

## Research on Development of Old Human Resources in China

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**Abstract:** The current world at large is faced with a major challenge---population aging---which restricts economic growth. Owing to the backward economic and social development in the past years, imperfect pension insurance system and other factors, population aging in our country increasingly goes fast, which no doubt have numerous impacts on sustainable economic development. It therefore is pressing to holistically analyze how to develop the old human resources, and attempt to solve the problem, so as to offer valuable references for development of domestic economy and society.

### 1. Introduction

Aged population nowadays is a prominent constraint for economic development throughout the world. That economic and social development lagged behind, as well as pension insurance system is deficient causes China to confront with human-related issues, such as large old population, rapid aging, lack of trained people, and grave scarcity of high-caliber people. On the one hand, excessive old population puts much pressure on our social pension system. On the other hand, growing old people means drop of young labor forces, thus adding stresses to economic growth. All of this requires the country to take population aging seriously and proactively develop old human resources, for instance, to reeducate or retain them by intended and planned organizations, to strengthen their professional quality and value so as to advance a harmonious society. Accordingly, emphasizing old human resources and establishing a long-term strategy for developing the resources will generate enormous benefits, including alleviating shortage of professional people, lightening crisis of population aging, lessening social burden, and heightening value of the old. By doing so, there is hope for our country to witness old people's positive role in economic and social development.

### 2. Difficulties in Developing Old Human Resources

#### 2.1. Outdated Endowment View, Slow Knowledge Updating.

First, many people hold backward ideas in this regard. With Chinese urban construction accelerating, small urban families gradually took the place of the big village households; and living standard continues going up. Moreover, implementation of family planning policy produced a lot of one-child families whose sons or daughters incline to support their parents to enjoy family love and joy after retirement, or pay so much attention to their parents' material demands that they belittle their mental needs, which neither advances living standard of the old, nor does it allocate these human resources properly. Second, knowledge updating is slow. Speedy growth of economy and technology generates more fresh things and knowledge. Nevertheless, the old people's original knowledge is too outdated to meet the requirements of scientific progress. This is why the issue is increasingly obtrusive. Admittedly, the country is in an attempt to launch education for the old, for instance, colleges designed to train old people. However, most focus on helping old people to cultivate interests related to recreational activities, thus less stressing skills needed for economic market. As a result, a great number of old people are unable to keep up with times, which to some

extent is a roadblock for development of old human resources.

## **2.2. Low Social Recognition to Old People's Skills.**

In the first place, there is a bias against old human resources due to outdated outlook on the elderly and other backward thoughts, believing it is doubtless that both mentality and physical strength of the old go downhill as they grow old; that no ability to proceed with work; and that nor should they do so. What is even worse is that some people "discriminate" old people and ignore what they are good at. In their eyes, the old is physically weak and backward and feudal in thoughts; and they can not adapt themselves to the development of modern society because of outdated knowledge. Secondly, if the old people still continue to work on their posts, hard employment will be exasperated. At the present time, people are in the face of raising pressure in getting jobs and thus the problem is inescapable. A popular remark is that "graduation is equal to unemployment." That a mass of young people can not get access to jobs is mainly because "shortage of people" does not exist. Under such a circumstance, it is boldly presumed that continuous employment of the old must make the employment harder and harder. That is, no vacancy, no chance for new people to get a new job. Such thoughts are far more likely to stop the old from regaining a job, causing their peculiar advantages to be wasted. That thinking the elderly find a job is just for lessening economic burden is not objective but one-sided because it does not pay attention to their unique experience and strengths, nor does it perceive that developing old human resources is a socially systematic project, which are adding more impossibilities to it.

## **2.3. Insufficient Regulations and Insurance Mechanisms.**

On the one hand, there is a lack of valid insurance system. A country's endowment view is closely connected with its pension insurance system. Clause 7 of Supreme Court's Explanation on Applied Laws in Trialing Labor Disputes III (FS [2010] No.12) pointed out on September 13 of 2010 that "if the employer meets with employment disputes with its employee who has already legally enjoyed endowment insurance or received pension, and if they file a lawsuit to the People's Court, the court shall deal with it as labor relations." This stipulation indicates that old people's labor relations with units are merely handed according to civil relationship, which rises the risks of their employment. On the other hand, relevant rules and laws are not thorough. The present regulations suffice protection in reemployment of the old. So it is hard to safeguard their legal rights and interests. The Labor Law issued in 1994 did not make any stipulation on rights of the retired people. Both the new Law of Employment Contract and the Law of the People's Republic of China on Protection of the Rights and Interests of the Elderly revised in 2013 still did not have any precise provision in this regard. Admittedly, legislation on their reemployment is far more behind social and economic progress.

## **2.4. Imperfect Labor Market of Old People.**

First, the current labor market of the old is not completely sound. Many old people are long for a job to realize their own value and continuously contribute to society, but can not be given any opportunity to get an appropriate job. Even if some finally are able to find a new job by means of social relationships, most of them work on the posts they do not like or which are not appropriate for them. That is, their further employment is full of blindness. Actually there are departments for managing old human resources, such as veteran department, labor sector. But the protection and insurance theses units provide are more focused on material demands than mental ones, some even omit the later. Second, there is no any institutionalized support for the elderly to be further employed, thus failing to make an effective plan for developing old human resources. Those who really want to get a new job after retirement feel their initiative of reemployment is seriously suppressed, for there is neither any platform offering help nor any company is willing to give them an opportunity.

### **3. Countermeasures and Suggestions for Development of Old Human Resources**

#### **3.1. Transform Mentality, Help Old People to Update Their Knowledge.**

First, promote the development of old human resources, ask enterprises to eliminate any discrimination against the elderly in work, so as to realize their work value. At the same time, let old people change their own outdated ideas, arouse their initiative of taking part in social activities, so as to strengthen their confidence in reemployment. That means the old should learn to keep up with the pace of social development, embrace new things and knowledge, and continue to grow, to lay a foundation for their further employment. Second, carry out campaigns designed to drive education and training for the elderly to grow. Training and developing old human resources should super stress scientific labor transfer and skill improvement. And institutionalized connection between complete vocational training and reemployment should be formulated to respond to market demands and normalize relevant training. By doing so, it is possible to meet the needs of socialism market economy. And it is feasible for old people to enhance their cultural quality and working ability in case of continuously updating knowledge. Additionally, communities are supposed to launch a second education for the old there. Relevant authority ought to make good use of our educational resources to provide the elderly with a good platform of education, so as to arouse their initiative of and prepare knowledge for further employment.

#### **3.2. Increase Social Recognition to Old Human Resources.**

First, educate people to eliminate their discrimination against the elderly but to appreciate their advantages-----experience and skills with which the young can not compete; take active measures to develop old human resources to let old people further contribute to society; also, the old themselves ought to transform their outdated ideas, and young people should recognize the role that the old play in social advancement. Second, instill the idea of “never giving up learning no matter how old you are” into old people, encourage them to learn new knowledge and try to keep up with the society. Encourage those who are still able to work after retirement to make further contributions to society; arouse old people’s initiative and promote their reemployment, so as to let them give a better play of their own value. By doing so, the old are able to feel the importance and responsibility they are for society and family respectively; and are more confident of and interested in life, not only carrying forward virtuous traditions but also promoting development of a harmonious society.

#### **3.3. Strengthen Institutionalized Construction, Ensure Reemployment of the Old to be Protected Legally.**

On the one hand, strengthen institutionalized construction to create a good environment for old people to get a new job. Development of old human resources will not be possible without guide of the Party and government. We should not use our old eyes to see old people but have to admit their positive influences on social progress. So it is essential to develop old human resources in a planned, purposeful and organized manner. The government are supposed to build schools for the old and offer policy support for people who invest in establishing such training centers. In this case, old people will be more interested in gaining knowledge and improving their quality. Second, old people mostly are in a weak position in work, mainly because there is no regulation that precisely states how to protect the old laborer. Government therefore should safeguard old human resources by laws and institutionalized measures. For instance, allow the elderly to work flexibly to not let them feel uncomfortable when working. View development of old human resources as a labor policy to implement; roll out laws and rules for such development; and perfect social insurance system, not only making it possible for old people to enjoy protection at work but also eliminating people’s worry about safety for the old.

#### **3.4. Highly Cultivate Old Labor Forces.**

In the first place, reform retirement system and carry out flexible one. Clause 36 of Labor Law specifies that employees work for 8 hours per day. But we have to admit that the old when at up to

retirement age will not be able to compete with the young in physical strength. So if they would like to proceed with work in case their health permits, companies should shorten their working hours. For example, 5-6 hours per day or much shorter. Such a reform not only promotes employment of the old, but also protects them from being too tired. Of course, these changes for old people's working hours are in accordance with the existing laws. In the second place, perfect employment system of the old, build a labor market designed for old people and refine old talent mechanism to give a full play of old human resources. In our country, most old people rely on their relatives or friends when looking for a job, which is simply blind. The authority should offer some policy-related preferential treatments to firms which employ old people. By doing so, it can ensure both these enterprises make profits and old people can further be employed. Meanwhile, the elderly can choose to work according to their health, skills and experience. In order to make it convenient for old people to get a job, it is suggested to set up a network for old human resources and cooperate with working units. In the process, enterprises can learn about information of old people, and the old can learn about that of firms as well. Finally the both would find what they need. In the meantime, communities should do publicity work and encourage old people to find new jobs; help them pay attention to and verify relevant recruitment materials, which can prevent the old from being cheated. Thus, old human resources can be better and more effectively developed.

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