

A Brief Discussion on Actively Promoting the Enrollment of Non-Permanent Staff in University Logistics into Trade Unions

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Abstract:

The membership of non-staff is the guarantee of the normal operation of logistics work so that employees have a sense of identity and belonging, to better tie the heart, retain people, keep talents, and avoid frequent personnel flow. Joining the trade union can better safeguard the rights and gain benefits. To promote help and assistance work, better serve people's livelihood, promote social harmony and stability, and build a harmonious campus.

Keywords:

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Logistics
Labor unions
Non-roster employees

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1. Introduction

With the gradual deepening of the socialization reform of logistics in colleges and universities, after the independent accounting of logistics entities, they should not only strictly control the establishment of regular workers, reduce the cost of human resources, but also provide powerful logistics support services for the booming cause of higher education. Therefore, college logistics began to gradually hire a large number of non-regular employees, most of whom are young people. They are gradually becoming the main force of college logistics management and service and even the new force of backbone posts, with an increasingly large team^[1].

Following the ACFTU's requirements of "where

there are workers, it is necessary to establish trade union organizations," "organize them into trade union organizations to the maximum extent" and "organize to effectively protect their rights," all colleges and universities across the country have taken the work of joining and protecting the rights of non-enrolled personnel as an important part of the performance of trade union duties^[2]. In this brief introduction to the university logistics non-staff membership work.

2. The composition of non-staff

As far as the logistics system of colleges and universities is concerned, the non-staff staff is relative to the original

personnel of the cause before the socialization reform of logistics, that is, the “new” in the “old way, new way”. As non-staff, they do not account for the school establishment, the former popular called “temporary workers,” refers to the term of use not exceeding one year of temporary, seasonal employment, it is a form of employment corresponding to fixed workers, and contract workers^[3]. With the promulgation of the “Labor Law” and the full implementation of the labor contract system and the increasing maturity of the labor market, the so-called “temporary workers” and “regular workers” no longer exist, and the concept of “temporary workers” has withdrawn from the stage of history. Instead, it is the non-regular employees agreed in the form of labor contracts. Some special talents need to be hired by the school, which is called “school employment” by the personnel used and managed by the logistics entity. Some personnel who are employed, used and managed by the logistics entity themselves are called “self-employment.”

The non-on-staff of college logistics mentioned in this paper is a relatively broad concept, which refers to all non-on-staff employed in the form of labor contracts in the college logistics department engaged in catering, water and electricity, greening, cleaning, maintenance, security, and other kinds of work^[4].

The main composition of non-regular employees is mostly migrant workers. In the past, this part of the staff was generally low in cultural quality, relatively young (30–45 years old), most of them have heavy family burdens and are the main economic pillar of the family. To pursue a higher quality of life, they work in the logistics of colleges and universities with a better environment, are more satisfied with stable and reliable wages and incomes, cherish their jobs, obey management, work hard, and unite and help each other in the work, but they have a low education level, lack of awareness of organization and legal awareness, and have low awareness of joining trade unions and low enthusiasm for membership, and are easy to follow blindly. At present, many of the non-enrolled employees are the only children of the family with better conditions, and many of them have received higher education. They have a broad vision, active thinking, pursuit of progress, and a certain sense of legal consciousness and rights protection. They have a strong sense of identity with

the trade union, and most of them are willing to join the trade union organization^[5].

Another part of the non-regular employees are laid-off workers from former state-owned enterprises. This includes both laid-off workers and a small number of people who have been engaged in management or technical work in the original unit. They are generally older (most of them are over 50 years old) and have a strong desire to pursue work again. However, due to their older age and single skills, they are mainly engaged in chores, cleaning, greening, guard duty, and other work. These workers have a strong sense of organization and discipline, with a good quality of working-class responsibility and discipline^[6]. They know how to rely on trade union organizations to protect their rights and interests, and there is a high demand for membership.

2. Current situation of non-working staff

2.1. A large number of employees, wide distribution of posts, and low overall quality

Take the logistics department of a school as an example, there are 6 independent accounting entities in the logistics, of which there are 142 formal employees and 572 informal employees, accounting for 80.1% of the total number of employees in the entity. The positions of informal employees are distributed in various departments such as food, property, transportation and early childhood education. Most of them work in front-line positions except for a few engaged in management and technical work. There are 406 migrant workers, accounting for about 71% of non-regular employees.

2.2. Market liquidity is strong, driven by obvious interests, and the turnover rate is high

The emergence of non-regular staff is the product of the development of the market economy, which is not only a manifestation of the role of the market in allocating human resources, but also the result of the two-way choice between individuals and employers^[7]. With certain market volatility, it conforms to the law of talent flow in the labor market. It is not only one of the ways of human capital investment but also optimizes the allocation of logistics talents in colleges and universities. Compared with the establishment staff,

the non-employment staff itself does not have a stable labor relationship, and the labor relationship is in the form of a contract. Therefore, they are generally unable to enjoy the social welfare of career establishment employees, so they pay less attention to social welfare, working environment, interpersonal relationships, career development potential, and other factors, and often pay more attention to the actual salary at present.

2.3. High salary flexibility and no stable labor relationship

The salary level of non-regular employees is subject to two constraints^[8]. In terms of the general environment, the salary of non-employed employees is greatly affected by their supply in the labor market. For employees with common skills whose supply exceeds demand in the human resource market, their salary level should be consistent with the market price due to the strong substitutability and high price elasticity of similar personnel in the talent market. In a small environment, the salary of non-regular employees is also affected by the logistics policy of the school. The policy orientation and tendency of the school towards logistics directly affect the policy orientation of the logistics entity providing service guarantee for the school, which will inevitably affect the compensation orientation of the logistics entity towards the non-staff.

3. The importance and urgency of non-staff joining the association

3.1. Membership of non-enrolled employees is necessary for comprehensively promoting the construction of a strong country and national rejuvenation

The 14th National Congress of Trade Unions of China clearly defined the working class status of migrant workers in cities^[9]. The 18th National Congress of China's Trade Unions pointed out that we should "strive to safeguard the labor and economic rights and interests of the masses of workers," "promote the equal access of migrant workers to basic public services in cities and towns," and "actively promote the construction of harmonious labor relations"^[10].

3.2. The union membership of non-enrolled employees is required by the duties of university trade unions

Trade unions in China are the bridge and bond between the Party and the masses. "Trade unions should adapt to the new situation of the development and growth of the workforce, innovate their organizational forms, expand their coverage and enhance their cohesion, and incorporate workers into trade unions in the broadest possible way." Safeguarding the legitimate rights and interests of the faculty and staff, including non-staff members, is the need to fully mobilize and give play to their enthusiasm and creativity, promote the reform, development, and stability of colleges and universities, but also to strengthen the Party building, close the connection between the Party and the faculty and staff, and consolidate the Party's class foundation and ruling position. However, in reality, there are still some non-staff members who fail to join the association in time. There are both subjective reasons and objective factors. Most of them are eager to join an organization that can safeguard their interests. It is very necessary and urgent to realize the full coverage of trade union organizations^[11].

3.3. Membership of non-working staff is needed for the development of college logistics

With the improvement of the logistics reform of colleges and universities, the decisive role of the market in the allocation of resources is further played, the proportion of non-staff in colleges and universities is gradually expanding, and their status in the construction and development of universities is becoming more important, and their role is becoming more and more prominent. Some non-staff in the logistics system have accounted for more than 90%, and many outstanding talents have taken leadership positions through their work performance. Without them, the logistics security of colleges and universities will fall into "paralysis"^[12]. Establishing stable labor relations, absorbing them into the association, and fully mobilizing and giving play to their enthusiasm and creativity will be an effective way and measure for accelerating the construction and development of the university, and it is also an inevitable requirement for the development of college logistics

and social progress. It is the social responsibility of the university trade union to respect and understand the workers as their parents' family.

3.4. Membership of non-regular staff is necessary to improve their comprehensive quality

Absorbing non-staff members into the association is one of the basic ways to improve their comprehensive quality, and also to provide quality for higher education. The inherent requirements of logistic support service. Joining the trade union organization can make the non-working employees feel their personality is respected so that they have a sense of belonging, they are also the masters of the department and have a way to protect their rights, and the enjoyment of welfare. Besides, it also allows participation in activities, significantly enhancing the sense of ownership. In case of conflicts between non-employees and their employers, the trade union will be their backstop. In the event of a major incident between themselves and their families, the trade union is their guarantee and they can receive care from the trade union. In this way, they can better anchor the heart, retain people, avoid the frequent flow of non-staff, make the staff fixed, and better complete the work task. Trade union organizations can also make full use of this platform to train non-staff in aspects such as professional ethics, business skills, laws and regulations, enhance business ability, improve service level, and better provide high-quality logistics support services for the cause of higher education ^[13].

4. The membership of non-enrolled employees

4.1. Establishing a trade union for logistics non-staff

College logistics according to the situation of the department, according to the "trade union law" and "trade union regulations," the establishment of logistics three levels of trade union. The so-called three-level trade union is the school trade union for the first-level trade union, the establishment of the secondary trade union of the logistics department under the approval of the school trade union, the secondary trade union of the logistics

department approved the establishment of the tertiary trade union of the logistics entity. Through the party organization of each logistics entity, according to the "School Trade Union election Measures," the election of all members was conducted to elect the chairman of the trade union and the committee members of the third-level trade union of the entity, and carry out the division of work, and equip the trade union staff neatly. After the establishment of the third-level logistic trade union, the system and organization should be established on time to carry out the work of the trade union smoothly. Non-regular employees should be encouraged to join trade unions voluntarily ^[14].

4.2. Improve the system of fund receipts and expenditures of third-level trade unions

The logistics third-level trade union should have the support of welfare and activity funds, improve the revenue and expenditure management of the logistics third-level trade union, standardize the use of trade union funds, and formulate the Measures for the Management of fund and expenditure of the logistics third-level trade union according to the relevant provisions of the Trade Union Accounting System and the relevant requirements of the Federation of Trade Unions in the Notice on Fund Matters related to the grass-roots trade union to carry out condolence activities. First of all, the income source of the funds is stipulated: after the non-regular employees voluntarily join the trade union, they will voluntarily pay the trade union membership dues according to five-thousandths of the total wages. The funds for trade union activities shall be drawn by the unit that establishes the three-tier trade union organization according to 2% of the total wages of the non-regular employees in the previous year. The welfare expenses of the trade union shall be drawn by the unit establishing the third-level trade union according to the number of non-regular employees in the previous year at a rate of 20 yuan per person per month. The fund shall be uniformly managed by the logistics finance department ^[15]. The expenditure requirements of funds are formulated, and the expenditure of funds should be in strict accordance with the requirements of the financial system of the university. The logistics three-level trade union solved the problem of fund income and expenditure, and also better solved the problem

of condolence, welfare, and fund organization of activities for non-staff. On this basis, it also increases the enthusiasm of non-staff to voluntarily join the logistics third-level trade union. According to statistics, the number of non-staff members in a school can reach more than 90%.

5. The role of non-staff members to join the union

Solving the university logistics of non-staff membership work will allow the non-staff to truly realize the “five maintenance”:

(1) To safeguard political rights, non-staff members enjoy the same rights as staff members to participate in advanced evaluation and democratic management

In some colleges and universities, non-staff logistics staff can be hired to department-level management posts, fully mobilizing the enthusiasm of outstanding non-staff work, so that they have more room for promotion in the work. In the advanced evaluation, all employees are carried out together, and the “post model” and “work expert” are evaluated in the “post-training” activity. The number of non-assigned employees is more than that of assigned employees. In “Quality Service Month,” through participation in the unit recommendation, online voting, teachers and students scoring and other links, selected the “excellent team,” “service star” and other awards, many of the award-winning personnel are working in the front-line positions of the non-staff.

(2) To safeguard labor rights, the logistics third-level trade union guided non-employees to sign labor contracts with the unit

Professional lawyers were invited to organize training on Labor Contract Law and other related knowledge for non-employees so that they had the consciousness of signing labor contracts. They have an awareness of labor safety protection, and protecting rights in case of labor disputes. For example, when labor contract disputes occur at work, they know that there is a trade union organization that can actively cooperate and coordinate to solve disputes for them. It better protects the labor rights of non-working employees from being infringed.

(3) Safeguard economic rights and urge the

employer to pay various insurance premiums and pay wages in full and on time for non-working employees

This ensures that they receive the economic remuneration on time according to the contract during the working period. After entering work, it is necessary to pay various social insurance for non-employees on time. The units with conditions or high-risk jobs provide commercial insurance for non-employees to supplement the social insurance and ensure that they can get economic compensation in case of accidents.

(4) Safeguard the right to health, and supervise the employment unit to provide a safe working environment and working conditions for non-working employees

This provides free health examinations for employees on time during the entry and work period. Actively create a safe working environment to ensure the physical and mental safety of employees at work. Provide good accommodation conditions for those who have conditions and need accommodation to ensure that employees are full of spirit at work and can better complete their work.

(5) Safeguard the right to study, support and encourage non-staff based on the position, self-study

This encourages non-staff to participate in all kinds of training and learning, such as professional skills and cultural knowledge learning. Reward or reimburse tuition fees for employees who have achieved excellent academic performance, and promote and reuse those who have achieved excellent academic performance.

By effectively safeguarding the legitimate rights and interests, continuously enhancing the sense of identity and belonging of non-working employees, and better mobilizing the initiative, enthusiasm and creativity of non-working employees in college logistics services.

Logistics unions in colleges and universities should actively promote the implementation of the national policy on non-staff, safeguard their legitimate rights and interests according to law, try their best to help solve the practical difficulties of non-staff in work and life, and improve the environmental conditions of their work and life. This actively promotes the fixed-point assistance work for non-staff, and contributes to the establishment of a harmonious campus in serving the people’s livelihood and promoting social harmony and stability.

Disclosure statement

The author declares no conflict of interest.

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