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Human Rights Instruments

UNIVERSAL INSTRUMENT

United Nations Principles for Older Persons

ADOPTED

BY

16 December 1991

General Assembly resolution 46/91

The world's population is **ageing** at a fast pace

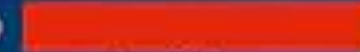


By 2050



1 in **5** people will be over 60

In 2050



426 million

people will be over 80 years old

In 2019



143 million

people are now over the age of 80



World Health Organization

#HealthyAgeing



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ISO/TC 314

Ageing societies

STANDARD

ISO 25550:2022

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

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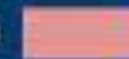
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#HealthyAgeing

Hvorfor standarder – når vi i Norge allerede gjør alt riktig...

Senter for seniorpolitikk

■ FROKOSTSEMINAR

Arbeidslivet trenger erfarne folk

Andelen yrkesaktive synker, og mange seniorer forsvinner fortsatt tidlig ut av arbeidslivet. Samtidig sier en av tre bedrifter at de er bekymret for at pensjoneringsde kommende årene vil føre til tap av viktig kompetanse. Nøkkelen er å få erfarne arbeidstakere til å arbeide lenger. Men, er arbeidslivet egentlig klar for det?

13
FEB
2024



Hvorfor standardisering på 'myke' samfunnsområder?



- Nedskrivning av beste praksis
- Identifisert gjennom deltakelse og enighet
- Autoritet gjennom faglighet
- Dynamiske dokumenter – krav og anbefalinger
- Tydeliggjør forpliktende selvbindinger
- Nyttig i kontrakter og avtaler



ISO 25550:2022

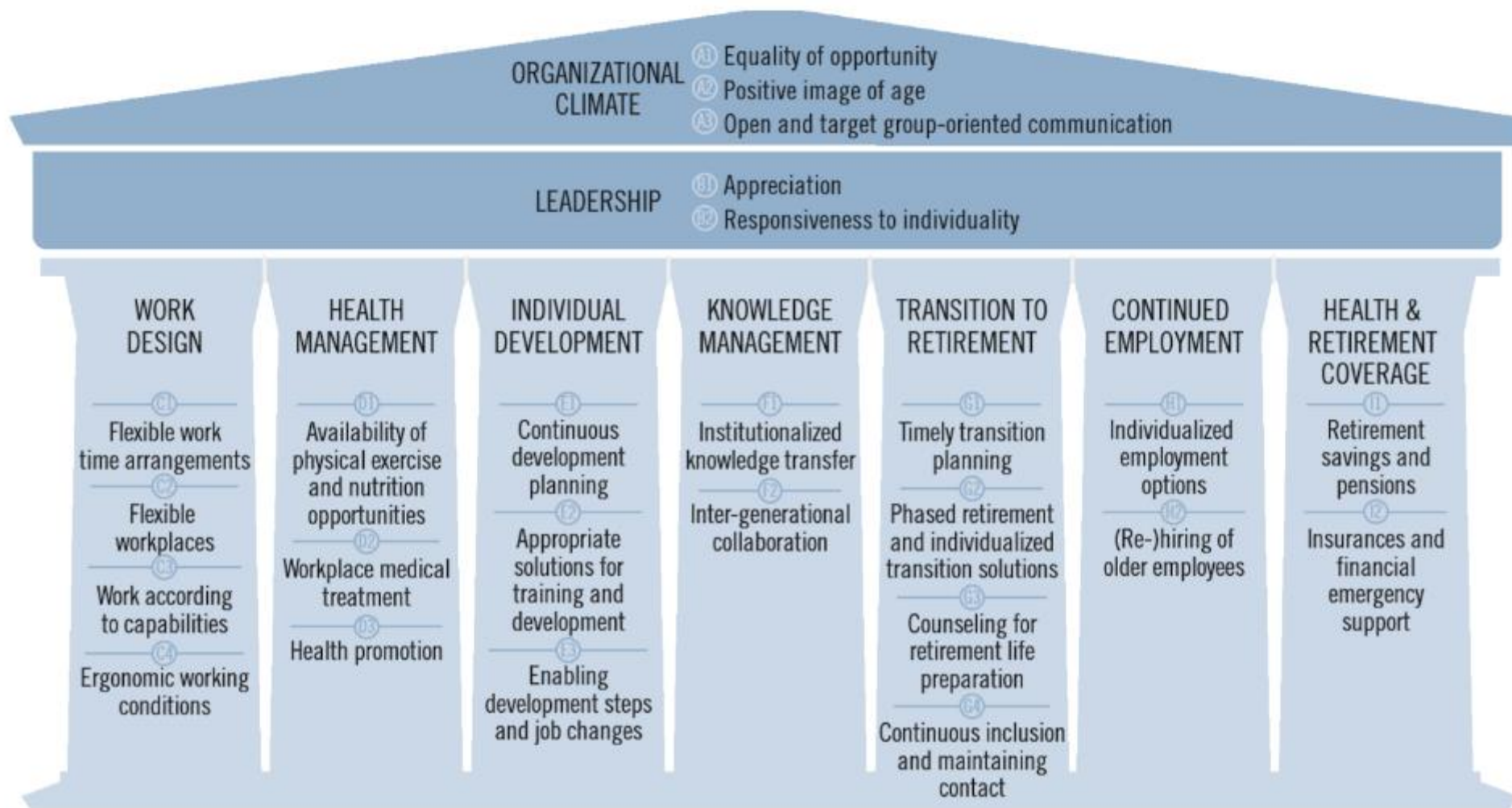
Ageing societies

General requirements and guidelines for an age-inclusive workforce

Hvordan beholde eldre i arbeidslivet?

- Organizational climate
- Leadership
- Work design
- Health management
- Individual development
- Knowledge management
- Transition to retirement
- Continued employment
- Health and retirement coverage

The screenshot shows the website for the Later Life Workplace Index (LLWI) at Leuphana University Lüneburg. The header includes the university logo and navigation links for UNIVERSITY, STUDY & TEACHING, RESEARCH, and PARTNERS. A sidebar menu on the left lists: LATER LIFE WORKPLACE INDEX, Later Life Workplace Index (with a dropdown arrow), Domains, Development, International Research Group, Events, Publications, and Contact. The main content area features the title 'LATER LIFE WORKPLACE INDEX' and a quote by Peter Drucker: 'If you can't measure it, you can't improve it.' Below the quote is the text: 'Hence, we developed an index of organizational practices for later life work: The *Later Life Workplace Index* (LLWI)'. The Leuphana University logo is at the bottom right. The background image is a close-up of a General Electric voltmeter with a needle pointing to approximately 400 volts.



Dimensionality of the Later Life Workplace Index characterizing organizational practices for sustainable employment of older employees.

Source: Deller et al., Leuphana University of Lüneburg 2020

NS-ISO 25550:2022

Aldrende samfunn

Generelle krav og retningslinjer for en aldersinkluderende arbeidsstyrke

- 1) Anstendig arbeid og -miljø**
- 2) Lederskap og organisasjonskultur**
- 3) Inkluderende praksis, ikke-diskriminering**
- 4) Helse, velvære og sikkerhet**
- 5) Tilgjengelighet, universell utforming**
- 6) Evne til å være mottakelig**
- 7) Personvern**