



Research status and hot Issues of Re-employment of the Elderly in China

Kun Qian, Qian li*

Dalian Polytechnic University

1357710462@qq.com

Abstract. With the progress and development of medical service, population aging has become an important problem facing the world's social and economic development. China's aging problem has become increasingly prominent, and the problem of re-employment of the elderly has gradually become a hot issue in the academic community. Analyzing the current academic research on the hot issues of the re-employment of the elderly in China is helpful to clarify the current research status and the problems faced, so as to better solve the follow-up problems. This paper takes the relevant literature collected in CNKI database as the sample, takes "re-employment of the elderly" as the theme keyword, and draws the knowledge graph by VOSviewer software to analyze the re-employment of the elderly. Through the analysis, it is found that China's research on the re-employment of the elderly started later and the number of studies is less than that of foreign countries. And most of the research focuses on the importance and influencing factors of the re-employment of the elderly. The follow-up research can pay more attention to the research of the international academic circle on the re-employment of the elderly and enrich the research of our country. And it can accurately divide the elderly groups and study them in a targeted way.

Keywords: Retirement groups; The elderly; re-employment

1 Research background and purpose

Population aging is one of the major social problems that most countries have to face. The aging of the population will lead to the increase of social pension burden, the reduction of the size of the labor force, the slow growth of the social economy and the increasing medical costs. Therefore, both internationally and in China, a lot of measures have been taken to alleviate the problem of population aging. As a populous country, with the progress of science and technology and the continuous improvement of medical services, the life expectancy of the elderly in China has gradually increased, resulting in the rapid growth of the elderly population in China in recent years, and the aging of the Chinese population has become increasingly serious. At present, most of the academic researches on the elderly focus on the aspects of life security, pension and support, and there are few researches on the realization of the value of the elderly. Moreover, China has few policies on the employment of the elderly, resulting in some elderly

© The Author(s) 2023

S. Yacob et al. (eds.), *Proceedings of the 2023 7th International Seminar on Education, Management and Social Sciences (ISEMSS 2023)*, Advances in Social Science, Education and Humanities Research 779, https://doi.org/10.2991/978-2-38476-126-5_163

people with working ability being forced to withdraw from the labor market in the face of retirement policies. In fact, they themselves have a high level of knowledge and years of accumulated experience, can better adapt to the labor market, belong to the precious human resources. Therefore, focusing on the re-employment of the elderly can realize the value of the elderly and make full use of the human resources in our country. Encouraging the elderly to participate in social development and increasing the development and utilization of human resources for the elderly can promote the development of China's aging cause. This will be conducive to the development of the cause of the elderly, and it is of great significance to actively respond to the severe challenges brought by the development of the aging population.

Therefore, in order to better understand the current situation and problems of the re-employment of the elderly, this paper takes the relevant literature collected in the CNKI database as samples, and takes "re-employment of the elderly" as the theme keyword. Through the analysis of VOSviewer software, the knowledge map is drawn to analyze the problem of re-employment of the elderly, and to provide reference for the follow-up research on the hot issue of re-employment of the elderly.

2 Data sources and research methods

2.1 Data source

This paper takes the relevant literature collected in CNKI database as a sample. Because there are many kinds of journals included in the CNKI database, the scope is wide, which is conducive to subsequent research. In this paper, the theme of "re-employment of the elderly" as the keyword, the time range is not limited, a total of 343 academic journals search. After manual screening and deletion, a total of 338 effective research results were obtained.

2.2 Research method

The scientific knowledge graph is a semantic network of relationships between entities analyzed by computer software and is a picture-based data structure. The analysis of keywords through knowledge graph can help scholars make more scientific judgments on related concepts, better understand the current research status and hot issues in a certain field, and open up new unknown areas in complex scientific research information^[1]. The software used in this research is the VOSviewer developed by researchers from Leiden University in the Netherlands. This software can display the clustering relationship between nodes through distance, density, etc., and is widely used in the "co-occurrence analysis" of many academic circles. In particular, it can display the visual map through its unique clustering advantages, and simply and clearly identify the hot spots in the research focus. Through the analysis of VOSviewer software, it is helpful to accurately understand the hot issues and current research status of the re-employment of the elderly, and to carry out research on promoting the re-employment of the elderly^[2].

3 Analysis of hot spots in the re-employment research of the elderly

3.1 Analysis of hot topics in the re-employment of the elderly

Keywords are a summary of the central idea of a paper, so the research hotspots in a field can be judged by analyzing the frequency of keywords in the field [3]. Figure 1 shows the "Network visualization" tag derived through VOSviewer with a count threshold of 3, yielding 47 keywords, removing duplicate keywords, and finally yielding 6 keyword classes with a total of 26 valid keywords. Figure 1 shows that the nodes "employment", "reemployment", "older workers", and "active aging" are the largest. The second is "re-employment", "labor market", "elderly", "aging", "population aging", "re-employment of the elderly", "mental health" and so on. It shows that these fields are the hot areas in the study of the re-employment of the elderly. Figure 1 richly shows nodes of different colors and sizes. Different colors represent different research directions, and the size of nodes represents the amount of weight. The larger the circle of the node, the higher the weight of the node and the more important the area. The connections in the figure indicate that nodes at both ends have appeared together. During the implementation of the VOSviewer software, the co-occurrence frequency of nodes connected to the line segment can be seen by placing the mouse on the line segment.

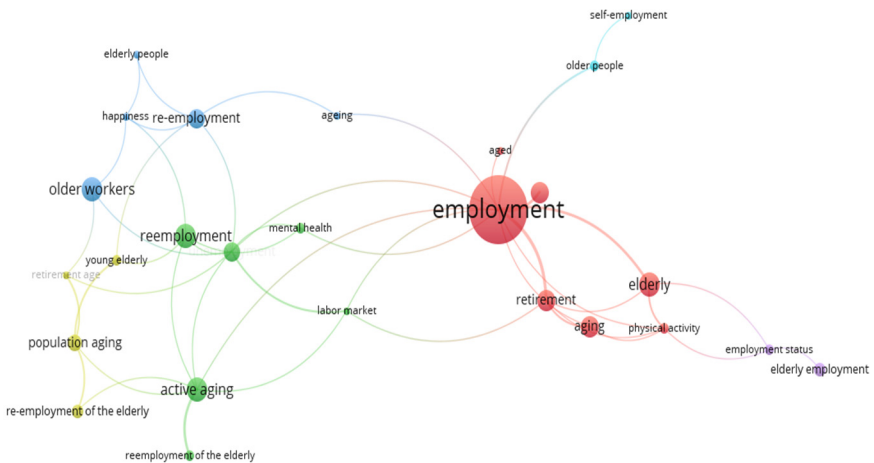


Fig. 1. Re-employment of the elderly keywords collinear label view

3.2 Cluster analysis

Using the VOSviewer software, you can export the "Density visualization" and see the density view of the "Old age re-employment" in Figure 2. The research topics related to the graph are clustered into one class. Each point on the map is filled with color based

on the density of the elements around that point, and the higher the density, the closer it is to red. The lower the density, the closer it is to blue. Density views can be used to quickly look at important areas as well as just how dense a field is and to study it [4]. It can be seen from Figure 2 that the keywords "employment", "retirement", "aging" and "physical activity" have a high density. The keywords "older works", "happiness", "re-employment" and "ageing" are less dense.



Fig. 2. Cluster analysis

(1) Through the analysis of Figure 1 and Figure 2, combined with the analysis of existing literature, the hot topics of "re-employment of the elderly" in China are analyzed and sorted as follows: Employment. For the research on the re-employment of the elderly, whether it is background, policies or influencing factors, the most important key point is to implement the realistic content of the re-employment of the elderly. From the perspective of regions in China, as Tangshan is a region rich in elderly human resources, some scholars focus on the study on the re-employment intention of the elderly in Tangshan, and use correlation table and binomial logistic regression analysis to obtain the re-employment intention of the elderly and its influencing factors [5].

(2) activeaging. Under the background of population aging, active response to aging has become a social consensus. Through active aging, we can create a good and healthy social environment for the employment of the elderly, so as to better promote the re-employment of the elderly in China. The government can provide a fundamental guarantee for the re-employment of the elderly, promote economic development, and increase financial input. It can also enrich employment channels and improve the re-employment service system for the elderly [6].

(3) Young elderly people. In the proportion of Chinese population, the younger age group accounts for a larger proportion of the total old age group, and the younger

age group has a higher labor ability. However, the current research on the re-employment of the younger elderly in China has found that there are shortcomings such as lack of policy support and weak social support [7]. Some scholars take the younger elderly group as a sample and use empirical research methods to conclude that the influencing factors of employment willingness of the younger elderly in China are affected by age, gender, health level, whether to participate in social security and the number of children in the family. The government should promote the re-employment of the younger elderly through the development of education for the elderly and employment skills training for the elderly [8].

4 Conclusion and prospect

4.1 Research conclusion

Through the analysis of the hot topics of the re-employment of the elderly, it is found that the current research on the re-employment of the elderly in China has both advantages and disadvantages. The disadvantage of China's research on the re-employment of the elderly is that it started relatively late compared with the international research, and the number of current research results is small, which cannot support the solution of the social reality of the aging population. The advantage is that in recent years, the number of studies and publications on the re-employment of the elderly in China has gradually increased, and more and more scholars have begun to pay attention to the field of the re-employment of the elderly. In the future, it is also necessary to study the re-employment of the elderly through the integration of a richer theoretical basis and multiple perspectives to promote the development of the re-employment of the elderly.

4.2 Research conclusion

First of all, since China's research on the re-employment of the elderly started late, it can learn more from international experience. For example, the flexible retirement system implemented in Japan and the continuous employment system implemented by Japanese enterprises are conducive to the implementation of active aging [9]. South Korean scholars proposed to provide employment subsidies for the elderly and develop employment recommendation programs for the elderly to promote the re-employment of the elderly [10]. China can also be based on China's national conditions, combined with the experience of western developed countries to conduct research, which is conducive to China's elderly re-employment research. Secondly, it is necessary to conduct targeted research on the elderly group. The aged group can be divided into the younger aged, the middle aged and the elderly according to their age. According to the division of the region can be divided into urban areas and rural areas. It can be divided into knowledge type and skill type according to the work position before retirement. Therefore, it is necessary to analyze the different needs of different groups, so as to better improve the relevant measures for the re-employment of elderly groups. Finally, it is necessary to solve the concerns of the elderly who are willing to re-employment, such

as improving the medical security system for the elderly, relevant policy protection and other measures.

Reference

1. Chen C M. CiteSpace II: Detecting and visualizing emerging trends and transient patterns in scientific literature[J]. *Journal of the American Society for Information Science and Technology*, 2006(3):57.
2. Wang Jue, Kim HakSeon. Visualizing the Landscape of Home IoT Research: A Bibliometric Analysis Using VOSviewer [J]. *Sensors*,2023,23(6).
3. Zhang W B, Jiang L J, Ge X X .Hot Spot Analysis and Future Prospect of Rural Homestead Research: Quantitative Analysis Based on CNKI and CiteSpace [J].*Arid land resources and environment*,2022,36 (1) :16-25.
4. Li ZH M.Research Progress on Sponge Cities in English Literature: Knowledge Graph Analysis Based on Citespace and VOSviewer[J].*Modern Urban Studies*,2016(07):12-18.
5. Gu X Y, Li J, Liu J N, Wu SH. Survey and analysis of the re-employment willingness of the elderly in Tangshan City[J]. *Cooperative economy and technology*,2023(11): 95-98.DOI: 10.13665/j.cnki.hzjyjkj.2023.11.044.
6. Chen Y H. Suggestions on countermeasures to promote the re-employment of the elderly in the context of active aging[J]. *Zhongzhou Academic Journal*,2023(05):90-96.
7. Li F R. Research on the Development of Human Resources of the Young and Old Under the Background of Population Aging[J]. *Economic Research Guide*,2022(03):114-116.
8. Wang W. Empirical analysis of influencing factors of employment of young and elderly people[J]. *Journal of Henan Polytechnic University(Social Science Edition)*,2022,23(01):60-64+76.DOI:10.16698/j.hpu(social.sciences).1673-9779.2022.01.009.
9. Liu X M, Zhao P Y, Luo J L. The experience and enlightenment of re-employment of the elderly in Japan under the background of active aging[J].*Journal of Changchun University*,2023,33(05):8-17.
10. Tong CHF, Ding F. Practical experience and enlightenment of re-employment of the elderly in typical foreign countries[J]. *Science Research on Aging*, 2019(4):69-80.

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

