

The Retirement Age Policy Research in the North West

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Abstract

Human resource structure is the important factors influencing the economic development in Gansu province. This paper analyzes the present situation of human resource structure in Gansu province a lower proportion of working population, age structure aging, increased by the fixed number of year of the education, human resources quality is still not high. Put forward the adjustment delay retirement policy to increase the effective increase in Gansu province human resources structure. Better to resolve the problem of human resource structure in Gansu province. Also lists three types of operational plan, so as to achieve the enhancement purpose to the Gansu core competitive advantage.

Keywords

Human resource structure; Delay retirement; Economic development; An aging population

1. Introduction

Gansu province is one of the Chinese economic backward western provinces. Because of its special geographical location, compared with China's eastern, human resources structure of Gansu province has its particularity. Human resources is a basic resource in regional economic development, and Gansu in the face of low quality of the human resources, talent resources are scarce, the existence of such problems as unreasonable human resource structure. How to through the causes, put forward measures to fully optimize human resource structure is imminent. Delay retirement policy implementation of one of the purposes is to be able to make full use of the human resources of the society, so as to optimize the structure of human resources. In this article, through analyzing the current situation of human resource structure in Gansu province, at the same time the delay retirement age policy on the impact of human resource structure in Gansu province, and summarizes the connection between the two, made in deepening the northwest Gansu play a better role in economic development.

2. Gansu human resources present situation

At present, the human resources of Gansu province compared with the total amount by a significant in the past, has the human resources but also greatly improve, but compared with the average all-pass, there is still a large gap, and human resources issues is mainly manifested in the following ways:

Working population ratio is low, the high technical personnel to age

Table 1 population age structure in Gansu province in 2009 Unit: %

	0-14age	15-64age	ver65age
population proportion	20.81	71.56	7.63
growth rate	-0.36	0.31	0.05

Resource source: China statistical yearbook, 2009

According to the data in table 1, you can see that the population of Gansu province rain 14 ratio is 20.81%, the proportion of the population over the age of 60 ratio is relatively high, and meet the criteria of recession type. Less than 15 years of age population proportion reached 20%, the population of 15 to 60 years old age group population proportion reached 50%, more than 60 found

30% of type is a typical recession ^[1]. At the same time, Gansu has high technical personnel ageing problems. The provincial senior title of professional and technical personnel, more than 45 years old (67%);Of high-level experts, more than 56 accounted for nearly 60%;Professor, associate professor talents under the age of 35 only 234 people, accounted for 3.4%;Under the age of 45 only 989 let you professor, associate professor, accounted for only 14.3% ^[2]. These statistics on the one hand, shows that the young working population and the number of young and middle-aged talents, could be due to the mobility of human resources or is caused by lack of attention to middle-aged and young talent team construction. Senior technical personnel, on the other hand, an aging, due to the lack of fresh blood, leading to the industry's senior technical knowledge can't is good enough to live on and then appeared to master advanced technology of human age are generally on the high side.

The education years has increased, but human resources quality is still low

And professional education of population industry structure and the effect of main performance for education of scientific and technological progress makes the social division of labor is more and more complex, close and eliminated, some industry recession, some industry is emerging. Generally speaking, gradually increase the proportion of knowledge workers, reduce the proportion of manual workers, will be present and the future social development inevitable trend. Vocational and technical education and the cultivation of professional and technical personnel directly depends on the development of education, at the same time, good foundation education can also help for later education and training in these lay a good foundation. On the choice of specific indicators for population mean by education period and the number of college students per ten thousand people mouth as evaluation index of population, scientific and cultural quality measure.

Average years of schooling

The population average education year is one of the important marks to measure the social development, is also reflect the status of the population by the education and the comprehensive index of cultural quality.

Table 2 national average education year in Gansu province Unit: year

Year	1990	2000	2002	2003
average Gansu education year	4.38	5.98	6.5.988	7.03
Nation	5.5	7.18	7.71	7.9

Average by fixed number of year of the education in Gansu province in 1990 was 4.38, 5.98 in 2000, 2002 and 2003 was 6.8 years and 7.03 years respectively. Compared with 1990, 2003 increased by 2.65 years, average by fixed number of year of the education gradually increase along with the development of social economy. However, compared with the national, 1990, 2000, 2002 and 2000 respectively, only equivalent to the national average of 79.6%, 83.3%, 88.1% and 79.6%, from the overall trend, with the trend of the gap is narrowing, but below the national average condition has not been thoroughly changed. The province's population aged over 15, 2003, illiterate and semi-illiterate population still accounted for 20.33%, occupies the national third, mostly illiterate and semi-illiterate population in rural areas.

Per ten thousand population number of college students

According to the per ten thousand population modernization standard, basic modernization standard per ten thousand population to 150 the number of college students, fully modern standard number of college students was 1000 per ten thousand people. Table 3 is each year the modern standard of success rate for Gansu province. The table 3 shows that the number per ten thousand population in Gansu province college students present a trend of increasing year by year, achieve basic modernization and completely modernization also gradually increase, the ratio of. Increased from 4.6% and 0.7% in 1978 to 50.98% and 7.65% in 2004, it can be seen in recent years, the popularity of Gansu province to strengthen the quality education, and at the same time has a significant effect. Increased from 4.6% and 0.7% in 1978 to 50.98% and 7.65% in 2004, it can be seen in recent years,

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Table 3 per ten thousand population in Gansu province college student number and modernization success rate

Year	1978	1990	2001	2002	2003	2004
College students per ten thousand people mouth population (people)	7	15	42.1	55.17	66.6	76.47
Success rate (%) Basic modernization All modern	4.6	10.0	28.06	36.78	44.4	50.98
	0.7	1.5	4.21	5.517	6.66	7.65

Sources: the yearbook 2006, Gansu province

By the average per capita by fixed number of year of the education, the number of college students per ten thousand people mouth and modernization success rate calendar year statistics, we can draw a fixed number of year of the population affected by education in Gansu province on the increase, the quality of human resources to a certain extent, also has the improvement, but compared with the national average or have a certain distance, so there is a low human resource quality.

Life expectancy increased, also is faced with the problem of an ageing population

Life expectancy is reflect a country or region economy development level and the evaluation of population is one of the important indexes of physical quality. Population under the age of the average life expectancy in 65 shows that the country or region economic development level, the people is relatively poor, the low level of population quality. The national average life expectancy was 71.40 in 2000, Gansu was 67.47, compared with minus 3.93, ranked sixth in the nation, Shanghai 78.14 lower than the highest 10.67.

Table 4 the population average life expectancy Unit: years

	Life expectancy in 2000			Life expectancy in 2010		
	Total	Man	Woman	Total	Man	Woman
Nation	71.40	69.63	73.33	74.83	72.83	77.37
Gansu	67.47	66.77	68.26	72.23	70.60	74.06

Source: China population statistics yearbook 2005 and the sixth census bulletin

Gansu province, according to data from the sixth national population census bulletin on November 1, 2010, 0, the province resident population, population aged 0 to 14 (18.16%), 15-64 - year - old population accounts for 73.61%, 65 years old and above accounted for 8.23%, the population of the population average life expectancy of 72.23 years old. Compared with the national average, 0 to 14 years of age population proportion is higher than 1.56%, lower than the national 0.92% of the total population of 15-64 years old. 65 and older population is lower than 0.64%, average life expectancy is lower than the national population was 2.60 years. 2010 sixth national population census data show that Gansu has full access to aging society: 0 to 14 years old children coefficient under 30%, 18.16%;Coefficient of aging population is more than 7%, 8.23%;, old and young than is greater than 30%, 45.32%;Median age more than 30 years of age, 35.03 years. This kind of change, on the one hand, reflects the Gansu in thirty years to control population growth, to practice family planning policy effective, fertility rates remain low. On the other hand reflects the population of Gansu province since the reform and opening to the outside world, highly improve people's living standards and medical care, life expectancy increases. At the same time, reflect with the rapid development of economic society, people change the employment concept, young adults in Gansu province on the acceleration of flow caused employment resident population age structure changes, the proportion of elderly people relatively increase rapidly, gradually speed up the aging process.

3. Delay retirement age on the impact of human resource structure in Gansu province

Pension reform, almost every a country of aging society pressure around the past a barrier, is also a big problem of people's livelihood and social stability problems. The retirement system has very close relation with human resources, such as retirement, emeritus condition, such as retirement benefits calculation of length of service of content, have impact on human resources. The third plenary session of 18, the author points out that the third plenary session of the eighteenth through the study of gradual delay retirement age policy to alleviate the pressure of the population aging ", triggered the public debate to delay retirement question. Academics also have a heated argument on delay retirement age, divided into "support" and "against" two big view. Support the view that young retired employment increase had no significant effect to the young man, young retirement is helpful for the young workers employment is a false proposition^[3]. Zheng Gongcheng think retirement age is gradually extended to extend life expectancy, the education life prolong the inevitable choice of an ageing population trends^[4]. Opposition point of view, and argues that runs counter to delay retirement and vital to people's livelihood, will increase the contradiction between labor supply exceeds demand in our country^[5]. To sum up, the support of the view that delay the retirement age can make full use of human resources. Against the argument is that delay retirement makes the employment situation is more serious, which hinders the economic development. So, delay retirement age influence on human resources?

Improve the utilization efficiency of human resources in Gansu province, to optimize human resource structure

Due to the implementation after the delay retirement age policy, laborer can get longer working fixed number of year of time, at the same time for human resource use decisions have a certain influence. In economics, human resources, individual education investment decisions are decided jointly by the ministry of education cost and awarded^[6]. According to the principle of the theory and the first close, can see, delay the retirement age for the use of human resources has a very positive impact. If delay the retirement age, workers in the future work time will increase, which will stimulate workers to increase investment in the personal professional skill quality, because only constantly to accept professional training, to improve their education level, to help workers improve their own culture and technical quality.

In addition, older workers in their original work has accumulated rich experience in actual combat, and the content through the shaft is unable to rest, and, in the form of training, education, and the skills would make it to remain in the original post, bring more benefits for the enterprise. According to human capital theory, can also provide training for older workers, or from the older employees to do related training young workers, it saved the new staff training costs. From the above description, it can be seen that in the long run, delay retirement age policy implementation, can fully embody and use the value of older workers, and promote the use of human resources effectively^[7].

In terms of human resources utilization, delay retirement age is a good way to solve the labor population in Gansu province is low, and solve the problem of the aging of the high technology talents. Delay retirement age could increase the number of human resources in Gansu province, also can make the rich actual combat experience old staff play their own value, can very good use of human resources, promote the Gansu province human resources structure optimization.

Improve the present situation of population aging in Gansu province

In Gansu province at present, constantly improve medical conditions, through the sixth national population census bulletin, according to data of personal life expectancy in Gansu province gradually extend the trend, so under the certain retirement age, people in retirement time will be extended, to reduce the income to support longer retirement. Therefore, must to reform the current retirement system.

In the 1950 s, China's life expectancy is only 49 years old, our country's retirement age policy provisions of male, female, 50, 60, female cadres retired at age of 55. However, after more than 50 years of development, China's life expectancy has reached 74.83 years, but in our country is still the retirement age provisions of the 1950 s. Are also facing the same problem in Gansu province, Gansu province, according to data from the sixth national population census bulletin of Gansu population average life expectancy of 72.23 years. In theory, and Gansu province and the actual is not consistent, there are some unreasonable. Therefore, our country's reform of the retirement age system needs reform. Since 1982, our country constantly rising life expectancy. Among them, the population of Gansu province in 1990 the average life expectancy of 67.7 years, the population of Gansu province in 2010 the average life expectancy of 72.23 years, compared with the population average life expectancy rose by 4.53 years. But notable is, in the meantime, in Gansu province and the national legal and emeritus age hasn't been changing accordingly. Can be seen from this aspect, the current retirement policy in Gansu province cannot adapt to the current situation of population in Gansu province increased life expectancy, delay retirement is possible but also inevitable.

In life expectancy in growth at the same time, our country the average retirement are also has been increased. Among them, the average retirement is life expectancy and the difference between the average retirement. Assuming that the average retirement age calculated according to 55 years old, then, less than 30 years, China's average retirement time is from 12.77 to 19.83 years. But because of the retirement age in China did not change, therefore, income also will supply more at work 7 years in retirement. In that case, it may make a drop in living standards among the elderly after retirement, it is necessary to adopt certain ways to meet different consumer demand prolonging retirement period. One is to improve the savings during work, create more value and wealth. Another is to reduce the elderly consumption during retirement. In fact, because of the influence of the habits and customs, habits and customs, especially the elderly will not easy to change. Therefore, by changing the old habits, never reduce its consumption level, the method of in practice there is a certain difficulty. In view of the situation, also can only work by improving the personal savings for a set period of time to achieve their goals. Increase during the savings there are two ways of work, one can reduce the level of consumption during work, another can increase the level of income during the work. In fact, the former and the elderly during retirement to reduce the consumption level is similar, also hard to change. So ultimately can improve the income during the work, that is to say, the young people in the work period, should create more wealth to cope with the level of consumption during retirement^[8]. But in fact, because each person certain is the total working hours per week, so to increase income, accumulate more wealth, need to improve personal wage rates or can extend the length of service of the individual. Among them, due to personal wage rate depends on the individual knowledge reserve, personal qualities, such as the development of economy, so usually wage rate fluctuation is not big, also won't change easily. Work longer, therefore, is the most feasible way.

To solve the problems at the aspect of degree education in Gansu province

With the popularization of higher education, the level of education of people has been improved, resulting in late period of time in the social work, shorten the working life. In fact, due to the increasing length of education, the working time, in fact, in a shortened, thus appeared the elderly consumption ability is low, the low standard of living. Among them, the average by the fixed number of year of the education in Gansu province in less than 20 years' time, mean the education period increased from 4.38 in 1990 to 7.03 in 2003, increased by 2.65 years, that is to say, in Gansu province people's working fixed number of year is shortened 2.65 years on average. To improve the work period, shorten the retirement period and ensure the retirement consumption, delay retirement age is a most effective way. This is because the average education years increase on one aspect of the influence of human resources.

The increase in life expectancy, personal retirement increased, and the improvement of level of education, make personal shortened working life. According to the theory of life cycle consumption, this a short work period and pension period a long phenomenon, also requires individuals to work in

the short term to gain more income to protect longer retirement period of consumption level. Along with our country population aging problem is serious, in order to make the population structure characteristics, the living standards of the retirement period guaranteed, requires certain changes in the retirement age. Through years of research, we can found that delay retirement age, and to improve the work period, shorten the retirement period, safeguard consumer after retirement, is a most effective way.

4. Research conclusions

With the rapid development of economy in Gansu province, Gansu province health level enhances unceasingly, ensure people's health, life expectancy has increased. At the same time, with the steady accumulation of personal wealth, the quality of life of our people had the very big enhancement. Gansu province 65 years and older age, however, the proportion of the population increase, population aging speed, not rich first old problem increasingly prominent, such as intensifying. In order to mitigate the problem, implement delay retirement age is one of the way. Need to emphasize that the delay retirement policy although doesn't change human resources supply in Gansu province as a whole, but it can obviously increase the supply of human resources in Gansu province. The implementation of the delay retirement age although doesn't change the direction of economic development in Gansu province, but to a certain extent, increase the supply of human resources in Gansu province, makes the economy has maintained the trend of increasing year by year, this to mitigate the negative effects of ageing, or have a certain degree of positive significance.

Raising the retirement age policy design to everyone's interests, so in the specific setting, should fully respect public opinion and comply with the principles of democracy. When raising the retirement age policy, not only to consider the impact of the policy itself, still should both improve the related mechanism, such as pension, medical and social, etc. According to the rest of the country on the implementation of related policies, there are other delay retirement age policy enforcement of relevant experience, it is not hard to find, delay retirement can make as well as the great leap forward, but the need is for different gender, different industries as well as the education situation of different population difference adjustment.

At the same time delay retirement age in the process of policy implementation, must step by step, adopt the method of incremental delay retirement age. Only in this way can to a certain extent, ease the resistance of the masses, to all on-the-job worker also have good psychological preparation time, reduce the hinder the policy implementation, to facilitate better implementation delay retirement age policy.

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