

Reemployment Structure of Older Workers in China

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Abstract In the 21st century, aging of population and employment will be one of China's biggest problems. How to develop and realize the re-employment of older Human Resource is the key to solving this problem. This paper analyzed the status of older human resources and re-employment of older workers in China, and then proposed some suggestions for reemployment patterns of older workers.

Keywords Active Aging, Reemployment, Older Workers

1. Literature Review

1.1. Research of the Older Human Resource

As Karl Marx pointed profoundly in *wages, prices and profits*, "Time is actually the people's enthusiasm exists, it is not only the scale of human life, but also the development of space." The 2002 United Nations Second World Assembly On Ageing convened in Madrid developed positive ageing strategies for the 21st century-*Madrid International Plan of action on ageing 2002*. There are two main implications in the plan. First, the older are not a burden to the society, but precious wealth and sustainable development resources of the whole society and all mankind. Second, advocating a positive, healthy attitude for the older to participate in social development.

In the 21st century, on general field of the older and the aging, the whole world needs to change the traditional thinking mode, re understanding and rethinking the older concept defined in the industrial age. Older people will no longer be regarded as a burden and social problems, mere consumers. Instead they will be the creator in the aging society. The competitiveness and efficiency of the public sector in the future social will increasingly depend on the productivity and performance of older workers (Yang Tuan, 2011).

1.2. Research on Re-Employment of Older Population

The Law on the Protection of the Rights and Interests of Older People newly revised in 2013 clearly defined, "Coping with the population aging is a long-term strategic task in China." And further proposed: The state and society should pay more attention to the older population, cherish their knowledge, skills, experience and good character, maximize their talent, protect their rights to participate in economic, political, cultural and social activities.

The fifteenth plenary session emphasizes, the older has unique advantages in experience, knowledge, skills. They are the precious wealth of the whole society and important force for economic and social development we can rely on. We should firmly establish the positive concept of aging, improve the institutional mechanisms and related policies and measures, protect the rights of the older to take part in economic, political, cultural and social activities (Li Ligu, 2013). The older population engaged in various occupations can be ranked according to their workload: technology and management consultant, all kinds of professional workers, skilled workers, engaged in the third industry, social welfare workers and general laborers (Cai Jing, 1988).

The Law on the Protection of the Rights and Interests of Older People newly revised added 3 new chapters, which developing a positive concept response to population aging. It has a significant breakthrough in social security, social services, social benefits, social participation and livable environment and other aspects of construction norms for the older population, laying a solid foundation for the establishment and improvement of ageing system and legal policy.

1.3. Research on Employment Policy of Older Population

First, we must foster actively the development of grassroots social organizations for older population, accelerate the standardization of building grassroots Geriatrics Society, enhanced self-education, self-management and self-service functions of older social organization, guiding the older to participate in social management and mutual service activities orderly through various aging society organizations. Second, we must carry out the aged education, support community to run all kinds

of school and classroom for the aged encourage older people to accept various forms of continuing education, learn professional knowledge and skills, create favorable conditions for social integration and participation. Third, we must carry out a wide range of volunteer activities in older people, encourage and support older people to participate in the "Silver Age Action", to play an important role in youth education, consulting services, and maintenance of law and help mediate civil disputes, etc. Fourth, improve the linkage mechanism for the work of older safeguarding rights and legal services network, protect the labor safety and legitimate income for the older, focus on maintaining the legal rights and interests of the rural older, older women and minority areas.

2. Status of Older Human Resources and Re-employment

2.1. The Trend of China's Population Development

According to the sixth census figure published by the national bureau of statistics, by the end of November 1, 2010, the total population of China is 1.37 billion, there are

0.18 billion people over the age of 60, accounting for 13.26% of the total population. The population aged 65 years is 0.12 billion, accounting for 8.87%. The aging of the population standard of United Nations is that, more than 7% of the population over 65 years or more than 10% of the population over 60 years, the countries entered the stage of an aging population. The fifth census figure published in 2000 showed there were 88.11 million people over the age of 65, accounting for 6.96% of the total population; the population aged over 60 was 0.12 billion, accounting for 10.02%, China has already entered the stage of an aging population, now China is facing serious demographic burden.

China's population is expected to continue to increase at a low growth rate in the next 30 years. In 2045, the population will reach a peak at the amount of 1.53 billion, then a short negative growth and will eventually stabilize at about 1.5 billion, population over 65 will take 21%, the aging rate in China will be stable at this level until the end of the 21st century.

In the 21st century, aging of population and employment will be one of China's biggest problems. How to develop and realize the re-employment of older Human Resource is the key to solving this problem.

Table 1. Future Chinese population scale and its aging trend unit: million, %¹

| year | Pop. | Aging pop. | Ageing rate | year | Pop. | Aging pop. | Ageing rate |
|------|---------|------------|-------------|------|---------|------------|-------------|
| 2010 | 137 054 | 11 883 | 8.87% | 2060 | 151 693 | 33 434 | 22.00% |
| 2015 | 141 221 | 13 428 | 9.50% | 2065 | 151 326 | 33 595 | 22.20% |
| 2020 | 144 899 | 16 805 | 11.60% | 2070 | 151 077 | 33 086 | 21.90% |
| 2025 | 148 271 | 19 404 | 13.10% | 2075 | 150 520 | 32 175 | 21.40% |
| 2030 | 150 912 | 23 053 | 15.30% | 2080 | 150 334 | 31 529 | 21.00% |
| 2035 | 152 690 | 27 631 | 18.10% | 2085 | 150 544 | 31 370 | 20.80% |
| 2040 | 153 375 | 30 795 | 20.10% | 2090 | 151 091 | 31 814 | 21.10% |
| 2045 | 153 446 | 31 366 | 20.40% | 2095 | 151 818 | 32 451 | 21.70% |
| 2050 | 153 017 | 31 523 | 20.60% | 2100 | 152 592 | 33 121 | 21.70% |
| 2055 | 152 307 | 32 704 | 21.50% | | | | |

¹Data sources: Yuan Xin. The Population of the Older and the Development of the Older Human Resource in China of the 21st Century[J]. South China Population, 2000, 15(1).

Table 2. Education level of China's older population unit: person, %

| Over 65 | Total | Not educated | Primary | Junior middle | Senior middle | Mechanical Degree | Bachelor Degree | Master Degree |
|---------|-----------|--------------|----------|---------------|---------------|-------------------|-----------------|---------------|
| Pop. | 118927158 | 29351175 | 54688156 | 17447907 | 6109832 | 2079728 | 1599632 | 34580 |
| Per. | 100% | 24.68% | 45.98% | 14.67% | 5.14% | 1.75% | 1.35% | 0.03% |

2.2. Status of China's Older Human Resources¹

Low educational level is a major feature of China's older human resource. The older generation is born before the founding of new China, due to historical factors, they do not have a stable environment for education.

As we can see from the table above, among the 120 million people over 65 years old, with nearly 1/4 of people uneducated, half of them only attended primary school, less than 10% get a higher education than senior middle school.

Second, the labor force participation rate is in a low level. In the older people, the employment population accounts for only 20.9%.

Table 3. Employment rate of China's older population Unit: person, %

| Over 65 | Total | Employed | Unemployed | Economically inactive |
|---------|----------|----------|------------|-----------------------|
| Pop. | 11826668 | 2476045 | 18800 | 9331823 |
| Per. | 100% | 20.9% | 0.2% | 78.9% |

China's current legal retirement age is 60 for men, 55 for women. Although there are a large part of people in the retirement age choose to continue to work, the working population percentage is still low. Therefore, there is a large part of older population can be stimulated to participate in work. However, with the improvement of the social security system in the future, larger part of older people have adequate income to meet their needs, they are more reluctant to participate in the work. The next research will focus on the designing of the system to improve the employment of older population.

3. Conclusion

After entered the stage of an aging population in 1999, aging has become one of the most serious problems of our society. To a certain extent, it will affect the economic development in the future and China will always be accompanied by this problem in the 21st century. Comprehend and develop the older human resource, will not only address the negative effects brought about by aging, but also maintain social harmony and promote national economic development. This requires policy makers have a long-term vision, to change the ageing population burden into older demographic dividend with wisdom.

Acknowledgments

The work was financially supported by the Post-1970's Scholars Academic Development Program of Wuhan University "The international competitiveness improving of China's enterprises".

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¹ Data in this part come from the sixth census figure published by the national bureau of statistics in April 28th.2010.