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A Study on the Reemployment of Young Elderly People in the Context of Population Aging

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Abstract: Population is one of the important factors in socio-economic development, so we need to actively respond to population aging. Reemployment of the elderly is one of the important paths for human resource development. Promoting the reemployment of young and elderly people has become an important strategy to meet the social needs of aging and supplement production labor. To address the difficulties that need to be solved in the reemployment of young and elderly people, specific measures need to be proposed based on the actual situation in China.

Keywords: Elderly human resources; Young and elderly people; Re-employment

1. The necessity of implementing reemployment for young and elderly people

1.1 The current situation of aging population in China

According to the seventh national census report, the population of China aged 60 and above is 264.02 million, accounting for 18.7% of the total population. Compared with the sixth national census data, this has increased by 5.44 percentage points. Among them, the population aged 65 and above is 190.64 million, accounting for 13.5% of the total population. China has a large number of elderly people and a fast growth rate, making it the country with the largest total elderly population in the world. The problem of aging is becoming increasingly prominent.^[1]

1.2 The challenges brought by aging population

With the increase in the proportion of elderly population, the pressure on pension payment is gradually increasing, and the demand for medical and elderly care services is also constantly increasing. According to statistics, as of 2022, the population receiving pensions in China has reached 300 million, of which 160 million participate in resident pension insurance, with an average pension of only about 200 yuan per person. This shows the enormous pressure and imbalance in pension payments. And elderly people are more prone to illness, requiring more funds to be invested in medical resources and nursing services. However, there are still many shortcomings in China's medical and elderly care service system, such as incomplete facilities and a shortage of service personnel, which make it difficult to meet the growing demand for elderly care. Meanwhile, with the acceleration of aging, the future pension gap will continue to increase, bringing a heavy burden to the national finance.^[2]

Aging leads to a decrease in the working age population, which in turn affects the supply of social labor. From 2010 to 2022, the working age population aged 15-64 decreased from 1 billion to 960 million, and the proportion also decreased from 74.5% to 68.1%. It is expected that by 2050, this proportion will decrease to around 58%. The reduction of labor force will directly affect the productivity and economic development speed of society.^[3]

1.3 The feasibility of reemployment for young and elderly people

The data shows that the average retirement age of employees in China is only 54 years old. Compared to older adults, younger adults generally have better physical conditions and can undertake certain work tasks.^[4] They do not have serious physical illnesses and are able to maintain high work efficiency. Young and elderly people have accumulated a wealth of practical experience in their work positions and possess strong abilities to solve problems and respond to challenges.^[5] This is their unique advantage, which can provide valuable experience and guidance for enterprises. According to the 2022 Research Report on Retirement and Reemployment of the Elderly Population, over 68% of young elderly people have a strong willingness to seek employment after retirement. This indicates that they have the motivation and ability to continue participating in social work.^[6]

2. The current situation of reemployment among young and elderly people

2.1 Motivation for Reemployment of Young Elderly People

There are various motivations for the elderly to re-enter the workforce, which can be summarized into the following aspects:

Economic demand: For some elderly people, retirement funds or pensions may not be able to meet their living needs, especially when facing pressure from inflation and rising prices. Reemployment can provide them with additional sources of income and help them maintain or improve their living standards.

Social and emotional needs: After retirement, the social circle of elderly people may gradually shrink, leading to feelings of loneliness and helplessness. Reemployment can provide them with a new social environment, and interaction with colleagues and clients can meet their social and emotional needs.

Realizing self-worth: Many elderly people still hope to maintain an active and meaningful lifestyle after retirement. Reemployment can help them continue to utilize their skills and experience, realize their self-worth, enhance their confidence and sense of achievement.

Social contribution: Some elderly people may wish to continue making contributions to society. Through re employment, they can use their knowledge and experience to guide the younger generation, or participate in public welfare undertakings and give back to society.^[7]

2.2 The field of reemployment for young and elderly people

The current flexible employment mode is still the main channel for re employment of retirees in China. The sampling survey of urban labor force by the Chinese Academy of Social Sciences shows that retirees are mainly engaged in wholesale and retail industries, residential services, repair and other service industries, which do not require heavy physical labor or high human capital.

3. The challenges and measures faced by young and elderly people in re employment

3.1 Employment discrimination

Many young and elderly people face age discrimination during the process of re employment. Some employers may believe that they are older and not suitable for re employment, or that their joining will reduce employment opportunities for young people. The common misconceptions in society have also exacerbated this discrimination, putting young and elderly people at a disadvantage in the job market.

The society should do a good job in publicity, so that more people can understand the employability of the young and elderly, and more enterprises should understand the advantages of employing the elderly, and create a broad awareness of the elderly to do something and play a role for the society through the propaganda offensive.

3.2 Information Asymmetry

Young and elderly people often struggle to obtain suitable re employment information, resulting in them being unable to find positions that fully leverage their strengths.

To this end, a specialized employment information service platform should be built for the elderly, providing functions such as job posting, resume submission, and career planning. By collaborating with businesses and communities, timely collect and update recruitment information to ensure accuracy and timeliness. Organize job fairs specifically for young and elderly people, providing them with more employment opportunities and choices.

Establish a career guidance center to provide personalized career planning advice for young and elderly people, helping them clarify their employment direction. Provide consulting services to address issues encountered by elderly people during their reemployment process, such as contract signing and labor regulations.

Provide certain policy incentives or subsidies to enterprises that actively recruit young and elderly people for employment, and encourage enterprises to provide more employment opportunities for the elderly.^[8]

3.3 Lack of skills training

Some elderly people may lack competitiveness in job hunting due to not having received higher education or vocational training when they were young. Their workplace experience may be relatively limited and lack diverse backgrounds, which also limits their options for reemployment. However, vocational skills training courses for young and elderly people are relatively scarce, making them feel inadequate in the face of rapidly changing career requirements.^[8]

In order to meet this challenge, various training courses can be developed to improve their vocational skills and competitiveness, and training programs can be customized according to the actual needs and interests of the elderly to ensure the quality and effectiveness of training. Through online courses and distance education, the elderly can easily receive education and training at home, lower the learning threshold and improve learning efficiency. In the process, seniors are taught how to use basic tools such as computers, the internet, and smartphones, as

well as become proficient in work-related software and applications to enhance their vocational skills. The government can provide financial support and policy support to promote the development of skills training for the elderly. State-owned enterprises, public institutions and social organizations can cooperate with training institutions to provide internships and employment opportunities for the elderly to apply the skills they have learned in practical work and deepen their understanding and memory.^[9]

3.4 Insufficient and imperfect social security system and rights protection

The imperfection of the social security system is a major problem for young and elderly people who have been re-employed. Some employers are reluctant to contribute to social insurance for the elderly, which means they don't even have basic work-related injury protection in the event of an accident. In addition, some elderly people face difficulties in the process of re-employment due to low or no pension. It is difficult to protect the employment rights and interests of the elderly in reemployment, and many reemployment relationships are labor relations, and employers usually only pay remuneration and assume no other obligations. Society should increase investment in pension insurance, medical insurance, nursing insurance, welfare benefits, and other aspects to improve coverage and level of protection, in order to ensure the basic living needs of the elderly. This can ensure that elderly people have a certain level of social security support even in the face of risks or accidents during the process of re employment. And establish a sound community elderly care service system to improve the level and supply capacity of community elderly care services. This can provide more convenient and efficient elderly care services for re employed elderly people, solving their worries in work and life.

Strengthen institutional construction, clarify the legal status of retired and re employed personnel, and safeguard the equal employment rights and interests of the elderly. Laws and policies against age discrimination should be formulated and implemented to ensure that elderly people are treated fairly in the job market.

Build a one-stop employment promotion platform that integrates development, promotion, evaluation, and feedback, providing comprehensive employment services for the elderly. Establish and improve employment service centers for the elderly based on universities for the elderly, and establish a talent information database for the elderly based on their existing qualifications and learning situation. This helps employers to have a more accurate understanding of the professional skills and work experience of the elderly, and improve their employment opportunities.

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