University of Nottingham
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Information on Chinese Statutory Retirement Age

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1. Introduction

The statutory retirement age in China is being progressively increased under national regulations. The Measures of the State Council on Progressively Raising the Statutory Retirement Age (the “Measures”) took effect on 1 January 2025.

The full text of the Measures is available from the official website of the Ministry of Human Resources and Social Security of the People’s Republic of China: **View the Measures**.

The applicable statutory retirement age may be relevant to an appointment at the University, particularly where a candidate is approaching or has reached the applicable statutory retirement age. The information below provides a general summary for applicants. The applicable statutory retirement age is determined by national regulations and the circumstances of the individual case.

2. Statutory Retirement Age Framework

Under the Measures, the statutory retirement age is being progressively increased during a transitional period.

Category under national regulations	Previous statutory retirement age	New statutory retirement age
Male employees	60	Gradually increasing to 63
Female employees whose original statutory retirement age was 55	55	Gradually increasing to 58
Female employees whose original statutory retirement age was 50	50	Gradually increasing to 55

The progressive adjustment is based on the individual's date of birth:

- For male employees and female employees whose original statutory retirement age was 55, the statutory retirement age increases by one month for every four-month period of birth dates during the transition.
- For female employees whose original statutory retirement age was 50, the statutory retirement age increases by one month for every two-month period of birth dates during the transition.
- Where national regulations provide different requirements for a particular category of employee, the applicable national requirements will apply.

Accordingly, the applicable statutory retirement age is not determined by age alone and may vary according to an individual's date of birth and the retirement category applicable under national regulations.

3. Frequently Asked Questions

1) Can I apply for a position at UNNC if I am approaching the Chinese statutory retirement age?

Yes. Being close to the applicable statutory retirement age does not, in itself, prevent you from submitting an application.

However, where the statutory retirement age is relevant to the appointment, the University will need to consider the applicable national regulations and University requirements when determining whether and on what basis an appointment can be made, including the applicable employment arrangements and duration.

2) Can I apply if I have already reached the applicable statutory retirement age?

You may still submit an application. However, whether an appointment can be made will depend on the applicable national regulations, the requirements of the role, the individual circumstances and the University's applicable policies and approval requirements.

For some roles, different arrangements may be relevant where a candidate has reached the applicable statutory retirement age. Any such arrangement is not automatic and may be subject to regulatory requirements and, where applicable, approval by relevant external authorities.

For academic roles, any continued engagement beyond the statutory retirement age is considered separately under the University's applicable arrangements. Such an arrangement is subject to the relevant regulatory and work-authorisation requirements, institutional need and University approval, and may also require approval from relevant external authorities.

3) Does reaching the statutory retirement age automatically prevent an appointment?

No. However, reaching or approaching the applicable statutory retirement age may affect the employment arrangements that can lawfully be offered.
The University must comply with applicable national legislation and regulatory requirements. Where external approval or authorisation is required, the University cannot determine the outcome of that external process.

4) How will my application be considered if the statutory retirement age is relevant?

UNNC considers applications against the requirements of the advertised role and applicable legal and regulatory requirements.

Where a candidate is approaching or has reached the applicable statutory retirement age, the University may need to establish whether the proposed appointment and employment arrangements can be implemented in accordance with applicable national regulations, work-authorisation requirements and University policies and approval processes.

Where this is relevant to an application, the Recruitment Team will discuss the applicable arrangements with the candidate during the recruitment process.

5) How do I know which statutory retirement age applies to me?

The applicable statutory retirement age depends on factors including your date of birth and the retirement category applicable to you under national regulations. Applicants should refer to the official national regulations for the detailed requirements. The University will also consider the applicable requirements as part of the recruitment process where relevant.

Important Information for Applicants

This document provides a general summary of the Chinese statutory retirement age framework and is not intended to provide legal advice or determine an individual's retirement status.

The University's ability to appoint or continue to engage an individual beyond the applicable statutory retirement age is subject to applicable national legislation, regulatory and work-authorisation requirements, University policies and approval requirements, and, where applicable, approval by relevant external authorities.

Any retirement deferment or continued engagement arrangement is not automatic and should not be assumed to be available before the relevant requirements and approvals have been confirmed.