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

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**Ageing societies - General requirements and guidelines for an
age-inclusive workforce**

老龄化社会 年龄包容性劳动力通用要求与指南
(English Translation)

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E.1 Overview

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.

This document is equivalent to ISO 25550:2022 "Generic requirements and guidelines for an age-inclusive workforce in an ageing society".

The following minimal editorial changes were made to this document.

---Change "Note 1" in 3.5, 3.17 and 3.20 to "Note".

--- Delete 5.1.3b), 5.4.2b), 5.5.2b), 6.2.3c), 7.1.2d), 7.2.2d), 8.3.2f), 8.4.2e), 8.6.2, 9.2.2e), Examples in 10.2.1, 15.2, 15.3.2c), 16.1.2a), and 16.2.2.

---Recognize and understand older workers; ---Value the current work performance and overall productivity of older workers in 5.6.2b)

--- Take the advice of older workers into account; --- Recognize individual abilities; --- Consider not retiring and/or returning to work after the age of retirement to "- recognize and understand older workers; - value their current work performance and overall productivity" - Taking into account the advice and opinions of older workers; - Recognizing individual abilities; - Considering over-age retirement and/or re-employment possibility".

---Change the following in 6.1.3d). "----Regularly analyze the skill differences of workers of different age groups;---Regularly analyze the skill differences of workers of different age groups the situation of workers taking up key positions;---regularly comparing the above

analysis results with workers' retirement and skill improvement intentions" was changed to "- Regularly analyze the skill differences of workers of different age groups;- Regularly analyze the - Regularly compare the above analysis results with workers' retirement and skill improvement intentions.

---Change "---Adjust rest time;---Handle personal affairs;---Choose paid or unpaid leave" in 7.2.2b) to "- Adjust break time;- Handle personal matters;- Choose paid or unpaid leave".

--- Change the following in 7.2.2c). "--- Workplace; --- Team or independent work; --- Contract type; --- Autonomy; --- Job title Changes in responsibilities;---career breaks;---shift work;---working hours;---adjusting workplace roles, tasks and workload" =- Work location;- Team or independent work;- Contract type;- Autonomy;- Change of responsibilities;- Career break - Adjustments; - Rotational shifts; - Working hours; - Adjustments to workplace roles, tasks and workload".

--- Delete "Example 1" in 8.2.2b) and replace "Example 2" in 8.2.2e) with "Example".

--- Change the following in 8.2.2f) to "--- working equipment, including personal protective equipment; --- working environment; --- working hours; --- task requirements Intensity; --- shift arrangement" was changed to "- work equipment, including personal protective equipment; - work environment; - working hours;

- Intensity of task requirements;- Shift arrangements".

--- Delete the "Note" in 9.4.2d).

--- Change "--- enter into alternative contracts, such as consulting and mentoring contracts; --- provide flexible working hours arrangements" in 14.3.2f) to "- enter into alternative contracts, such as consulting or mentoring work contracts; - provide Flexible work schedules, usually with hours less than full-time hours.

---Use the "--- in 17.2d) to compare the audit results of development and trend over a period of time; --- the implementation of preventive and corrective measures;

Implementation status; --- Follow-up actions of previously completed assessment activities.

--- Suggestions for improvement; --- "resources required" is changed to "-- Audit results comparing developments and trends over a period of time; - Implementation of preventive and corrective actions; -Follow-up actions of the evaluation activities; - Suggestions for improvement; - Required resources".

0.1 Aging workforce

Aging is inevitable, and age is a continuum. Today's young workforce will become an older workforce in the future.

Growing the workforce and creating meaningful, multi-stage, multi-dimensional careers is the key to promoting the development of individuals, organizations, and communities of