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Research on the Development of the Elderly Care Policies in China

Abstract: The population ageing of Chinese society is deepening. The elderly care policy is a policy standard formulated by the government to protect the rights and interests of older people in the process of actively coping with the population ageing. It has crucial guiding significance for improving the elderly care services and carrying out pension practice. Since the reform and opening-up⁴, China's elderly

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⁴ Reform and opening-up is a series of economic reforms initiated by the People's Republic of China on December 1978 and a basic state policy for implementing socialism with Chinese characteristics. The

care policy system has gone through three stages of initial construction, development, and transformation, showing a development direction from aid to service, from one to multiple, from unique to general. In general, China has primarily formed a complete framework of the elderly care policy system, the rights, and interests of older people have been strongly guaranteed, the elderly care service industry has developed rapidly, and the quality of elderly care service has been effectively improved. However, in the process of policy development, there are still problems such as difficulty in implementing policies, low effectiveness, vague content, and fragmentation of policies. In the future, it is urgent to establish a complete, scientific, reasonable, and effective elderly care policy system. It should further expand the scope of benefits of old-age care policies, promote the coordinated development of the elderly care policies between urban and rural areas and among regions, strengthen the guiding and leading role of the government, and refine policies on personnel training, so as to form a powerful driving force for old-age care.

Key words: Elderly Care Policy, Population Ageing, Policy Evolution, Social Security, Elderly Care Service

Introduction

In 2000, China accounted for 7% of the population of older people over the age of 65 and had been climbing ever since⁵.

reform was pushed forward by the communist party of China (CPC) under Deng Xiaoping, and was proposed at the third plenary session of the 11th CPC central committee in 1978 as internal reform and opening up to the outside world.” This decision changed the situation that the mainland of China was gradually closed to the outside world after 1949 and made the People’s Republic of China develop rapidly.⁵ On the issue of an ageing population, the United Nations has a unified view: when the proportion of people aged 65 and overtakes

In 2005, the population of older people over the age of 65 exceeded 100 million. In 2017, The population of older people increased further to 15831 million people, and the proportion of the population of older people over the age of 65 soared to 11.4%. According to the United Nations (UN) World Population Prospects (2017), by 2040, China will become a super-aged country, and by 2050, the population over 80 will exceed 100 million. However, because the development of social security support system is not perfect and has the typical characteristics of “getting rich before getting old” and “getting old before getting ready” (Nie, Huang, 2015; Sun, Gao, 2018), the elderly care problems in China are extremely severe. An old-age service system, which is based on individual families, backed by the communities, supplemented by different institutions, boasts a more complete range of functions, is of an appropriate scale, covers both urban and rural areas and combines medical treatment with endowment care, shall be established as soon as possible. Against this background, the Chinese government has successively issued a series of relevant policies.

Literature Review

Under the circumstances of the convergence of factors such as before getting rich and before getting old, urban-rural dual structure, family miniaturization, and empty nest trend (Yu, Liu, 2013, Feng, Nie, 2016), ageing is showing the characteristics of large base, fast growth and apparent ageing trend, which poses a severe challenge to the current the elderly care policies in China (Wang, Zhang, 2013). At present, research on the elderly care policies have entered the

up more than 7% of the total population, it is called an ageing society. If it is over 14%, it is called an aged society, and if it is over 21%, it is called a super-aged society. The older people in this chapter refer to those over 60 years of age stipulated by Chinese law.

substantive stage, and there are 2115 articles on the elderly care policies and the elderly care security in China Academic Journals full-text database (CNKI) from 2005 to 2016 (Wu, Tang, 2018), which have achieved fruitful research achievements.

From a macro perspective, the elderly care service and industrial development are relatively lagging, unable to meet the growing need for providing for older people (Zhen, 2018), and it is required to start from the perspective of national strategy and long-term planning of ageing work, and the elderly care policies system shall be established in line with economic development level (Yuan, Li, Dang, 2009), ageing characteristics and older people wills (Peng, Hu, 2011).

From the micro-level, to build an evolutionary elderly care policy system, on the one hand, it needs to reshape the value position of the elderly care system arrangement, adjust the relationship between short-term objectives and medium-term and long-term strategies, and pay attention to the role of family capacity development in the elderly care sustainability (Hu, Peng, 2013) and on the other hand, it shall also be paid attention to the gender characteristics in the ageing process and establish the elderly care security system with social responsibility as the main body (Tong, 2008). On the whole, the Chinese academic circles are scattered over China's research on elderly care policies and lack of systematic analysis.

Due to historical reasons, older people undertakings in China started in the late 1970s, and the number of related elderly care policies began to increase. Therefore, this chapter mainly combs out the elderly care documents issued after the late 1970s and focuses on the interpretation of the policies issued in recent years, describes the development track of the elderly care policies in China, analyzes the development demands in the policies, and evaluates the policies to explore the innovative ideas and countermeasures of the elderly care

policies, so as to provide reference for the future adjustment of the elderly care policies.

The Historical Track of the Elderly Care Policies in China Evolution

Since the reform and opening up, the Ministry of Civil Affairs has resumed its operation; older people undertakings have started to develop and set up China National Committee on Ageing, marking that the ageing work is on track, and the elderly care problems have begun to receive initial attention from the government. Until now, the development of the endowment policy has gone through three stages (Wakabayashi, Nie 2012).

Table 1 The Elderly Care Policy Evolution in China

| Period | Representative Policies |
|--|---|
| The elderly care policy system construction period (1978~1990) | <i>Provisional measures of the state council on retirement and resignation of workers (1978)</i> <i>Report on exploring the establishment of a social security system at the grass-roots level in rural areas (1987)</i> |
| The elderly care policy rapid development period (1991~1999) | <i>A decision on Reform of the Elderly Care Insurance System for Enterprise Employees (1991)</i> <i>Basic Plan of Rural Society the Elderly Care insurance (1991)</i> |
| The elderly care policy transformation and all-round | <i>Notice on Accelerating the Pilot Work of New Rural Cooperative Medical System (2006)</i> <i>The Opinions on Promoting Home pension service in an All-round Way (2008)</i> |

| | |
|---|---|
| development period (2000~2012, 2013~) | <i>Several Opinions of the State Council on Accelerating the Development of the Elderly Care Service Industry</i> (2013) <i>The Notice on Guiding Opinions on Promoting the Combination of Medical Care</i> (2015) <i>Guidance of the general office of the ministry of human resources and social security on the pilot implementation of the long-term care⁶ insurance system</i> (2016) |
|---|---|

Source: Own elaboration.

1. Initial Establishment of the Policy System

In 1978, the State Council promulgated and implemented the *Provisional measures of the state council on retirement and resignation of workers, Interim measures on the resettlement of old, weak, sick, and disabled cadres*. These two policies are mainly aimed at the resettlement policies for veteran cadres and older workers who have contributed to the building of socialism. In 1982, the United Nations convened the first World Assembly on Ageing in Vienna, calling on all countries in the world to recognize the problem of population ageing. The Assembly accelerated the establishment of China's ageing organization. In 1983, the State Council officially approved China National Committee on Ageing as a permanent establishment. Since then, China has started an organized,

⁶ The World Health Organization (WHO) defines it as a system of care activities carried out by informal caregivers (families, friends or neighbors) and professionals (health and social services) to ensure that those who do not have full self-care ability can Continue to get the quality of life that you personally like and the higher quality of life, the greatest possible degree of independence, autonomy, participation, personal satisfaction and personal dignity. At present, China's long-term care is in the pilot stage.

leading, and planned ageing work. In the same year, the *Trial Measures for the Elderly Care Insurance for Employees of Urban Collective Economic Organizations* were promulgated, enabling employees of urban collective economic organizations to obtain specific living security after retirement. Since 1984, the elderly care insurance social co-ordination began to be implemented in various regions of the country, and the overall reform of the elderly care insurance system has begun. In 1987, the Ministry of Civil Affairs issued a *report on exploring the establishment of a rural social security system at the grass-roots level*, pointing out that the family's function of supporting older people and children is weakening, while the proportion of older people is increasing, and the task of supporting older people is getting heavier and heavier, advocating the establishment of a rural social security system at the grass-roots level.

At this stage, China's elderly care problems began to receive attention, relevant ageing policies were introduced one after another, the ageing organization was initially established, the prototype of the ageing policies system began to take shape, and elderly care work began to develop in the direction of standardization and specialization. However, ageing policies were mainly concerned with solving the old age life of employees and retired cadres in the old and infirm enterprises, and a systematic working idea has not yet been formed.

2. Rapid Development of the Policy System

In 1991, the State Council issued *Decision on Reform of the Elderly Care Insurance System for Enterprise Employees and Basic Plan of Rural Society the Elderly Care insurance*, which indicated that China began to attach importance to the development of rural the elderly care insurance while paying attention to the city the elderly care insurance. Marking the beginning of the overall social development of Chinese enterprise the elderly care insurance (Yuan, 2001); In 1992,

the State Council issued the Notice of the Ministry of Civil Affairs on Further Accelerating the Development of rural social endowment insurance undertakings, pointing out that the development of rural social endowment insurance undertakings at that time was far behind the requirements of the whole situation and stressing the need to accelerate the development of rural elderly care insurance further. In 1995, the State Council issued the Notice on Deepening Reform of the Elderly Care Insurance System for Enterprise Employees, proposing the objective of establishing the elderly care insurance system that meets the requirements of the socialist market economic system and applies to different older groups in cities and towns. In 1999, the Ministry of Culture issued Opinions on Strengthening the Cultural Work of the Elderly and stressed the need to vigorously build the culture of older people, build cultural venues for older people, do an excellent job in university education for older people and enrich the lives of older people.

At this stage, China began to adjust ageing policies, began to pay attention to different older groups, and emphasized the protection of rights and interests of older people at the legal level. At the same time, the city the elderly care insurance has been steadily developing, and the rural the elderly care insurance is moving towards standardization and rapid development, marking that the elderly care insurance has also begun to develop towards a more comprehensive and inclusive direction, and the practicability of the policy has gradually increased.

3. Comprehensive Development and Transformation of the Policy System

After entering the 21st century, elderly care policies in China began to enter a period of rapid development. By the end of 2017, there were nearly 120 rules (Chen, 2018) and regulations related to the elderly care in China. In 2000, the

State Council issued *Opinions on Accelerating Socialization of Social Welfare*, stressing that social welfare organizations enjoy equal treatment with government-run social welfare organizations. In the same year, the State Council also issued *the Notice of the Ministry of Finance and the State Administration of Taxation on Tax Issues Concerning Elderly Service Organizations*, pointing out that it is necessary to strengthen the construction of the elderly care service institutions vigorously and vigorously support social welfare organizations. Social welfare is no longer a unilateral commitment of the government, but a transformation to the society to accelerate the socialization of social welfare. With the development of urban medical care, China has also begun to attach importance to the development of rural medical care and has begun to pilot the reform of rural medical care system since 2002, with the emergence of a new rural cooperative medical care system. In 2003, the State Council issued *Opinions on the Implementation of Rural Medical Assistance* to clarify the objects and methods of medical assistance. In 2006, the State Council ministries jointly issued *the Notice on Accelerating the Pilot Work of New Rural Cooperative Medical System*, advocating the provision of high-quality and convenient medical services for rural residents. In 2013, the State Council executive meeting discussed, and the approved *the Task Measures for Deepening Reform and Accelerating the Development of the elderly care service* calling for strengthening the development of ageing and proposing the objective of building an urban-rural the elderly care service system by 2020. In the same year, the State Council released *Several Opinions of the State Council on Accelerating the Development of the Elderly Care Service Industry*, which clearly stated that the Chinese government needed to encourage private capital to participate in the elderly care service industry, thus 2013 was regarded as the first year of the elderly care industry. In 2015, General Office of the State

Council forwarded *the Notice on Guiding Opinions on Promoting the Combination of Medical Care* and the elderly care service issued by the Health and Family Planning Commission and other departments, proposing the concept of combining medical care and nursing to provide older people with a health services and the elderly care services. In 2016, the Ministry of Civil Affairs issued *the 13th Five-Year Plan for the Development of Civil Affairs*, proposing to promote the rapid development of the elderly care service industry, strengthen the informatization of the elderly care service system, and strive to explore and establish a long-term care guarantee system.

During this period, the population ageing has been highly valued by the government; the ageing policy has been developed rapidly, the content of the policy is more comprehensive, has gone through the transformation from “resettlement and assistance type” to “comprehensive service type.” It pays great attention to the development of the elderly care service industry and the improvement of the elderly care service quality and gradually emphasizes the use of multiple methods to meet older people’s cultural and entertainment needs while ensuring the basic livelihood of older people, reflecting the characteristics of practicality and popularity.

Achievements of the Elderly Care Policies

1. The Elderly Care Policies System Framework Was Formed

After decades of development, China has primarily formed a system based on the *Constitution*, relevant fundamental laws, and some national and local policies to provide services for older people. The elderly care policies are involved in elderly care insurance, health care, daily care, cultural education, and the rights and interests of older people. For example, *the Decision on Reform of the Elderly Care Insurance System for Enterprise Employees* was issued in 1991, proposing the

establishment of a multi-level the elderly care insurance system combining primary the elderly care insurance, supplementary insurance for enterprises and personal savings the elderly care insurance. *The Decision on Establishing the Basic Medical Insurance System for Urban Workers*, promulgated in 1998, points out that accelerating the reform of the medical insurance system and ensuring the basic medical care for urban workers are objective requirements and important guarantees for the establishment of a socialist market economic system, and proposes tasks and principles, coverage and payment methods for the reform of the primary medical insurance system for urban workers, establishing the necessary medical insurance pooling funds and individual accounts, improving the management and regulation mechanism of the necessary medical insurance funds, strengthening the management of medical services, properly solving the medical treatment of relevant personnel, and strengthening organizational leadership. In 2006, *the Notice on Developing the Elderly Care Service Industry* was issued, which provides guidance for the development of the elderly care service Industry. In 2016, *the Opinions on Further Expanding Consumption in Tourism, Culture, Sports, Health, Education and Training for the Elderly* was issued, pointing out that under the current environment of sustained and steady growth of domestic consumption in China, the elderly care policies shall be reformed and innovated to increase effective supply in the consumption field, make up for shortcuts, improve people's livelihood, promote the development of service industry and drive economic transformation. The policy system of elderly care has been continuously improved and gradually expanded, including elderly care, insurance, geriatric health care, geriatric culture development, and geriatric education.

2. The Rights and Interests of Older People are Strongly Guaranteed

The elderly care policies continue to develop, and the legitimate rights and interests of older people have gradually been adequately protected, and the quality of life of older people has gradually improved. *The Law of the People's Republic of China on the Protection of the Rights and Interests of the Elderly* promulgated in 1996 clearly emphasizes family support obligations and social security, so that older people's work and rights and interests are protected at the legal level. After three amendments in 2009, 2012, and 2015, the content of Law of the People's Republic of China on the Protection of the Rights and Interests of the Elderly has been increased from 50 to 85, adding chapters on social services, humane preferential treatment, and livable environment. The new law on older people not only makes it a long-term strategic task for the country to cope with the ageing population but also will often go home to read and write into the law, meeting the increasingly urgent spiritual support needs of today's society older people. *The Notice on Printing and Distributing the Outline of the National Health Service System Plan (2015-2020)* issued by the General Office of the State Council in 2015 emphasizes the combination of medical care and support, promotes the strengthening of cooperation between medical institutions and the elderly care institutions, coordinates medical services and the elderly care service resources, and guarantees the elderly care service quality. Our country is continuously exploring a new way of combining medical care with the elderly care, integrating social resources, combining medical care with the elderly care resources, maximizing the use of social resources, and providing better the elderly care service for older people in our country. Our country's elderly care policy coverage is gradually expanding, and the rights and interests of older people, quality of life and physical and mental health are guaranteed continuously.

3. The Elderly Care Service Industry is Developing Rapidly

The Notice on Developing the Elderly Care Service issued in 2006 provides key guidance for the development of the elderly care related industries and personnel training, and points out such policy measures as developing social welfare services for older people, social the elderly care service institutions and services for older people at home, supporting the development of elderly care and hospice services, promoting the development of the market for older consumers, strengthening education and training, and improving the quality of the elderly care service personnel. *The Several Opinions of the State Council on Accelerating the Development of the Service Industry* published in 2013 pointed out that it shall be focused on the overall management of four relationships: Taking care of both career and industry, current and long-term, central, and local authorities, and towns and villages. In 2016, the State Council issued *Some Opinions on Fully Opening up the Elderly Care Service Market to Promote the Elderly Care service quality* further emphasized the importance of the elderly care service industry, pointing out that it is not only a livelihood undertaking but also a sunrise industry with development potential. It shall adhere to the principles of deepening reform, opening up the market, improving the structure, highlighting key points, encouraging innovation, improving quality and efficiency, strengthening regulation and optimizing the environment to develop the elderly care service market and improve the elderly care service quality. In the same year, the State Council issued an *Outline of Health China 2030 Plan* emphasizing that in the field of healthy China, the elderly care industry and Internet medical care are included. Facing a severe ageing trend, there is a big demand for older people in our country, and there is a big space for older people market. Under such a background, the elderly

care policies on the elderly care industry have rapidly promoted the development of the elderly care service industry. The scope of the elderly care service industry has been continuously expanded, and the demand for the elderly care has been continuously met.

4. The Elderly Care Service Quality Has Been Effectively Promoted

China has entered the information age, and information technology has been widely used in the elderly care service. The elderly care service industry has developed rapidly, and the elderly care service quality has also been effectively upgraded. At the fifth plenary session of the 18th Central Committee of the Communist Party of China in 2015, it was proposed to promote the construction of a healthy China, which marks the beginning of a healthy China to become a national strategic level. At the same time, China has begun to explore new directions for intelligent old-age care, promoting the optimal allocation and use efficiency of existing medical, health and old-age care resources, and providing multi-level and diversified health the elderly care service for the majority of older people. In 2016, the Ministry of Civil Affairs issued *the Notice on Supporting the Integration and Transformation of Idle Social Resources to Develop the Elderly Care service*, emphasizing the effective increase of total supply through the integration and transformation of idle social resources, promoting the development of the elderly care service industry to improve quality and efficiency, and better meeting the growing demand of society for the elderly care service. All localities are required to integrate and transform idle social resources and develop the elderly care service according to the level of economic and social development, the trend of an ageing population, the distribution of the population of older people and the demand of the elderly care service. With our country's emphasis on, the elderly care policy involvement is

becoming increasingly widespread, from guaranteeing older people material life to paying attention to the health and spiritual life of older people. Therefore, the elderly care service level has been adequately raised to better meet the growing demand of older people.

Problems and Challenges of Policy Development

1. Difficulty in Implementing Policies

Facing the severe ageing situation, a large number of policies had been issued for older people, but it is not easy to implement them. The elderly care policies have not only a large number but also covers a wide range of areas, involving the elderly care service and the elderly care industries in different regions but mostly stays on the theoretical principle level, with few policies that benefit the people. The formulation of the policy lacks the investigation of the situation of older people in different regions and the in-depth participation of policy targets. Most of the regions follow the policies formulated by the central government and use the ubiquitous the elderly care problems to cover up the particularity of the elderly care problems in different regions, which makes it difficult to implement the policy and does not benefit the public.

2. Low Effectiveness of Policies

The elderly care problems are a system problem that needs a complete the elderly care system to deal with (Chen, Pang, Chen, 2004). Ageing policies can be divided into laws, administrative regulations, rules, and normative documents according to its effectiveness level, and its effectiveness gradually decreases. At present, the ageing policies at the national level in China are limited to ministerial regulations and the level of the normative document, while the ageing policies rising to the level of national laws and administrative regulations is rare. At present, ageing policies, which have

risen to the national legal level, only has the rights and interests of older people Guarantee Law and most ageing policies exist in the form of “notices,” “opinions,” “decisions” and so on. The low effectiveness makes it difficult to achieve the intended effect in the implementation of the policy.

3. Vague Content of Policies

In the face of the elderly care difficulties, the Chinese government has introduced various social forces and put forward the idea of socialized old-age care so that all parts can explore socialized old-age care according to the distinctive characteristics of different regions. However, there is no clear plan for the short-term, medium-term, and long-term development of socialized old-age care nationwide (Hu, Cui, 2015), leading to the concept of socialized old-age care becoming a very vague one. From the humanitarian point of view, with the economic development to solve the elderly care problems for older people, it is crucial not only to solve the problem of older people’s survival but also to solve the problem of its spiritual life needs and improve older adults’ quality of life (Mu, 2005). However, although China’s elderly care policies generally benefit a wide range of areas, it is difficult to form a joint force due to the lack of links among various independent policies. For example, *the opinions on the establishment of a pilot urban medical assistance system*, the elderly care service facility land guidance and necessary the elderly care insurance fund investment management measures all have only a single function, and the guidance on promoting the combination of medical care and the elderly care service puts forward relatively few policy documents on comprehensive services such as medical care.

4. Fragmentation of Policies

The policy of “fragmentation” is universal and shall be treated equally to the population so that they can enjoy the resources

allocated by the policy fairly. However, China's ageing policies have distinct regional differences: First, compared with cities, rural ageing policies are weak, which is also a concrete manifestation of the urban-rural binary difference in the ageing policies field. Second, the development of ageing policies is uneven among different economic regions. Ageing policies are relatively complete in the eastern developed regions and relatively sparse in the less developed regions in the central and western regions. This "fragmentation" of ageing policies makes it difficult for older people groups in different regions to share equally the fruits of the country's economic and social development.

Proposals on the Direction of the Elderly Care Policy Development

1. Further, Expansion of the Coverage of the Elderly Care Policies

In the future, the current situation shall be changed with regard to the beneficiaries of the elderly care policies. For older people, poor, disabled, and other groups in older people, it is necessary to continue to increase policy support. For particular groups such as the left-behind elderly in rural areas, their orientation of shall be clearer. Also, special attention shall be paid to people with disabilities and older adults who have lost their independence in the policy design. At present, only a few pilot areas have established older people long-term care insurance system. It is necessary to set up a national long-term care insurance system as soon as possible and speed up the exploration of a plan suitable for national conditions. In this regard, the state shall establish and improve the relevant system as soon as possible to ensure that citizens, including all difficult older groups, enjoy fundamental rights, and maintain basic living standards in society. At the same time, it shall also be taken into account the need for central and local governments to increase the input of welfare funds in resource

mobilization and allocation, such as through tax increase and fiscal expenditure adjustment.

2. Promote the Coordinated Development of the Elderly Care Policies Between Urban and Rural Areas and Regions

The implementation of social policies is to promote coordinated economic and social development, and the elderly care policies are no exception. China's economy and society have the dual structure of urban and rural areas and the unbalanced development of eastern, central, and western regions. Rural areas and central and western regions security level of the elderly care policies are lagging behind cities and eastern regions. The main direction of China's current the elderly care policies development is to build an the elderly care policy security system that is compatible with the level of social productivity, so as to maintain a balanced relationship between the achievements of economic development and the objective of social equality, and achieve the unification of social welfare resource allocation efficiency and social equity through resource redistribution. Therefore, it is of vital importance to increase financial investment, improve rural and central and western regions the elderly care insurance, medical services, community care and social participation and other security conditions and service facilities, strengthen and improve the regulation and management system, and gradually narrow the security level of the elderly care policies gap between urban and rural areas and regions. At the same time, research on the elderly care policies shall formulate the scope, amount, funding channels and operating procedures of the state finance the elderly care compensation for older people in rural areas and central and western regions where welfare benefits are impaired in the current social structure.

3. Strengthen the Guiding and Leading Role of the Government

The elderly care policies are an institutional arrangement stipulated by the state, political parties, and authoritative organizations to safeguard the legitimate rights and interests of older people and guarantee its life (Wu, Jiang, 2006). For the development of national policies, the government plays an essential role in leading and leading. The government shall give full play to its leadership and leading role, continually explore and formulate scientific the elderly care plans and policies, enhance the feasibility of the elderly care policies, and ensure that the elderly care policies can truly benefit ordinary older adults. First of all, the formulation of the elderly care policies must be based on an in-depth investigation, and the government must ensure that the elderly care policies are well-founded. The government shall make a full investigation into the economic and social development of each region before formulating the elderly care policies, summarize the characteristics of the development of each region, and formulate different the elderly care service plans according to these different characteristics and the actual situation in different regions. The number of the elderly care policies issued in China is more than that of actual implementation, so the government shall not only be the promulgator of the policy but also be the supervisor of the policy, giving full play to the governments supervisory function to ensure that the elderly care policy and service quality benefits older people. The government shall improve the legal guarantee mechanism of the elderly care service so that the service supply can have laws to follow (Wu, 2015).

4. Refine Policies on Personnel Training

At the present stage, there are some problems in personnel training for older people, such as small scale, single level, and uneven quality, which to some extent restricts the rapid

development of the elderly care service industry. The guarantee mechanism of the elderly care service talent team shall be strengthened. Increase government guidance, promote professional training institutions and high-quality old-age care institutions to carry out training of old-age care workers, and gradually improve the professional level of the elderly care service team. At the same time, it is necessary to further standardize the management of employees, establish a system of qualification certification and professional title evaluation for the elderly care service, adhere to the system of holding certificates, gradually improve the treatment of employees and stabilize the elderly care service team. Also, it is possible to train the elderly care service nursing talents without tuition in colleges and universities, just like regular school students, and encourage students to apply for the elderly care-related majors. Attract more talents to join the elderly care industry.

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