

## Teacher's Rights and Interests Safeguard Analysis and Countermeasure Research in Rural Schools under the Strong Education Province

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**Abstract** —Teachers' rights security receives more and more attention from all walks of life under the strong education province and along with the gradual enlargement gap in the rich and the poor of various fields of cities and towns, the rights and interests of teachers in the rural primary and secondary schools do not ensure the situation far from the urban teacher. So, Pay close attention to rural middle and primary school teachers' rights protection, solve the rural primary and middle school teachers' survival and life issues by every possible means, it is the key to ensure rural education, harmonious, steady development.

**Keywords-** *teachers in rural; protection of rights and interests; measures*

### I. INTRODUCTION

The legitimate rights and interests of ensuring the teacher are to educate prerequisites of going ahead of the rest, revitalizing the nation through science and education, stabilize the teaching body especially, guarantee the quality of education, improve the prerequisite key element of national quality in an all-round way. The quality of education in rural areas is not only directly determines the overall quality of basic education in China, but also an important aspect of realizing education fairness. However, with the increasing gap between urban and rural areas, the legitimate rights and interests of rural primary and secondary school teachers is unable to obtain the reasonable protection of the phenomenon is relatively common. How to change this situation, improve the rights of teachers in primary and middle schools in the rural security has become an imminent task faced by the Ministry of education.

### II. ANALYSIS OF THE PROTECTION OF THE RIGHTS AND INTERESTS OF TEACHERS IN RURAL PRIMARY AND MIDDLE SCHOOLS

In recent years, the teacher's salary is improved progressively, welfare treatment and working condition have improve, teacher training has made great progress, but the relevant regulations of the law enforcement, teacher's legal rights and interests lack the effective guarantee.

1. The basic wage of the teacher has realized very fast growth, but teacher's salary income level is still on the low

side <sup>[1]</sup>

The central government improves the security system of teachers' salaries, the salary level overall, ensures that the teachers of basic wages are paid on time and in full, on this basis, teachers' salaries to achieve rapid growth. But because the teacher subsidies have not been fully implemented, teacher's income level is still low, teachers' average salary shall not be lower than the average wage level of local civil servants" has not been completely from the "the essence" implemented.

The disparity in urban and rural areas of income level of teacher's salary is still relatively great, on the same area of the teachers, the welfare treatment and the wage level between different schools has greater disparity too. As to the remote and backward rural areas, teacher's income will be lower, which is caused the countryside especially the teachers in remote areas is not stable, it is also difficult to attract outstanding talents from the main reason of teaching.

2. The teacher training has made greater progress, but relatively far from actual demand

A good academic environment, software and hardware facilities and continuing education opportunities are teachers of cultural security, but the rural school teaching conditions can not satisfy the actual demand. In our investigation, although the center schools have set up a library, but the library and facilities are relatively simple, quite a few of schools without any experimental equipment. Computer room, multimedia classroom and pronunciation room are more scarce, restrict high-quality educational resource-sharing seriously.

In continuing education and training, although the administrative department in charge of education has thought a lot of ways, but because the funds of rural school are tight, training costs most should be undertaken by teachers, which will undoubtedly affect the enthusiasm of teachers to participate in continuing education; Secondly, rural teacher training opportunities to be few, even if train and become a mere formality, the training content is not targeted, difficult to achieve renewal education idea and improve the teaching ability of desire, coupled with the heavy workload of teachers, teacher training can only be arranged on weekends or holidays, it has also become

another important influence factor of teachers to continue education and learning.

3. Teacher's welfare treatment is paid attention to, but rural teachers in medical, housing is still facing prominent problems

Social security system is to protect the insured personnel's rights which include the most basic disease medicine, then the old can be raised and be in a house, then the insured personnel are without the worries behind, and social security system develops the effect of social safety net and a shock absorber. Although health care is universal, but the rural teachers perennial adhere to the teaching forefront, are inseparable from the children and the classrooms, and could not give consideration to their health condition. When faced with serious illness, serious illness or suffering from specific diseases need to pay large medical expenses, Although the prevalence of Teachers can get medical insurance reimbursement, but they still have to bear most of the cost .

The investigation brought to light a number of facts: 46.8% schools to provide teachers with below 10 square meters of housing, with more than 20 square meters accounted for only 19.7%, some primary school does not provide housing. The teachers will also face difficulties of no room after retirement. When talking about the family situation, because of the economic conditions and housing conditions, most teachers can not be responsible for their children and display filial piety to their parents. So 89.2% of the teachers do not want their children to engage in the teaching profession.

4. Teachers always are respected, but in the market economy driven by the "official standard" atmosphere, teachers become more "poverty".

Since ancient times, the occupation of teacher is deemed to the most glorious occupation. But now in the environment in which the petticoat influence is popular, the teacher is ignored by the social core characters. Whether in the "official standard" political climate or under the drive of market economy. The teacher positions are subject to discrimination. Especially in the new curriculum reform requires an equal relationship between teachers and students, some rural parents and students distort the meaning and forget the respect for teachers.

### III. SUGGESTIONS AND COUNTERMEASURES OF THE PROTECTION OF THE RIGHTS AND INTERESTS OF RURAL PRIMARY AND SECONDARY SCHOOL TEACHERS

Pay attention to the protection of the rights and interests of the rural primary and secondary school teachers, solve the teachers of primary and secondary school life in rural areas, is the key to ensure Rural education, health, coordinated, steady development.

1. Teacher pay part of compulsory education funds is overall planning by the central, then rural teachers' wages security no longer due to regional differences in economic

development imbalance, and rural teachers really recognized the position's importance, honor, and don't worry about their basic life.

2. Protect of the rights and interests of rural middle school teachers from the aspect of law.

《Education Law of the people's Republic of China》、《Teachers Law of the people's Republic of China》 and other laws have made the explicit stipulation to the rights and interests of teachers. There must be laws for people to follow, the laws are strictly observed and enforced and law breakers are punished. If take the law as the criterion, no government or a unit dare to illegal, no one dare to harm the rights and interests of teachers? Again, many of our local governments in order to support the development of rural education, have introduced a series of policies to encourage and support teachers to teach in rural areas of the provisions, such as improving the allowance, putting forward who want to promote provisions of high-level professional and technical positions must have a rural primary and secondary education teaching experience. If all levels of government take action implement the file, the policies, the authority of the government will be set up, tens of thousands of rural primary and secondary school teachers on the government's trust is unprecedented.

3. Social security costs of primary and secondary school teachers achieve co-ordination by the provincial government.

We used to believe that the implementation of the balanced development of urban and rural education, should pay attention to the several keywords as school construction, school conditions, the quality of school , but the balance between urban teachers treatment and rural teachers treatment had be ignored. Urban and rural teachers have not only between the dominant income inequality, and city teachers still have hidden income. This equilibrium is not to be ignored. Even with the same city schools in the rural school running conditions, without the enthusiasm of teachers, to improve the quality of education is empty talk. Therefore, if the endowment insurance, housing provident fund, medical insurance, social security project is in accordance with the unified standards, achieve co-ordination by the provincial government, really make the rural and city teachers enjoy equal national treatment, then the rights and interests of rural primary and secondary school teachers is real practical.

4. To solve rights poverty and spiritual poverty for the rural primary and secondary school teacher.

If the improvement of rural primary and secondary school teachers' salaries, the implementation of the social security treatment is to solve the material rights of rural primary and secondary school teachers, "empowerment" and "energization" is an important way to solve rights poverty and spiritual poverty for teachers in primary and middle schools. "Empowerment" is to give right for teachers to teach according to law, to defend according to law, to

supervise the administrative departments of Education and school administrative leadership according to law. "energization" is teachers can improve and expand their personal development and living space by training and learning , so that they can do what they , want to do, see their hope and future in practice. The rights and obligations of the primary and secondary school teachers in rural is unbalanced, in real life, school is managed by schoolmaster, and teachers often are considered as object for management and use, driven by school, society, parents increased internal, external pressure great for teachers in the "exam-oriented education" system and mechanism. Especially in the school, in order to achieve objective assessment drew up by higher level, teachers have no free, schools require what are you doing, how to do, must be unconditional obedience. There are some popular rules, such as "at the end of the elimination system"," the consequences of their own

responsibility ", which terrorized the teachers of middle and primary schools. In the teaching of rural primary school, a serious lack of various aspects of teaching conditions, teaching resources, under the unified test, the teachers who get the last may be eliminated at any time in the so-called "elimination" rules, even cause no door. Therefore, we must improve the education system and education environment like this, to solve rural primary and secondary school teachers "helpless", "rogue", "hopeless", "Inaction" of the problem, in the "right" and completely "out of poverty" in "spirit".

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