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

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**Ageing societies - General requirements and guidelines for
carer-inclusive organizations**

老龄化社会 照顾人员包容性组织通用要求与指南

(English Translation)

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Foreword

This document is in accordance with the provisions of GB/T 1.1-2020 "Guidelines for standardization work Part 1: Structure and drafting rules for standardization documents" Drafting is required.

This document uses the translation method equivalent to ISO 25551:2021 "General requirements for inclusive organizations of care workers in an ageing society and guide".

The following minimal editorial changes were made to this document.

International standards need to explain phrases such as "professional caregivers" and "family care providers", and national standards need to explain similar phrases such as "professional caregivers" and "family caregivers".

Row deletion;

Documents listed in the reference documents that are not mentioned in the document for informational purposes shall be deleted according to the requirements of GB/T 1.2-2020.-

0.1 Overview

According to the 2017 edition of the World Health Organization's "Evidence Overview. Caregiver Support", there are approximately 349 million people in need of care worldwide.

Of these, 101 million are aged over 60. The forms of long-term care vary significantly between countries and regions, ranging from family care to in most countries, care for a

person who has physical, mental or cognitive limitations is usually borne by the individual.

spouse, family member or friend, and most of these caregivers are women. Although care is a valuable social resource, caregivers are. Despite positive attitudes towards it, caring for family members or friends remains a largely invisible and unrecognized workforce.

Care has become one of the most important social and economic issues worldwide. As the population ages, caregivers will care and provide enormous economic value worldwide.

Often borne by women, leading women to leave paid employment to meet the demands of their unpaid care work, and/or experience workplace inequality etc. Caregiving is affecting the workforce, healthcare systems, families, and society at large.

One of the biggest challenges facing working caregivers is trying to balance employment and caregiving responsibilities. For example, labor force participation rates (in an economy the percentage of the working-age population in the population who are employed or unemployed but actively seeking work) is affected by the increasingly aging population.

The need for family care is significantly affected. At the same time, as family size decreases, more women are employed. As population mobility increases, life expectancy as people live longer, the number of older people who need care is expected to continue to rise. These trends are affecting an increasing number of working caregivers.

The findings suggest that paid work becomes a burden on carers and that in most cases employers do not have policies or programmes in place to support working carers.

0.2 Support for working carers

Employers can play a key role in supporting employees who are working carers.

education, skills training or support services, or implement personnel policies and programs to support working carers.

Helping working carers manage their paid work while performing their caring role, providing them with equal opportunities to remain in or return to work. However, there is a lack of guidance on how employers can support employees in their work. Clear guidance for caregivers.

The workplace is just one area where carers receive support, although carers spend the majority of their time at work, making it a key. There is a supportive environment for carers, but there are other areas where support for carers can be provided. These include public health services provided through government or national Non-governmental, charitable or disease-specific organizations (i.e. cancer, dementia) provide support, such as transportation services or personal care. Finally, every working caregiver also has an informal support system consisting of relatives, friends or neighbors.

This document is intended to complement existing relevant programmes and support from

States and other organizations.

0.3 Benefits of implementing a carer inclusion programme

Research shows that carer-inclusive policies and programmes help.

Retaining skilled staff;-Motivate employees to improve productivity;-Reduce absenteeism and improve attendance;-Avoid large numbers of employees coming to work while sick;-Reduce disability costs and mental health claims;-Improve the competitive advantage of the organization;-Build a more motivated workforce;-Support the Organization's efforts to create a more inclusive workforce;-Demonstrate your organization's contribution to society by supporting working carers. -

0.4 Implementation of this document

Organizations vary in size, jurisdiction, and resources and may implement this document selectively.

Recognizing carers in the workplace is fundamental to workplace inclusion planning. For example, many organizations have employee support programs that can be used to support carers in the workplace.

A caregiver inclusion plan can be based on existing documents or, if existing documents are not available, a separate document can be developed.

Awareness of these supports can be raised and their implementation targeted.

Achieving a carer-inclusive workplace requires a systemic approach and depends on the involvement and system integration of many stakeholders.

For example, programs addressing equity, diversity and inclusion, human resource management, and health and safety management will be consistent with the application of this document.

Therefore, related documents such as ISO 30415, ISO/TR 30406, ISO 45001 and ISO 45003 can be combined with this document.

use.

0.5 Care and gender issues

Gender perspectives are important considerations when developing policies and practices for working caregivers.

Among the elderly and others who require long-term care, 57% to 81% are female caregivers who work outside the home.

Female caregivers spend more time providing care than male caregivers, which has an

impact on their own employment. European research shows that Only 50% of female working caregivers are able to work full-time and clearly state that caregiving affects their financial situation.

Compared with the female working caregivers, the continuous care needs of female caregivers make them more likely to make job adjustments (change jobs or quit their jobs).

Caregivers provide more emotional support to care recipients, which may have a greater impact on caregivers' mental health and have a greater impact on female caregivers.

Cause trouble.

A gender perspective is key to developing policies and programmes for an inclusive care workforce, helping to eliminate bias and promote gender equality.

to ensure that the needs of all are equally considered in organizational decisions and activities.

This document provides guidance on how organizations can apply a gender perspective to developing inclusive care workforce programmes.

The Declaration on Gender Equality and Standard Setting aims to make standards more gender-equitable. It also contributes to achieving the United Nations Sustainable Development Goals 5. Achieve gender equality and empower all women and girls, especially SDG 5.4. Ensure access to public services, infrastructure and and social protection policies and, where appropriate, promote shared responsibilities within and within families, recognizing and valuing unpaid care and domestic work.

This document contributes to Sustainable Development Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and Decent work for all, in particular Goal 8. Achieve full participation in productive employment for all women and men, including young people and persons with disabilities employment and decent work, and equal pay for equal work. Additional guidance on gender and care is provided in Appendix A.

0.6 New and evolving issues facing working carers

The COVID-19 pandemic has increased the risks for working caregivers. Although there are certain advantages for working caregivers, such as working from home, but COVID-19 has made it clearer that there are gaps in the support for working carers in the social and health systems.

The survey shows that 70% of family caregivers provide more care due to the COVID-19 pandemic, and the income of many working caregivers has increased significantly.

Amount reduced.

While this is not a new phenomenon, there is a special group of people who are "dual duty"