, Z. L. (2015). Analysis of the Survey on the Realistic Circumstances of Young Cadres' Growth. *Canadian Social Science*, 11(2), 67-70. Available from: <http://www.cscanada.net/index.php/css/article/view/6480>  
DOI: <http://dx.doi.org/10.3968/6480>

### INTRODUCTION

Young people are builders and successors of socialism with Chinese characteristics. The 18<sup>th</sup> National Congress of the Chinese Communist Party stressed that, "The whole Party should care about young people, learn about what they have in mind, and encourage their growth." (Hu, 2012) Young cadres are an important part of young groups. Many of them are elite young talents. Whether this group can get a good healthy growth and development is related to the relationship between cadres and masses,

social harmony and the success of the socialist cause. Caring about the growth of young cadres, we first need to care about the realistic circumstances of their growth.

### 1. THE CONTENT AND MEANS OF THE SURVEY

The survey set three main criteria to define young cadres, and the first one is age standard. Comprehensively exploring China's relevant laws and regulations, the CPC Central Committee and government documents and existing academic research, the survey determines the age of young cadres is under 40 years old; the second one is the rank standard. The survey defines young cadres' rank is mainly above the middle level; the third one is workplace standard. The survey defines young cadres as those who work for government agencies in the city, county and township and party and mass organizations closely linked to the political work of the Party.

This survey set up four dimensions of the realistic circumstances of young cadres' growth, namely: the global, national, party situation and their own circumstances young cadres face in their growth. Based on the four dimensions, we prepared the survey questionnaire and interview questions.

The major means of the survey were survey questionnaire, small seminars and individual in-depth interviews, in which 300 questionnaires were issued and 255 questionnaires returned with the efficiency of 85%. We held a small seminar. 25 people participated in the seminar and 18 people made a speech. We conducted individual in-depth interviews with 10 individuals. The survey mainly chose areas in Chongqing, Sichuan and Gansu.

### 2. ANALYSIS OF THE SURVEY

(a) Young cadres do not have much contact with foreign media. Half of young cadres recognize

foreign political system, but they have a more rational understanding of whether foreign political system is suitable for China.

The vast majority of young cadres does not listen to foreign radios or visit foreign websites. In the question "do you usually listen to foreign radios?", 73% of young cadres selected "never"; 23.1% of young cadres chose "sometimes", and only about 4% of young cadres selected "regularly". In another question "do you usually visit foreign websites?", 82.9% of young cadres selected "never"; 14.6% of young cadres chose "sometimes", and 2.5% of young cadres chose "regularly". About the influence of foreign media and entertainment on young cadres, 32.3% of young cadres said they like watching European and American movies. Thus, in addition to European and American films, young cadres do not approach much foreign media.

About half of the young cadres agree with the Western democracy of "separation of powers" system, but do not think that is suitable for China. About how young cadres view Western "separation of powers" system, the survey showed that, young cadres in the 30-40-year-old group, 51.2% believe that is a high degree of democratic political system, but 53.7% in the same age group believe that it is not suitable for China to use "separation of powers" system. The rate of young cadres in the same age group who believe China should use "separation of powers" system is very low. Cadres in all other ages also have roughly the same understanding on this issue. This shows that, the majority of young cadres have a rational understanding on whether it is suitable for China to copy the Western system.

(b) Young cadres think good political environment and the cadre personnel system reform in China are in favor of young talents by joining into the cadre group, but the social passive corruption and complexity of nepotism to some extent have hindered the young cadres to stand out.

Young cadres agree that China's good political environment and the reform of cadre personnel system are in favor of the selection young cadre personnel. There is such a question "What current conditions in China do you think are conducive to the selection of young talents joining into the cadre group? Rank them by importance." The survey shows that, the top three are "to implement democratic, open, competition and merit-based policies in the reform of personnel system", "good political environment in the country", and "four policies of revolution, youth, knowledge and profession of cadres".

On whether the national civil service examination system is a favorable condition for selecting young people to join the cadre group, we find that there are some differences in the degree of recognition in young cadres of different ages and different genders. For young cadres who are in 20-30 age group, 51.6 % chose to agree; for young cadres who are in 30-40 age group, 43.9% chose

to agree. The gap both them is 7.7%. In terms of gender, the survey finds that the acceptance degree of young female cadres is higher than that of male cadres. We started a discussion about this issue in the seminar and we also introduced this issue in the individual interview. Respondents generally agree that because there are more "people born in 1980s" who have joined the cadre group by taking the civil service examinations than that of "people born in 1970s". Personal experience makes them more agreeable with this system. The civil service exam includes a written test and interviews. This approach is more conducive to demonstrate women's advantages, so in recent years there is a faster growth of young female talents joining the cadre group by taking the civil service exam, which is the reason why young female cadres agree more on civil service examination system.

For the influence of negative social corruption and nepotism of the growth of young cadres, there is a question "What factors do you think in China are not conducive to the growth of young cadres? Rank them according to the degree of influence." The survey shows that, the top three choices for all age groups are "serious negative social corruption", "complicated social nepotism", and "serious bureaucracy of some cadres". This shows that young cadres are anxious about the impact of the current existence of negative social corruption and nepotism of their growth.

(c) Young cadres agree with and welcome Chinese Communist Party's measures to punish corruption and strengthen the management.

In the seminar with young cadres, many young cadres express their recognition and welcome for the measures taken by the new generation of central leadership with general secretary of Xi Jinping to punish corruption and strengthen the management. Some young cadres believe that anti-corruption is a long process, and we need to strengthen the system construction to prevent corruption, anti-corruption and punish corruption and to establish viable institutional mechanisms. In individual interviews, some young cadres believe the establishment of a sound system and strict implementation of the system can guarantee clean and honest cadre group and ensure the safe growth of young cadres.

(d) Young cadres believe themselves have a correct view of the world, power and career. cadres of all ages generally believe that serious and responsible work, wholehearted endorsement from the public and strong ability are the most important conditions for young cadres to be promoted. They believe that the improvement of young cadres' ability to work needs opportunities for practical training.

Most respondents believe that young cadres have a correct view of the world, power and career, and their political position is firm, and they can discern major issues of principles, but there are differences in different age

groups. In order to have a holistic assessment for young cadre group, there is such a question in the questionnaire “In general, China’s young cadres (options are as

follows.” We select 30-40 age groups of young cadres as the main reference. Selection rate in top four options is as follows:

**Table 1**  
**Selection Rate in Top Four Options**

	20-30 years old	30-40 years old	40-50 years old
Have a correct view of the world, power and career.	64.5%	61.0%	44.0%
Have a firm political position and can discern major issues of principles.	54.8%	53.7%	76.0%
Have a correct concept of honor and disgrace.	41.9%	53.7%	60.0%
Can maintain fairness and justice.	41.9%	43.9%	52.0%

As the data in the above table shows, most young cadres agree more that they have a correct view of the world, power and career. Cadres in 40-50 age group agree more that young cadres have a firm political position. The rate of young cadres in 20-30 age group and 30-40 age group of young cadres “can maintain fairness and justice” is no more than half, which is worth attention.

The vast majority of young cadres express that they like cadres who can talk and work. They think cadres who are wholeheartedly endorsed by the public and have visions while talking and working should be promoted. In one question “Which of the following cadres do you like?” the highest selection rate is “those who can talk and work”, and the selection rate of cadre in all age groups is in excess of 80%. In another question “Which of the following cadres do you think should be promoted?” the selection rate of youth cadre in two age groups is over 80% on “those who have sincere feelings of the masses and are popular in the masses”, and “those who have visions while talking and working and who can work effectively”. The lowest selection rate is “those who have strong propaganda ability”. The selection rate of “those who are clean and honest” is also quite high, in excess of 50%, but it is not at the highest three choices.

Young Cadres believe the work ability, political performance, mass base, education, family background, etc. are favorable conditions for the development of young cadres. The majority of young cadres are eager to get opportunities of training and practice. In one question “Which of the following conditions do you think are more conducive to get promoted?” young cadres of all age groups consider the work ability and political performance are the most conducive conditions to get promoted. Cadres of all age groups believe education is important to get promoted. Young cadres in 30-40 age group put family background as the third conducive conditions for promotion, which shows in the promotion of young cadres, family background does have some impact.

About what conditions are more favorable for the growth of young cadres, top three options are: Go to difficult areas to get practice, and be entrusted with important tasks, get practice at key positions in the unit and do a good job at one’s own position, and gradually

accumulate experience. In the seminar and interviews, more than 80% of young cadres have expressed the desire to participate in the training of young cadres at Party school to learn. The reasons for the desire to participate in training vary. Some believe that training can improve their theoretical level and work ability; some believe that they can expand their interpersonal relationship in training, and some believe that this is a necessary way of promotion.

### 3. RECOMMENDATIONS FOR OPTIMIZATION OF GROWTH CONDITIONS OF YOUNG CADRES

Through the above analysis, in order to have young cadre obtain more scientific and healthy growth, we need to optimize their growth circumstance. We can start from the following four aspects:

(a) To enhance the self-confidence of young cadres on China’s socialist political system.

From the survey, we find that some young cadres are more agreeable with the Western “separation of powers” system. more than half of young cadres have a more clear understanding of China cannot copy from the Western democracies, but some young cadres are lack of self-confidence for our political system, which requires to enhance young cadres’ self-confidence in China’s socialist political system through education, and guide them to take the initiative to study Marxist theory, learn to use the Marxist world outlook and methodology to analyze the real problems, and to develop their socialism “path confidence”, “theoretical confidence” and “institutional confidence”.

(b) To make great efforts to solve the problem of corruption, make strict cadre selection and appointment system, and try to eliminate the impact of nepotism on the growth of young cadres.

At present, the existing corruption and nepotism in China have a bad influence. In addition to increasing the intensity of punishing corruption, we also should develop a rigorous system of selecting and appointing cadres to secure a fair, open and transparent cadre selection and appointment. In the study, we also find that, in an area, the

more young cadres who have no social connections and purely rely on their own efforts to stand out in the cadre selection, the better the social atmosphere of this place is, the more harmonious relationship between cadres and the masses it has, and the higher trust of young cadres have on the organizational department. Thus, to strengthen the system construction of selecting and appointing cadres is a necessary guarantee to optimize the circumstances of young cadres' growth.

(c) To strengthen ideological and political education of young cadres, cultivate young cadres' firm political ideals and beliefs and sense of purpose, and improve the ideological and political quality of young cadres.

Most young cadres think they have a correct view of the world, power and career, but we see that, the reason why young people are keen to taking the civil service exam is mainly the impact of official culture as well as the private interests a cadre post may bring. That civil service exam is popular is not terrible, but it is important that how young people treat their duties after admitted to the civil service system and what kind of view of power and career they will have.

Now in our cadres, especially young cadres, one thing that is most important, in most need of attention and needs effectively solution is the issue of ideal and belief and the style of thinking. We are in the most need to strengthen theoretical education (Xi, 2012).

We should strengthen ideological and political education of young cadres, especially ideological and political education of young party member cadres, to develop their firm ideals and beliefs to devote to the cause of socialist construction and the sense of purpose of serving the people, to guide them to conscientiously combine the service to the people, the country and local construction and the realization of their own values, and to constantly improve their ideological and political quality.

(d) To give young cadres more trust and care, provide more opportunities for learning and practice and training for young cadres, and allow young cadres to enhance their

abilities in learning and practice and present excellent political performance.

In the survey, many young cadres from the grassroots level have expressed the desire to get more care from the higher-level departments and organizational units and expressed the desire for more training opportunities to learn and practice. Higher authorities should listen to the voices of young cadres, trust young cadres, encourage the growth of young cadres, combine the need of work with the growth of young cadres, dare to give them tasks, give them more learning opportunities and training opportunities, stimulate their initiatives and enthusiasm, and allow them to temper their moral characters, increase their abilities and make more achievements in learning and practice.

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## CONCLUSION

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In the new era, the growth environment of young Chinese cadres is more complex, but the Chinese Communist Party cares about young cadres and is concerned about the growth of young cadres. The Party strengthens its efforts to punish corruption and enhance China's international status, etc., all of which provide good opportunities for the growth of young Chinese cadres. For uncondusive factors which influence the growth of young cadres in realistic environment, we should take targeted efforts to solve them so that young Chinese cadres will be able to get better and more long-term development.

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