

Reforming China's Old-Age Security System from the Perspective of the Hierarchy of Needs

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Abstract

With the swell of the elderly population, there are complex characteristics within the elderly group, and the single pension security system is gradually insufficient. In order to fully solve the problem of different elderly people with different economic conditions and different health levels, it is an effective way to stratify the elderly groups. By conducting hierarchical research on the huge Chinese elderly population, you can effectively use limited old-age resources and achieve targeted optimization of old-age resources.

Keywords

The hierarchy of needs, Social stratification, Old-age security system.

1. INTRODUCTION

In recent years, due to the population, aging and historical reasons, in order to protect people's basic old-age needs and promote the sustainable development of the social security, the old-age security system has undergone a number of reforms. For example, in the responsibility-bearing mode, the government is responsible for the transition to responsibility-sharing; in the fund operation mode, China has pioneered a new pension insurance fund operation mode that combines social pooling and personal accounts; in terms of payment conditions, there are further regulations have been made about the payment period and age conditions.

With the continuous improvement of China's old-age security system, the quality of life of the elderly in China continues to rise, but at the same time it is constantly facing new challenges and new problems. For example, the problem of accelerating aging and the huge size of the elderly population. At the end of 2018, China's elderly population over 65 years old was about 167 million, accounting for 11.9% of the total population [1]. China has become the world's largest population of people aged 65 and over. The World Bank pointed out in its report "Policy Options for China's Pension Service: Building an Efficient and Sustainable Chinese Pension Service System" that by 2050, China's population aged 65 and over will account for 26% of the total population. At the same time, with the implementation of the family planning policy, the population structure of Chinese families has also undergone tremendous changes. Small or nuclear families have replaced the traditional pattern of extended families. With the development and popularization of the social pension system, the demand for the economic supply function in the pension function has been relatively reduced, and the demand for life care and spiritual comfort functions has been relatively increased. Regional differences in economic development levels hinder the reform of the basic pension insurance system. This article attempts to explore new ideas for solving these problems from Maslow's hierarchy of needs theory.

2. CURRENT STATUS OF CHINA'S CURRENT PENSION SYSTEM

When it comes to old-age security, we will naturally think of pension insurance. Undoubtedly, pension insurance is the main body of old-age security system, but we can not simply equate the pension insurance system with the old-age security system because of this. Let us first distinguish the relationship between the pension insurance system and the old-age security system:

2.1. The Relationship between the Pension Insurance System and the Old-age Security System

From a geographical perspective, China's old-age security system is subdivided into urban old-age security and rural old-age security. Urban old-age security mainly refers to the three pillars of basic pension insurance, occupational annuity, and personal savings [2]. The content system of the rural old-age security system is relatively inadequate compared with that of cities and towns. From the perspective of income, the construction of the rural pension insurance system has achieved periodic results, but there are still problems that emphasize economic security over welfare and service security [3]4.

It can be seen that, whether it is urban old-age security or rural old-age security, the pension insurance system is the core of the old-age security system. However, the old-age security system not only includes the pension insurance, but also all services, systems, facilities, etc. that deal with the worry of the elderly are covered by the old-age security. The following compares the two:

Table 1. Difference between pension insurance system and old-age security system

Difference	Pension insurance system	Old-age security system
Coverage	Only for those who are eligible to participate in pension insurance	For all seniors
Sources of funds	Tripartite burden from the state, unit and individual	In addition to states, units and individuals, there are multiple channels such as social donations and capital investment profits
Fund management	Directly managed by government departments	Multiple management methods according to different fund types
Pay condition	Required by age and payment	Mainly based on age conditions
Pay standard	Different according to age, years of payment, length of service, technology or job title level	Standard diversification

2.2. The Main Problems Currently Existing in China's Old-age Security System

Here we mainly analyze the problems in China's old-age security system from the aspects of pension insurance and non-pension insurance:

First, there is a significant difference in the guaranteed benefits of the pension insurance system. In line with China's early dual economic structure, the pension insurance system only covered urban employees in the early days, and later expanded to urban residents and rural areas. The urban employee pension insurance system starts early, develops rapidly, and provides high protection benefits. The urban residents and rural pension insurance systems appear later, develop slowly, and have relatively insufficient security functions. According to the data of China's Elderly Social Tracking Survey of the Institute of Gerontology, Renmin University of China, the treatment of different pension insurances from high to low is in order from the retirement pension of government institution and public institution, the basic pension for urban employees, and the social pension insurance for urban residents ,the last is the rural

social pension insurance, with an average monthly wage of 3174.69 yuan, 2400.22 yuan, 1387.2 yuan, and 141.21 yuan respectively[3]4. In contrast, rural pension insurance benefits are significantly different from other urban pension benefits, and the actual security function is extremely limited.

Second, the imbalance between pension supply and demand. Pension failing to pay is mainly characterized by regional characteristics, mainly concentrated in economically underdeveloped areas such as the Northeast. The shortage of pensions is the result of a combination of various reasons. Historical debts, social security transfer costs, accelerated aging, poor ability to maintain and increase the value of pensions, insufficient incentives to pay, and long-term low fertility rate all cause pensions failing to pay. Therefore, solving the problem of pension imbalance is a long-term process that requires the systematic adjustment of various departments and links to cooperate.

Third, the level of basic pension insurance co-ordination is not high, and the regional gap is relatively large. In 2018, the State Council issued the "Notice on the Establishment of a Centralized Transfer System for Enterprise Employees' Basic Pension Insurance Funds", which clarified the goals and steps for the national pooling of China's employee basic pension insurance, and subsequently launched a series of supporting preferential policies to promote the implementation of policies. However, there are still some provinces where the basic pension insurance has not yet achieved provincial-level overall planning. Even if the province announced the realization of provincial-level overall planning, the pension insurance fund is uneven among different cities in the province. In fact, compared with provincial-level overall planning, the differences in the economic development level and population structure of the provinces are more significant, which is also a great challenge for the realization of national overall pension insurance for employees.

Fourth, the development of other old-age security undertaking other than basic pension insurance is insufficient. Because of the dominant position of pension insurance in the old-age security system, most people focus on insurance. In fact, in addition to pension insurance, there are many areas that involve old-age security that need our attention, such as nursing home, pension services, pension methods, enterprise (occupational) annuities, commercial pension insurance and personal savings are all indispensable for the optimization of the old-age security system.

Fifth, the elderly industry is underdeveloped, greatly lagging behind the current economic level and deep-seated need of the elderly. For example, there are few cosmetics suitable for the elderly, the fashion of the elderly is insufficient, the types of health foods for the elderly are scarce, the social places for the elderly are limited, the social activities of the elderly are not innovative enough, and the elderly nutrition, health care products and financial product management is chaotic, and the transportation facilities and construction facilities that are convenient for the elderly to travel are obviously insufficient.

Sixth, most of the care for the elderly is limited to basic material needs such as eating, dressing, and housing. Ignore the deep spiritual needs of the elderly, including the need for psychological counseling, affirmation of self-worth, and the need for family, friendship, and love, the need for re-socialization, the need for medical care, etc. People in many places still hold prejudice to the need for love of the elderly, not only do not understand, even obstruction, and even threaten to break away from the parent-child relationship. Which has a great harm on the physical and mental health of the elderly.

In summary, the first three issues focus on the lack of economic support in old-age security, and the latter three issues extend the focus of old-age security to the deep-level need of old-age welfare and old-age service security. To optimize the old-age security system, we must face the diversified requirements that are constantly emerging in old-age care. How to scientifically

stratify the old-age security objects will be the key to meeting the diverse needs of the old-age objects.

3. THE DIVISION OF OLD-AGE SECURITY DEMAND HIERARCHY

Everyone is familiar with the concept of "stratification". Initially, stratification was a term used by the geological community to analyze geological structures, referring to different levels of geological structure [4]11. Later, when studying social structure, it was cited by sociologists and called "social stratification". Professor Hangsheng Zheng's definition of "social stratification" is: social stratification is the orderly social hierarchy that exists in society due to the inequality of social resource distribution. With the advent of an aging society, the number of elderly people has increased, and due to personal economic, cultural, ethnic, geographical and other situations, the internal of the elderly group is becoming more and more complicated, which has triggered the need to stratify the elderly group to meet the diverse needs of the elderly group and improve the quality of life of the elderly group. The key issue here is to choose the stratification criteria.

3.1. Discussion of Layering Standards

From ancient times to the present, there are several social stratification standards for our reference:

First of all, taking the degree of possession of different social resources as the stratification standard. Grusky, Kerbo, Rothman and others summarized seven types of resources that are the basis of social stratification and are unequally distributed [4]35: political resources, economic resources, social resources, prestige resources, cultural resources, human resources and civic resources.

Secondly, take occupation as the stratification standard. For example, Xueyi Lu divides China into ten strata in the "Research Report on Contemporary Chinese Social Stratums": state and social managers, managers, private business owners, professional and technical personnel, clerks, individual businessmen, business service employees, workers, agricultural workers, urban and rural unemployed and semi-unemployed [5].

Third, age is used as the stratification criterion. In ancient China, the old people were mainly stratified by age, and different levels of protection were given to different age groups [4]59. The "Book of Rites" gives different titles to the old people according to age, and gives corresponding treatment: 50 years old called "Ai", 60 years old called "Qi", 70 years old called "Old", 80-90 it is called "Mao", and one hundred years old is called "period". You may not engage in servitude at the age of 50, you may not perform military service at the age of 60, you may not engage in welcoming guests at the age of 70, and you may not participate in the funeral service at the age of 80[6].

Fourth, the source and weight of pension are used as stratification criteria. Taiwan scholar Dajun Lin focused on analyzing the situation of Taiwan's pension insurance in "Retirement System and National Pension", and divided it into four categories. People in different occupations have different proportions of government, enterprises and individuals in the payment of insurance premiums [4]66-67.

Fifth, take the pension payment plan as the standard. The stratification theory believes that each insurance plan has its own specific rules, financing methods and payment structure. Each plan is specially designed to suit the corresponding social position of its insured person [4]62.

3.2. The Hierarchy of Needs

Here we mainly borrow the demand hierarchy theory proposed by scholar Guangzong Mu based on Maslow's hierarchy of needs and the "six old" policy goal framework. He summarized the needs of the elderly in "five old" ways into five levels:

At the first level, there is a need for support for the elderly, a need for help for the old, and a need for medical care for the old. It is to meet the basic survival needs of the elderly in terms of clothing, food, housing, transportation, health, hygiene and safety. This is the lowest level of demand.

The second level is the need for love and companionship. It is to meet the emotional needs of the elderly in family ethics and emotional life.

The third level is the need for old age to have fun, old age to have pro, old age to learn and old age to have beauty. It is to meet the development needs of the elderly to enrich themselves, publicize themselves, and affirm themselves in terms of entertainment, making friends, seeking knowledge, and loving beauty.

The fourth level is the need for old age to play a social role. It is to meet the value needs of the elderly in self-realization.

The fifth level is the need for "good end". It is to meet the needs of the elderly at the last moment of life, which is both the ultimate demand and the highest level of demand [4]68-69.

It can be observed that the needs of the elderly are diverse, and the changes have progressive characteristics. However, it should be pointed out that not all needs must be met during the same time period. Generally speaking, only one kind of demand is the main one, which mainly depends on the economic level and health status of the time period.

4. IMPROVE CHINA'S OLD-AGE SECURITY SYSTEM AT DIFFERENT LEVELS

4.1. Seniors at the First Level

The elderly in this part mainly refer to the elderly groups with lower income and poorer economic conditions, mainly targeting at the elderly who are widowed, orphaned, alone, sick, disabled and with little or no source of living. For this part of the elderly, we must pay attention to providing basic old-age security from the aspects of clothing, food, housing, transportation, and medical care.

4.1.1. Living Expenses

For the elderly who have not participated in the basic pension insurance, they can solve their living expenses through state and collective subsidies and social donation. For the elderly who have participated in the basic pension insurance, but due to illness, disability and other reasons cause life difficulties, the source of living expenses should be increased by means of social assistance and charitable donation.

4.1.2. Housing

Specific analysis of the specific situation, if you have a house, you can provide old-age care in your own house; if not, you can solve it through government low-rent housing, welfare home, and elderly apartments, etc. This not only facilitates the care of the elderly's life, but also meets the needs of the elderly's interpersonal communication.

4.1.3. Travel

Mainly pay attention to the design of facilities for the elderly to travel conveniently. For example: the ground of the old people's active areas should be as flat as possible; the steps should be as few as possible; the ground should be made of non-slip floors; the toilets should be equipped with handrails; the provision of travel tools for the disabled elderly should be ensured.

4.1.4. Medical

Mainly refers to the medical, hygiene and health needs of the elderly. The community should regularly provide physical examinations for the elderly, and make a health record for the health of each elderly to facilitate follow-up treatment. At the same time, provide the elderly with a fixed activity place and activity facilities to create a good activity environment. For some elderly people suffering from serious illnesses and chronic diseases, medical expenses should be compensated appropriately, and they should be included in the comprehensive arrangement for serious disease.

4.2. Seniors at the Second Level

This part of the elderly generally has a good economic foundation, and the basic needs of clothing, food and housing can be self-sufficient. At this time, the need for family and love becomes their main demand.

4.2.1. Family

The affection is mainly given by the care of children. Influenced by the traditional Chinese "family", people have always regarded "four generations in the same family, surrounded by children and grandchildren" as a portrayal of their family's happy life. This requires joint efforts of the children and grandchildren to increase the time for communication with the elderly, through careful care in life. Studies have demonstrated that the brain tissue of elderly people without kinship shrinks faster and their body functions decline faster. In order to solve this problem, we more advocate home-based care combined with community-based care.

4.2.2. Love

Mainly comes from the love of the spouse. Mainly for the remarriage of widowed elderly, we must create a relaxed public opinion environment. If there are objections to the children of the elderly, community workers and social workers should take the initiative to create conditions for the elderly to remarry through ideological work.

4.3. Seniors at the Third Level

On the basis of the basic satisfaction of the first two requirements, this part of the elderly has gradually occupied the main positions in terms of entertainment, friendship, knowledge, and self-image affirmation.

4.3.1. Entertainment and Making Friends

Friendship usually goes with the process of entertainment. As a member of a social group, the elderly must require social interaction with others. In the process of communication and interaction, the need for information exchange and interpersonal communication is achieved. The place of information exchange and interpersonal communication is mainly the place of entertainment. Therefore, in the design of the old-age security system, we advocate both home-based care and institutional care, in order to make up for the need for friendship that is often overlooked by the elderly in the home-based care process. Pay more attention to the development of the aging industry, such as libraries, game room, senior universities and other facilities established for the elderly in the community, hoping that the elderly will increase communication with others in the process of activities and entertainment. In addition, for the elderly who are ill in bed or inconvenient to travel, take the form of volunteer door-to-door service or paid labor service of laid-off workers to make up, achieving the effect of two birds with one stone.

4.3.2. For Knowledge

Many people have the idea that they want to do what they wanted to do when they were young when they retired, and "seeking knowledge" has become a way for the elderly to fill in the emptiness of life and fulfill their wishes after retirement. At present, geriatric universities are

the main way to meet this demand, but compared with the diverse fields of knowledge seeking of the elderly, it is still insufficient. Such as the desire for the use of modern equipment such as computers; the hobby of vocal music; the love of professional activities such as fishing, etc, all of which require the cooperation of qualified teachers, institutions and equipment to achieve. Therefore, it is necessary to mobilize the whole society to give play to the spirit of mutual assistance and develop old-age security as a systematic industry.

4.3.3. Self-image Affirmation

By shaping the image of clothing, makeup, manners, etc. from the inside out, you can increase the self-confidence and vitality of the elderly and help their quality of life and health in their later years. In this regard, in addition to setting up related courses and teachers to help the elderly learn in institutions such as universities for the elderly, we also use the power of society to care about the old age life of the elderly, enrich the clothing styles and colors of the elderly, and develop suitable for the elderly skin-friendly and inexpensive cosmetics.

4.4. Seniors at the Fourth Level

This part of the elderly usually has a high educational background, or have accumulated deep experience in a certain area. At the same time, they are in good health after retirement, can assume certain social responsibilities, have certain innovative ideas, and hope to do something in their later years. We need to make good use of this part of the elderly from the perspective of human resources, mainly for the society, the elderly of the same age and the younger generation. For this part of the elderly, we can properly extend their retirement age, while meeting their higher-level needs while also reducing the pressure on the pension fund supply.

4.5. Seniors at the Last Level

This part of the elderly's life is usually about to end due to illness, age or other reasons. At this time, the need for medical treatment is no longer the key, and the demand for fate has become the main demand. This demand specifically includes the problems of maintaining the quality of life in the final stage, the disposal of property, and the acceptance of death by ourselves and our children, etc. We collectively classify as a "good end" problem. China's old-age security has little experience in "good end" work, and it should actively learn from foreign experience to help the elderly leave the world smoothly and peacefully.

To sum up, the elderly groups with different economic status and health levels have different need for old-age care. According to the different needs of their old-age care, the provision of corresponding old-age security content can avoid the waste of old-age resources and improve the use efficiency of old-age resources. To improve the quality of life for the elderly. At the same time, it can also motivate the elderly to use their own human and material resources to achieve a higher pursuit of old-age care, which is a great significance for strengthening old-age resources and stimulating the development of the silver hair industry and the entire economy.

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