

Development Strategy of Elderly Human Resources in Aging Society

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Abstract: In order to solve the waste of elderly human resources under the background of aging society, this paper puts forward a novel development strategy of elderly human resources. Starting from the current situation of China's elderly human resources development and the specific situation of an aging society, this strategy puts forward the idea of establishing a positive aging and the idea of rational development of elderly human resources. The results show that the strategy has strong pertinence and certain feasibility, and can actively improve the reemployment quality and efficiency of the elderly group.

Keywords: Aging society; population Aging; Human resources; Human development

1. Introduction

At present, with the continuous development of China's economy and the continuous improvement of the common's consciousness, on the basis of the common's great satisfaction of material needs, more and more private individuals begin to pay attention to the spiritual development. At the same time, it is worth noting that the publication of China's census data truly reflects a series of structural contradictions faced by China's population development, such as the decline of the working population, the continuous decline of fertility, the acceleration of the aging process and so on. Fig. 1 demonstrates the main causes of population aging; Fig. 2 points out in detail the criteria for a country or region to enter an aging society.

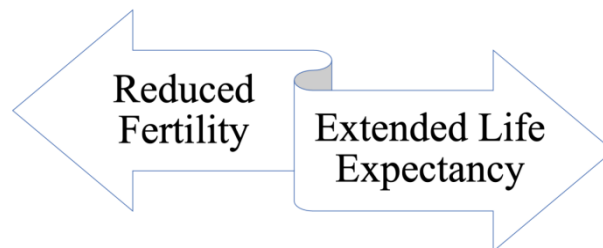


Fig. 1 Two main factors of population aging

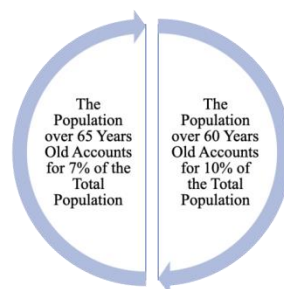


Fig. 2 Criteria for judging population aging

2. Strategic Significance of Human Resources Development for the Elderly

At present, with the accelerating process of aging in China, China is actively dealing with population aging and has launched various strategic measures. There is no doubt that attaching great importance to the development and utilization of elderly human resources can inject more vitality into the sustainable

development of China's economy and society. The development and utilization of elderly human resources is a strategic measure to comprehensively improve the overall level of human capital in China, which has cross era strategic significance [1].

Firstly, at present, China's aging process is accelerating. Under this background, strengthening the development and utilization of elderly human resources can not only continue the demographic dividend period, but also really promote the high-quality development of China's economy and society.

On the one hand, with the rapid development of China's economic level and medical level, China's average life expectancy continues to extend, and China has entered the era of longevity. On the other hand, since 2012, China's labor-intensive demographic dividend has gradually declined, which means that China's demographic dividend will gradually disappear. Therefore, in the context of the accelerating process of population aging, we must pay attention to the development and utilization of elderly human resources, which is a crucial wealth in the current aging society. It is not only conducive to tap the secondary demographic dividend and effectively deal with a series of risks and shocks caused by the change of population structure, but also make full use of the labor force of the elderly group, For the growth rate of China's economic and social development.

Secondly, the development and utilization of elderly human resources also reflects China's practice of the concept of active aging under the current era background, and also reflects China's right to ensure the participation of elderly groups in social activities. With the advent of an aging society, many aging countries have begun to introduce a series of relevant policies. Among them, the development and utilization of elderly human resources is not only a key content, but also a fatal measure, which can not only enable the elderly group to participate in social activities, but also promote the physical and mental health of the elderly group [2]. More crucially, China's practice of the concept of active aging (as shown in Fig. 3) reflects China's recognition and protection of the lifelong social participation right of the elderly group, which helps to improve the sense of existence, value, happiness and security of the elderly group.

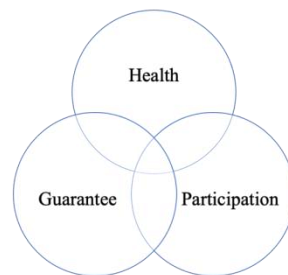


Fig. 3 Main elements of active aging

Finally, the development and utilization of elderly human resources is not only beneficial to the society, but also beneficial to the elderly group. It can promote the physical and mental health of the elderly, so as to achieve the goal of healthy aging in our country. In 2015, on the basis of maintaining the health function of the elderly, the World Health Organization added a new dimension, that is, to achieve the goal of healthy aging from a social perspective. Specifically, the World Health Organization advocates that healthy aging is not only applicable to the elderly, but also applicable to different age groups in the whole aging society [3]. The fundamental elements of healthy aging are lifelong learning, building and maintaining good social relations and actively participating in social activities. In addition, the development and utilization of elderly human resources can not only promote the physical and mental health of elderly groups, but also improve the stock of social human capital, so as to achieve the goal of healthy aging.

3. Misunderstandings in the Development of Human Resources for the Elderly in China

At present, China has entered an aging society. Under this social background, China has gradually begun to pay attention to the development and utilization of elderly human resources, but there are still some misunderstandings, as shown in Fig. 4.

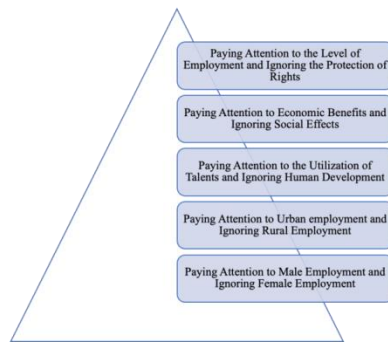


Fig. 4 Current misunderstandings in the development of human resources for the elderly in China

3.1 Employment Level and Rights Protection

In recent years, in consideration of delaying the demographic dividend period and actively responding to the problem of population aging, China has gradually attached importance to using various forms to guide and encourage the elderly groups to engage in and participate in various economic activities. Therefore, the reemployment level of the elderly groups in China is increasing year by year. However, China should also note that the protection of the labor rights of the elderly still needs to be improved and developed, especially the rules and regulations of labor relations and labor standards to ensure the reemployment of the elderly, as well as the relevant social security systems such as pension services and medical services. Under the current social security system, it is difficult to ensure the legal labor rights of the elderly group for reemployment in an all-round way, which will not only affect the enthusiasm of the elderly group for reemployment, but also affect the enthusiasm of employers to hire the elderly [4].

3.2 Economic Effect and Social Effect

At present, China has entered an aging society. Under this social background, both academic, political and business circles attach great importance to the development and utilization of elderly human resources. From a macro perspective, the development and utilization of elderly human resources is conducive to the delay of the demographic dividend period, promote the sustainability of pensions, stimulate domestic demand and ensure the steady growth of China's economy. From a micro perspective, the development and utilization of elderly human resources will help to improve the individual income level and quality of life of elderly groups in China. Moreover, the development and utilization of elderly human resources can not only bring economic effects to society and individuals, but also bring rich social effects.

3.3 Talent Utilization and Human Development

At present, in the context of the development and utilization of elderly human resources, some potential problems have also been exposed. For example, we attach importance to professionals and despise the development and utilization of human resources. For example, many employers still actively employ elderly talents in medicine and teachers. Therefore, in the field of medicine and education, the level of reemployment of elderly groups is high, while in other fields, the level of reemployment of elderly groups is very low. In addition, many employers pay more attention to the use of elderly human resources and despise the development of elderly human resources. Specifically, they ensure patient guidance and skill training for the reemployment of the elderly, which makes it difficult for many elderly citizens to reemploy even if they have strong employment intention.

3.4 Urban Employment and Rural Employment

At present, our society still focuses on urban areas in the development and utilization of elderly human resources, which leads to the low development and utilization rate of rural elderly human resources. However, it is worth noting that both in terms of population size and employment, the number of rural elderly population is higher than that of urban population. Therefore, this paper believes that China should strengthen the development and utilization of rural elderly human resources, improve the relevant pension and medical and other social security systems, and firmly grasp not only the development and

utilization of urban elderly human resources, but also the development and utilization of rural elderly human resources.

3.5 Gender Equality in Employment

At present, whether academic, political or business circles, promoting equal employment opportunities and eliminating gender discrimination in employment are the goals of all walks of life. Gender discrimination still exists in the development and utilization of human resources for the elderly, which means that China still has a long way to go to eliminate gender discrimination in employment. According to the scientific research report, the average life expectancy of women is significantly higher than that of men, which makes the elderly women account for a higher proportion in the aging society. Therefore, paying attention to and ensuring the reemployment of elderly women and ensuring their employment equality and employment rights are fundamental issues to be solved urgently.

4. Conclusion

With the deepening of the seriousness of China's population aging problem, even from a global perspective, China's population aging problem has entered a very severe stage. In this stage, if the population aging problem is transformed into an opportunity, it has become one of the key issues affecting China's future social development. This paper holds that facing the problem of population aging, the development of elderly human resources is the key to turn this great challenge into opportunity. According to the background of China's current aging society, this paper puts forward some suggestions on the rational and efficient development of elderly human resources, and emphasizes the importance of the concept of active aging.

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