

Literature Review on the Impact of Digital Economy on the Re-employment of the Younger Elderly

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Abstract: China's population life continues to extend, fertility rate continues to decline, the population aging problem caused by population structure change becomes more and more prominent. With the advantages of information and communication technology, the digital economy has become a major engine to promote the re-employment of the younger elderly, and re-employment is an important way for the younger elderly to achieve "aging", which will play a positive role in family economic income and reduce social pressure. This paper aims to make theoretical preparations for the next step on how to better promote the re-employment of the younger elderly, focusing on the impact of digital economy on the re-employment of the younger elderly.

1. Introduction

Promoting the re-employment of the younger elderly is an important and effective way to develop the human resources of the younger elderly, which can alleviate the impact of population aging on the labor market caused by the change of population structure. According to the seventh national census data, by the end of 2020, China's 60-69 years old young people accounted for 55.83% of the total elderly population. ^[1] At the same time, as life expectancy has increased, so has the average working life expectancy. In terms of re-employment intention, 68% of the elderly group have a strong intention to find employment after retirement. ^[2,3] With the continuous expansion of the size of the younger age groups in China, the continuous improvement of the population quality of the younger age groups and their strong willingness to re-employment provide a practical basis for effectively developing the human resources of the younger age groups and promoting the re-employment of the younger age groups.

The digital economy provides new opportunities for the younger elderly to re-enter the workforce. The application and upgrading of digital technology has changed the traditional employment mode and spawned many flexible and diverse new employment forms. ^[4] However, up to now, there has been little research on issues related to the re-employment of retired elderly people in the era of digital economy. Under the dual background of vigorously developing "digital China" and actively coping with the strategy of population aging in the new era, it is of great theoretical and practical significance to explore the issue of re-employment of the digital economy era and the younger elderly. At the same time, the digital economy provides new challenges for the

re-employment of the younger elderly. The dilemma of institutional security of the younger elderly in the labor market is also the focus of social attention.

2. Factors affecting the re-employment of the elderly

Personal factors mainly include gender, age, education level, pension benefits, household registration, health status, and smart phone use. In terms of gender, there is a significant gender difference in the re-employment of the elderly. The willingness of the male elderly to participate in work is higher than that of the female elderly, and with the increase of age, the physical health status gradually declines, and the willingness of both male and female elderly people to re-employment shows a downward trend. In terms of educational attainment, conclusions are not uniform due to differences in the data used and the year of the survey. However, as far as the jobs and wages of the elderly re-employment are concerned. Older people with skills and higher education have more advantages in re-employment. If they are in good health and have a desire to re-employment, they are more likely to find jobs with high wages and ease than other elderly people. In terms of pension benefits, there is a negative correlation between the level of pension and the willingness of the elderly to re-employment. The higher the pension, the more relaxed the budget constraint of the elderly retirement group, the higher the income level, the less economic pressure, and the smaller the labor motivation. With the development of the society, the welfare level of the pension insurance will be reformed accordingly, and the change of the welfare level will also have a significant impact on the re-employment rate of the elderly.

Family factors mainly include the number of children, intergenerational care, spouse and family support attitude. In terms of the number of children, although the current traditional concept of "raising children for old age" still exists, the more children there are, the older people's willingness to re-employment will increase accordingly. In terms of intergenerational care, it is a common behavior for parents to take care of children for adult children in China, and a short period of care will not have a significant impact on the re-employment of the elderly, but with the increase of care time, a high intensity of intergenerational care will significantly reduce the willingness of the elderly to re-employment. In terms of spouses, the age of spouses, the age difference between spouses, the level of education, working hours, and family care have significant effects on their willingness to re-employment.

Social factors mainly include three aspects. First of all, in terms of national policies, under the background of deepening population aging in our country, active aging has risen to the height of national strategy after many years of development. There is no doubt about the legitimacy and feasibility of elderly reemployment. The state attaches great importance to providing strong conditions for elderly reemployment. The expansion of the connotation of active aging has a process of evolution, from "old people have some care", "old people have medical treatment" to "old people have something to do" and "old people have something to enjoy". As an important way to realize "old people have something to do", old people's re-employment has become an important aspect of active aging that cannot be ignored. Secondly, in terms of the market, the employment of any group cannot be separated from the labor market and a perfect employment service system, and the re-employment of the elderly in our country mainly relies on traditional channels such as acquaintance introduction and intermediary agencies. The related employment service system and labor market are mainly targeted at young workers. At present, China already has high-quality resources of elderly workers, but without a sound employment service system and labor market operation system, a large number of workers will be idle, further blocking the re-employment channels of the younger elderly. Finally, in terms of concept, under the influence of traditional employment concepts and old-age care concepts, the re-employment of the younger elderly faces

many invisible obstacles.

3. The digital economy has brought more possibilities for the re-employment of the younger elderly

First of all, in recent years, China has accelerated the construction of digital infrastructure, vigorously publicized and advocated digital aging transformation and digital skills training for the elderly, and actively created a good digital living environment for the elderly. Therefore, the digital gap problem of the elderly has also been gradually eliminated under the influence of the above and other factors, which has created favorable conditions for the elderly to actively participate in the development of the digital economy. Secondly, employment information is obtained in a timely manner. The "digital network" woven by Suyu technology broadens and supplements the old people's original channels for obtaining external information, and improves the efficiency of obtaining and searching employment information for the elderly. Third, employment opportunities have increased, and industries in the era of digital economy have achieved large-scale digital transformation, creating a large number of high-level jobs.^[5] Compared with young talents, young and old talents have rich knowledge reserve and experience accumulation, and may have more advantages in professional skills.

4. The digital economy has brought more obstacles to the re-employment of younger seniors

In the era of digital economy, the Internet has become an important channel for the re-employment of the young elderly. However, the use of the Internet leads to the unclear demarcation of the life and work of the young elderly, the increase of hidden working hours, and the intensification of the conflict between work and family labor, which will further affect the willingness of the young elderly to re-employment. In addition, the "substitution effect" of the Internet is greater than the "information effect" and "learning effect", and the young elderly are at a disadvantage compared with the young people in terms of their ability to search for employment opportunities on the Internet and their potential to learn new skills.^[6] To a certain extent, this restricts the possibility of re-employment of non-skilled low-collar elderly people.

5. The digital economy makes the young old people face institutional difficulties in re-employment

First of all, China's current labor security system has not yet adapted to the new employment forms and different employment groups, resulting in the legitimate labor rights and interests of workers are difficult to be protected, such as the young elderly employment groups. The limitation of industrial injury insurance on labor relations is to protect the legitimate interests of the group, and to achieve substantial fairness through interest tilt for the workers who are in the weak position to establish stable labor relations with employers. Before the emergence of the digital economy, the types of workers are relatively simple, and this restriction can fully meet the social security needs of most workers on work-related injuries. However, with the continuous in-depth development of science and technology, there are rich and diverse labor types in the market, especially the expanding scale of new types of employees, and this type of staff occupies an increasingly important position in the labor market, which cannot be ignored and must be paid attention to. However, due to the limitations of the framework of labor dichotomy and the identification standards of labor relations, as a result, they are unable to enjoy the right of occupational injury protection, and the weak are in a disadvantageous position in law.

Secondly, as a special group in the labor market, the existing retirement system, social insurance

system and the re-employment of the retired elderly are divided into systems, resulting in the lack of legislative protection of the labor rights and interests of the re-employment of the younger elderly at the national level. It can be specifically explained from two aspects. The first aspect is the dilemma of hard retirement and the establishment of labor relations. China's retirement system is a mandatory retirement system. The current statutory retirement age has lasted for more than 40 years since it was introduced in 1978. For the general age of today's workers, the current statutory retirement age undoubtedly has a certain lag, which can be said to be an important guiding factor for a series of problems caused by the re-employment of the retired young elderly. The second aspect is the dilemma of labor relations and social insurance enjoyment. The original purpose of the statutory retirement age was to allow older people to retire from work and enjoy pension benefits. However, the duality between the labor market and the social insurance system causes a weak protection of the labor rights and interests of the re-employed elderly. The Labor Contract Law takes the starting time point of the basic pension insurance treatment as one of the circumstances for the termination of the labor contract. Article 21 of the Regulations on the Implementation of the Labor Contract Law, promulgated in 2008, once again clarifies the termination of the labor contract between workers who have reached the retirement age and the employer, and regards the employee's reaching the statutory retirement age as the legitimate condition for terminating the labor contract.

6. Conclusion

The effective and efficient development of resources for the younger and older age groups is one measure that needs to be considered in the face of the challenges of population ageing. Re-employment is an important way for the elderly to achieve "old age", and the digital economy has become a major engine to boost the re-employment of retired elderly people with the advantages of information and communication technology. Before that, it is indispensable to sort out the factors that will affect its decision-making and the impact of the digital economy on the re-employment of the younger elderly. Through the summary of the previous results, the following situation is found.

First of all, domestic researchers use database and interview data for analysis, and set different control variables. By combing through the current research on the factors affecting the re-employment of the younger elderly, it is found that the influencing factors can be roughly divided into three types: personal factors, family factors and social factors. Among the individual factors, scholars have reached different conclusions about the effect of some influencing factors. This may be because the selected indicator variables are different, or affected by the sample data and survey year. Secondly, at present, there is no unified conclusion on the impact of digital economy on the re-employment of the younger elderly. However, it can be roughly divided into two categories. In addition, due to the lack of personal ability and potential, some younger elderly people have limited ability to help them maximize their life value and economic value. Finally, scholars generally believe that the current laws and regulations are not enough to deal with the problem of occupational injury protection for the re-employment of the younger elderly, lack of compatibility and pertinence, and should speed up the improvement of relevant legal systems.

Under the background of China's aging population deepening and the rapid development of digital economy, the country is also paying more and more attention to "providing for the old and doing something for the old". Analyzing the impact of digital economy on the re-employment of the young elderly is of great significance for promoting the re-employment of the young elderly and coping with the problem of aging.

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