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**NATIONAL STANDARD OF THE
PEOPLE'S REPUBLIC OF CHINA**

GB/T 23859-2025

Replacing GB/T 23859-2009

Time measurement methods for labour quotas

劳动定额测时方法

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Foreword

This document is in accordance with GB/T 1.1-2020 "Standardization Work Guidelines Part

1.Structure and Drafting Rules of Standardization Documents". Drafting is scheduled. This document replaces GB/T 23859-2009 "Methods for Measuring Labor Quotas". Compared with GB/T 23859-2009, except for structural adjustments and Aside from editorial changes, the main technical changes are as follows:

- a) The applicable scope has been changed (see Chapter 1, Chapter 1 of the.2009 edition);
- b) Added terminology and definitions for stopwatch timing (see 3.1);

- c) The terminology for task elements, timing points, duration, timing record sheets, and observation periods has been revised (see 3.2-3.6,.2009 edition). (2.1~2.5)
- d) The scope and conditions of application have been removed (see Chapter 3 of the.2009 edition);
- e) The timing methods and requirements have been changed (see Chapters 4-7, Chapter 4 in the.2009 edition);
- f) The cyclic timing method and the overall timing method have been removed (see sections 4.1.3 in the.2009 edition);
- g) An image recording method was added (see 6.2). Please note that some content in this document may involve patents. The issuing organization of this document assumes no responsibility for identifying patents. This document was proposed by the Ministry of Human Resources and Social Security of the People's Republic of China. This document is under the jurisdiction of the National Technical Committee on Standardization of Labor Quotas and Staffing (SAC/TC131). This document was drafted by: Beijing Information Science and Technology University, China Machinery Industry Federation, Capital University of Economics and Business, and China Labor and Social Security Association. Institute of Disability Science The main drafters of this document are. Qu Li, Nie Xirong, Sun Yimin, An Hongzhang, Yin Jieli, Li Miaomiao, and Lü Runze. The release history of this document and the document it replaces is as follows:

---First published in.2009 as GB/T 23859-2009;

---This is the first revision.

Applying the "Method for Measuring Labor Quotas" to formulate labor quotas and staffing levels is more accurate, reasonable, applicable, and advanced. It promotes enterprise... Business management will enhance a company's competitiveness and market control capabilities, improve work efficiency and labor productivity, reduce product costs, and increase economic benefits. It has a positive effect. Labor quota measurement method

1 Scope

GB/T 23859-2025 is the Chinese national standard covering measuring how long work takes - the stopwatch study and its element breakdown, work sampling, the performance rating and the allowances for rest and unavoidable delay, and the sample size needed for the result to mean anything. It replaces GB/T 23859-2009. It was issued on 31 December 2025 and has been in force since 1 April 2026, replacing GB/T 23859-2009. This page is published from the official record of the 2025 edition; the clause text of a standard this recent is not yet in circulation, and the figures, limits and tables it contains are those of the document itself, delivered in full with the English translation.

This document specifies the basic requirements for labor quota time measurement during the operation process, preparation before time measurement, time measurement implementation, and analysis of time measurement results. This document applies to the measurement of labor quotas during the production (or service provision) processes of various organizations.

2 Normative references

The contents of the following documents, through normative references within the text, constitute essential provisions of this document. Dated citations are not included. For references to documents, only the version corresponding to that date applies to this document; for undated references, the latest version (including all amendments) applies. This document.

GB/T 14002 Terminology for Labor Quotas and Staffing

GB/T 14163 Classification, Codes and Composition of Standard Working Hours

3 Terms and Definitions

The terms and definitions defined in GB/T 14002 and the following terms and definitions apply to this document.

3.1 At the work site, focusing on the work activities, the elements constituting the work activities are periodically observed, and their time is recorded using a stopwatch. One method of consumption.

3.2 operating elements A unit or step of a work activity that can fully achieve a specific goal.

3.3 scheduled time (appointedtime) The boundary marker between two adjacent work elements in a work process.

3.4 continuation time The time value obtained by conducting a complete observation of a certain work element (or process, work step).

3.5 Timing record table A table for recording observations and time measurements.

3.6 observation period Observe the time of a complete operation.

3.7 Number of observations During the time measurement process, the time consumption of each element in the operation is observed and measured.