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Research on the perfect path of old-age social security system under the background of population aging

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ABSTRACT
This paper focuses on the background of population aging our country pension social security system, deeply analyzes its challenges, and puts forward the targeted and operable perfect path, aims to the optimization of pension social security system provide theoretical support and practical reference, in order to better cope with an aging population.

KEYWORDS
population aging; pension; social security; and improvement path

As the key institutional arrangement to deal with the aging of the population, the old-age social security system is of vital significance for ensuring the basic life of the elderly, maintaining social fairness and justice, promoting social harmony and stability, and promoting sustainable economic development. It is not only an important economic support for the elderly to spend their old age peacefully, but also a "safety valve" for social stability and a "booster" for economic development. However, in the background of the acceleration of the aging of the population, China's existing pension social security system is facing many severe challenges, such as the increasing pressure of pension payment, the imbalance between supply and demand of pension services, the lack of fairness of the security system and other increasingly prominent problems, which are urgent to be further improved and optimized[1].

1 Research background

With the development of economy and social progress, the trend of global population aging is becoming increasingly significant. As the second most populous country in the world, China is also facing the severe challenge of population aging. According to relevant data, since China entered an aging society in 2000, the degree of population aging has continued to deepen. In 2023, China's population aged 60 and above has reached 296.97 million, accounting for 21.1% of the national population. It is expected that by around 2030, China will enter a super-aging society, which accounts for more than 20% of the population, and the degree of aging will continue to rise rapidly. The aging of China's population is characterized by large scale, fast speed, aging, aging before getting rich, and urban and rural inversion. One of every four elderly people in the world is Chinese. In the next 30 years, the rapid deepening of aging in China, and it is expected that the elderly will account for over 10% by 2050. Moreover, when the level of economic development has not reached the level of developed countries, the degree of aging is higher, and the degree of rural aging is higher than that in cities.

As the key institutional arrangement to deal with the aging of the population, the old-age social security system is of vital significance for ensuring the basic life of the elderly, maintaining social fairness and justice, promoting social harmony and stability, and promoting sustainable economic development. It is not only an important economic support for the elderly to spend their old age peacefully, but also a "safety valve" for social stability and a "booster" for economic development. However, in the background of the acceleration of the aging of the population, China's existing pension social security system is facing many severe challenges, such as the increasing pressure of pension payment, the imbalance between supply and demand of pension services, the lack of fairness of the security system and other increasingly prominent problems, which need to be further improved and optimized.

For protecting the rights and interests of the elderly, improving the old-age social security system can ensure that the elderly have access to stable economic income and high-quality pension services, meet their needs in life care, medical care, spiritual comfort and other aspects, improve the quality of life of the elderly, so that they can enjoy their old age. From the perspective of promoting social equity, a fair and reasonable old-age security system can narrow the gap between pension benefits between different groups, avoid the social injustice caused by old-age problems, so that all the elderly people can fairly enjoy the fruits of economic and social development. In terms of promoting sustainable economic development, on the one hand, a perfect old-age security system can reduce the worries of the elderly and their families, release the consumption potential and promote economic growth; on the other hand, a reasonable old-age security system arrangement helps to optimize the labor market, promote the reasonable flow and effective allocation of labor force, and provide stable human resource support for economic development.

2 Challenges of population aging to the old-age care social security system

2.1 Increased pension payment pressure

With the increasing population of the elderly, the pressure of pension payment is increasing. According to relevant data, China's elderly population aged 60 and above has reached 296 million, and such a large elderly group means that the number of pension recipients has risen sharply. At the same time, the decline in fertility rate leads to the slow growth of the labor force and the relative decrease in the number of people who pay to the pension insurance, which limits the growth of pension income. Meanwhile, the birth rate in China will hit a record low in 2024. The extension of life expectancy, such as China' s average life expectancy has reached 78.2 years, further increases the number of pension payments. In this context, the gap of pension income and expenditure is gradually expanding, which not only brings great pressure to the pension fund, but also increases the financial burden of the government. In order to maintain the normal payment of pensions, the government has to increase financial input, which to some extent affects the allocation of funds in other public services. If effective measures are not taken, the pension payment pressure will be further intensified, which may lead to the decline of pension benefits and affect the quality of life of the elderly.

2.2 The contradiction between the demand and the supply of elderly care services is prominent

The aggravation of population aging makes the demand for elderly care services show a rapid growth trend in terms of quantity, quality and type. In terms of the number, the increase of the elderly population directly leads to a sharp increase in the demand for elderly service facilities and service personnel. In terms of quality, the elderly have more and more higher requirements for the quality of elderly care services. They are no longer satisfied with basic life care, but pay more attention to diversified and personalized services such as medical care, rehabilitation care and spiritual comfort. However, there are many deficiencies in the supply of pension services in China. The limited number of pension service institutions is difficult to meet the growing needs of the elderly population. Some elderly care service institutions have outdated facilities and low service quality, so they cannot provide high-quality elderly care services. The shortage of elderly care service personnel is serious, the number of professional nursing staff, rehabilitation therapists and psychological counselors is insufficient, and the overall quality of employees needs to be improved. In addition, the types of elderly care services are relatively single, and there are no diversified service modes for the needs of different elderly groups, which cannot meet the personalized needs of the elderly.

2.3 Increased medical security pressure

Due to decreased physical function, the prevalence is higher, and the medical needs are much higher than those of other age groups. Common chronic diseases such as hypertension, diabetes, cardiovascular and cerebrovascular diseases are more common in the elderly, and often need long-term treatment and care. With the aging of the population, the payment pressure of the medical insurance fund is increasing. The medical expenses of a large number of elderly people challenge the balance of medical insurance fund. The problem of uneven distribution of medical resources is also prominent. High-quality medical resources are mainly concentrated in big cities and hospitals, and medical resources in primary medical institutions and rural areas are relatively scarce, which leads to the problem of difficult and expensive medical treatment for the elderly, which further aggravates the burden of medical security.

2.4 The impact of labor market changes on the security system

The aging population leads to reduced labor supply and rising labor costs. With the increase of the proportion of the elderly population, the proportion of the working-age population decreases, and it is more difficult for enterprises to work, so they have to raise wages to attract and retain employees, which makes the labor cost of enterprises rise sharply. The contradiction of labor market structure is also increasingly prominent, with the shortage of skilled talents and the surplus of low-skilled labor force, which affects the development of economy and the upgrading of industrial structure to a certain extent.

3 The way to improve China's pension social security system

3.1 Reform of the old-age insurance system

The reform of the old-age insurance system needs to promote national pooling to balance the pension burden between regions. At present, there are great differences in the income and expenditure of endowment insurance funds in different regions of China. Some economically developed regions have a large fund balance, while some regions with serious aging population are facing the fund gap. By realizing the national pooling of the endowment insurance, the fund can be uniformly allocated and used throughout the country, so as to enhance the mutual aid ability of the fund and optimize the use efficiency of the pension insurance fund. For example, the pension fund will be integrated, pension resources will be reasonably allocated, reduce local burden, ensure that the pension benefits of workers in all regions can be reasonably guaranteed, and the sustainability of the pension insurance system will be improved.

Appropriately reducing the contribution rate and the replacement rate is also an important direction of the reform. Too high payment rate will increase the burden of enterprises and individuals, which is not conducive to economic development and employment stability. On the premise of ensuring the reasonable level of pension benefits, reducing the contribution rate can reduce the economic pressure of enterprises and individuals, and improve the competitiveness of enterprises and the consumption ability of individuals. Reasonable adjustment of the pension replacement rate, so that it can not only guarantee the basic life of the elderly, but also avoid the excessive burden to the finance and enterprises, and realize the sustainable development of the endowment insurance system.

Vigorously developing enterprise annuity and individual pension can enrich the level of old-age security. Enterprise annuity, as a supplementary endowment insurance, can improve the living standard of enterprise employees after retirement. The government should introduce relevant policies to encourage enterprises to establish enterprise annuity, give tax incentives and other supporting measures, so as to improve the enthusiasm of enterprises and employees to participate. Personal pension is the fund reserve of individuals for their own pension. The government should strengthen publicity and guidance, improve residents' awareness of pension, and improve relevant systems, so as to provide a good environment for the development of personal pension and meet the diversified pension needs of different groups.

3.2 We will strengthen the development of the old-age care service system

To strengthen the construction of the elderly care service system, it is necessary to increase the investment in the elderly care service facilities. The government should increase the financial budget, build more nursing homes, nursing homes, community day care centers and other elderly care service institutions, increase the number of beds for the elderly, and alleviate the shortage of the elderly care service institutions. At the same time, we should pay attention to the quality and function of the old-age service facilities, equipped with advanced equipment and perfect service facilities, to provide a comfortable and convenient living and living environment for the elderly[2].

It is very important to train professional elderly care service talents. At present, there is a shortage of elderly care service talents in China, and the overall quality of employees needs to be improved. We should strengthen relevant professional education, open elderly care service related majors in universities and vocational colleges, and cultivate elderly care service talents with professional knowledge and skills. Establish and improve a training system for elderly care service personnel, and provide regular training for employees to improve their service level and professional quality. We will improve the treatment and social status of elderly care service personnel and attract more people to engage in the elderly care service industry.

Promoting the development of diversified old-age service model can meet the diversified needs of the elderly. In addition to the traditional institutional pension and home-based pension models, we should also vigorously develop new pension service models such as community pension and mutual assistance. Community elderly care can integrate community resources to provide door-to-door services, day care, rehabilitation care and other services for the elderly, so that the elderly can enjoy elderly care services in the familiar community environment. Mutual aid for the elderly is to encourage the elderly to help and take care of each other, form an atmosphere of mutual help, and reduce the pension burden of the family and the society. Through the mutual complement of various elderly care service modes, the elderly can provide more comprehensive and personalized elderly care services for the elderly.

3.3 Optimize the medical security system

We will optimize the medical security system, further improve the medical insurance system, and increase the reimbursement rate and scope of medical insurance. With the increasing medical costs, the medical burden of the elderly is increasing. By increasing the reimbursement rate, the elderly can be reduced so that they can enjoy better medical services. We will expand the coverage of medical insurance reimbursement, and include more chronic diseases and special diseases in the medical insurance reimbursement list, so as to meet the medical needs of the elderly.

Vigorously developing long-term care insurance can solve the problem of care for the disabled elderly people. With the aging of the population and the number of disabled elderly people is increasing, their care needs are increasingly urgent. Long-term care insurance can provide nursing services and financial support for the disabled elderly, and reduce the burden of family care. The government should increase the policy support and capital investment for long-term care insurance, encourage commercial insurance companies to carry out long-term care insurance business, and establish and improve the long-term care insurance system.

Promoting the in-depth development of the combination of medical care and elderly care services can provide more convenient and efficient medical care and old-age care services for the elderly. Promote the establishment of cooperative relations between medical institutions and pension institutions, and realize the sharing of medical resources and pension resources. Medical institutions should be set up in elderly care institutions or cooperate with nearby medical institutions to provide daily medical care, rehabilitation treatment and other services for the elderly. Medical institutions should also set up geriatric departments to provide specialized medical services for the elderly. Through the combination of medical care and nursing care, the elderly can enjoy the dual services of medical care and elderly care in one place, and improve their quality of life[3].

3.4 Promote the re-employment and participation of the elderly in society

It is of great significance to promote the reemployment of the elderly. With longer life expectancy and improved health of older adults, many older people still have the capacity and willingness to continue participating in socioeconomic activities. The re-employment of the elderly can not only increase their income, improve the quality of life, reduce the burden of family pension, but also give full play to their experience and wisdom to create value for the society. For example, some retired professional and technical personnel can continue to exert their residual heat in the original field to provide technical guidance and consulting services to enterprises; some elderly people with rich life experience can engage in community service, education guidance and other work to contribute to the society.

To promote reemployment among the elderly, targeted training should be provided. According to the physical condition and skill level of the elderly, suitable vocational skills training should be conducted to help them improve their employability and meet the market demand. To create more jobs suitable for the elderly, and encourage enterprises to develop some jobs with low work intensity and flexible working hours, such as part-time jobs and consultant jobs, so as to provide more employment opportunities for the elderly. We will improve relevant policies to protect the rights and interests of the elderly in reemployment, such as formulating reasonable salary standards and labor protection measures, so as to eliminate the worries about reemployment.

4 Conclusion and outlook

This study deeply analyzes the challenges of China's pension social security system in the background of population aging, and puts forward the corresponding improvement path. With the acceleration of population aging, China's pension social security system is facing severe challenges in pension payment, pension service supply, medical security and labor market. In order to cope with these challenges, China should start with the reform of the old-age insurance system, the construction of the old-age service system and the optimization of the medical security system, so as to improve the security level and operation efficiency of the old-age social security system and better meet the needs of the elderly.

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