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### BUREAU OF INDIAN STANDARDS

### AGENDA

|  |  |  |  |
| --- | --- | --- | --- |
| *Committee* | *Meeting No.* | *Day, Date and Time* | *Venue* |
| **Human Resource & Innovation Management Sectional Committee, MSD 19** | **11th**  **Meeting** | **Monday**  **23 Sept 2024,**  **11:00 hrs** | **Hybrid Meeting**  **Bureau of Indian Standard, Bahadur Shah Zafar Marg, New Delhi** |

|  |  |
| --- | --- |
| **Chairperson: Dr. B. Metri, IIM, Nagpur** | **Member Secretary: Shri Ashish V. Urewar**  **Scientist - C (MSD) BIS** |

1. **GENERAL**
   1. **Welcome address by Shri A. S. Bhatnagar, Scientist ‘G’ & Head (MSD) BIS.**
   2. **Opening remarks by Chair, Dr. B. Metri, IIM, Nagpur**
2. **CONFIRMATION OF THE MINUTES OF THE LAST MEETING**
   1. The minutes of the 10th meeting of the Human Resource and Innovation Management Sectional Committee, MSD 19 was held on 28 June 2024, were circulated. No comments have been received.

*The Committee may CONFIRM the minutes as circulated*

1. **ACTION TAKEN REPORT**

The 10th Sectional Committee, MSD 19 was held on 28th June 2024. Following action were recorded to be taken. The Status of all the action points are given below:

|  |  |  |  |
| --- | --- | --- | --- |
| **Sl.**  **No** | **10th Meeting Agenda Item** | **Decision taken** | **Action Taken** |
|  | Item 4.1 | Prof. Subir Verma sir requested to change his organization Institute of Management Nirma University to Fore school of management Delhi | Organization changed |
|  | Item 4.2 | Following Changes in subcommittee MSD 19:1   |  |  | | --- | --- | | Indian Institute of Management, Lucknow | Withdrawn | | L& T Mumbai | Co-option  Shri Rajiv Sinha (Alt) | | Shri Nitin Mallikarjun | Add in panel | | Following changes updated |
|  | Item 7 | Committee approved the following standard for P-Draft WC.   |  |  | | --- | --- | | [ISO 56008:2024](https://www.iso.org/standard/78485.html?browse=tc) | Innovation management — Tools and methods for innovation operation measurements — Guidance | | ISO/FDIS 56001 | Innovation management — Innovation management system — Requirements | | As per directive of BIS management for adoption of ISO documents need for adoption is to be submitted for the approval of competent authority. |
|  | Item 9 | Committee finalized the following document to send for printing.   |  |  |  |  | | --- | --- | --- | --- | |  | MSD 19/(23928)/ ISO/TS 24178: 2021 | Human Resource Management Organizational Culture Metrics Cluster | Finalized | |  | MSD/19/(25341)/ISO 56007:2023 | Innovation management — Tools and methods for managing opportunities and ideas — Guidance | Finalized | | Action taken to send to printing. |
|  | Item 9 | Committee decided to withdraw the document   |  |  |  |  | | --- | --- | --- | --- | |  | MSD 19/(23927)/ ISO 30434: 2023 | Human Resource Management Workforce Allocation | Dropped | | Request send to withdraw the document |

1. **SCOPE AND COMPOSITION OF HUMAN RESOURCE & INNOVATION MANAGEMENT SECTIONAL COMMITTEE, MSD 19**
   1. The scope and composition of Human Resource & Innovation Management Sectional Committee, MSD 19 is given in **[Annex A](#AA)**.

*The Committee may review the composition.*

* 1. **Panel dealing with ISO/TC 260 Human Resource Management, MSD 19/P-2**

As per BIS guideline Subcommittee has been transformed into Panel for dealing with ISO/TC 260 Human Resource Management, MSD 19/P-2 is given in **[Annex B.](#BB)**

*The Committee may review the composition.*

* 1. **Panel dealing with ISO/TC 279 Innovation Management, MSD 19/P-3**

As per BIS guideline Subcommittee has been dissolve & created Panel for dealing with ISO/TC 279 Innovation Management, MSD 19/P-3, is given in **[Annex C](#CC).**

*The Committee may review the composition.*

1. **PROGRAMME OF WORK OF MSD 19**
   1. The list of Published Indian Standards Published under MSD 19 is given in **[Annex D](#DD)**.

*The Committee may kindly note.*

1. **Annual Program for Standardization**

*The Annual Program for Standardization comprising of:*

1. *New work Item Proposal (given at Item 7)*
2. *Review of the Standards carried over(NIL)*
3. *Review of the standard current(given at Item 8)*
4. *ISO/IEC standards for adoption (given at Annex F & G)*
5. **NEW WORK ITEM PROPOSAL**
   1. **ISO STANDARDS FOR ADOPTION:** The BIS management has stipulated that adoption shall not be a norm and justification may be provided for obtaining permission of competent authority for adoption.The ISO standards not adopted and can be taken up for adoption are given below:

| SL No | IS | Title |
| --- | --- | --- |
|  | ISO 30401:2018 | Knowledge management systems — Requirements |
|  | ISO 30401:2018/Amd 1:2022 | Knowledge management systems — Requirements — Amendment 1 |
|  | ISO 30401:2018/Amd 2:2024 | Knowledge management systems — Requirements — Amendment 2: Climate action changes |
|  | ISO/TS 30438:2024 | Human resource management — Employee engagement metrics. |
|  | ISO/FDIS 56001 | Innovation management — Innovation management system — Requirements |

*Committee may review*

* 1. **FDIS/DIS documents: DIS/FDIS documents underdevelopment at ISO**

| **Sl. No.** | **ISO/TC** | **ISO No.** | **Title** | **remarks** |
| --- | --- | --- | --- | --- |
|  | ISO/TC 279 | ISO/DIS 56000 | Innovation management — Fundamentals and vocabulary | Draft circulated to member |

The above documents may be taken up for wide circulation.

*Committee may review and decide.*

* 1. **SNAP** : In the last meeting topic of standard formulation as part of Standard National Action Plan (SNAP) are given below

|  |  |  |
| --- | --- | --- |
| **Sl. No.** | Topic | Decision |
| 1) | Sustainable Human Resource Management – requirement | Shri Subir Verma , Dr B Metri and Shri B Dhal to review the working draft submitted by Shri Anuj Swarup Bhatnagar |

*Committee may review.*

1. **REVIEW OF PUBLISHED INDIAN STANDARDS**

In accordance with the laid down procedures, all published Indian Standards shall be reviewed by their respective Sectional Committees every five years. When reviewing a standard, a Committee has four options available:

1. *reaffirmation* continuing current status of the standard without change;
2. *reaffirmation* *with* *amendment* to the standard*;*
3. *revision* of the standard;
4. *withdrawal* indicating that the standard is no longer needed.

In the last meeting committee was decided to below:

| SL No | IS | Title | Remarks |
| --- | --- | --- | --- |
|  | IS/ISO/TR 30406 : 2017 | Human Resource Management Sustainable Employability Management for Organizations | Dr C Jayakumar to review the standard |
|  | IS/ISO 30409 : 2016 | Human Resource Management Workforce Planning | Dr C Jayakumar to review the standard |

*Committee may decide.*

1. **DRAFT DOCUMENT COMPLETED WIDE CIRCULATION**

The Committee in its last meeting held on 14 February 2024 decided to send the following ISO Standard into wide circulation for adoption, till date no comments were received. The status of wide circulation is as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| **SL No.** | **IS/ISO No.** | **Title** | **Decision** |
|  | MSD/19/(25342)/ISO 10667-2:2020 | Assessment service delivery — Procedures and methods to assess people in work and organizational settings — Part 2: Requirements for service providers | Shri B Dhal , Shri Rajiv Sinha , Shri Nitin Mallikarjuna to review |
|  | MSD/19/(25344)/ISO/TS 30421:2021 | Human resource management — Turnover and retention metrics | Shri B Dhal , Shri Rajiv Sinha , Shri Nitin Mallikarjuna to review |
|  | MSD/19/(25345)ISO/TS 30437:2023 | Human resource management — Learning and development metrics | Shri B Dhal , Shri Rajiv Sinha , Shri Nitin Mallikarjuna to review |
|  | MSD/19/(25346)/ISO 30435:2023 | Human resource management — Workforce data quality | Shri B Dhal , Shri Rajiv Sinha , Shri Nitin Mallikarjuna to review |
|  | MSD 19/(23931)/ ISO 23326: 2022 | Human resource management Employee engagement Guidelines | Finalize after review by Dr. Rajiv Sinha & Shri B Dhal |
|  | MSD 19/(23930)/ ISO 30422:2022 | Human Resource Management Learning and Development | Finalize after review by Dr. Rajiv Sinha & Shri B Dhal |
|  | MSD/19/(25339)/ISO/TS 56010:2023 | Innovation management — Illustrative examples of ISO 56000 | Finalize after review by Chairperson MSD 19 |

*The Committee may consider for finalization of the above draft.*

1. ***DOCUMENT UNDER PRINT***

| **SI. No.** | **IS No.** | **TITLE** |
| --- | --- | --- |
|  | MSD 19/(23928)/ ISO/TS 24178: 2021 | Human Resource Management Organizational Culture Metrics Cluster |
|  | MSD/19/(25341)/ISO 56007:2023 | Innovation management — Tools and methods for managing opportunities and ideas — Guidance |
|  | MSD 19/(22293)/ ISO 56006: 2021 | Innovation management - Tools and methods for strategic intelligence management Guidance |

*The Committee may note.*

1. **Annual calendar for TC meeting:** It has been decided by BIS management to hold quarterly meeting of sectional committee for continuity and quick dissemination of information. Accordingly proposed dates are as follows :

|  |  |
| --- | --- |
| **Sectional committee** | **Proposed meeting date (Hybird)** |
| **MSD 19** | **1)28 June. 2024** **2) 23Sep.2024**  **3)** 30 Dec. 2024 **4)** 12 Mar 2025 |

*Committee may kindly agree.*

1. **IMPLEMENTATION OF THE PROCESS REFORMS AIMED AT THE STRENGTHENING OF THE STANDARDISATION ECOSYSTEM IN THE COUNTRY**
   1. **EFFICIENCY OF TECHNICAL COMMITTEES**

The efficiency of Technical Committees (TCs) is being evaluated on quarterly basis. It can be also assessed on BIS portal. The efficiency of the TC is being evaluated on following parameters:

1. Meeting Attendance
2. Published Standard Timeframe
3. % of Reviews Completed
4. Inactive Member Removed
5. Comments on P-draft

Members of the Technical Committees are requested to kindly attend the TC meetings on regular basis, give comments on P-Drafts and participate effectively during different activities of standardization.

*The Committee may kindly NOTE.*

* 1. **RESEARCH AS AN INTEGRAL PART OF THE STANDARD FORMULATION**

As a matter of policy, no new standard should be formulated or existing standard reviewed without an ARP or R&D project, unless the Sectional Committee (SC) takes a conscious call, to be recorded in the minutes of the SC meeting, that the data and information available is sufficient and does not warrant any further research.

As per guidelines for R& D projects approved by the Executive Committee of BIS, small R& D projects (with financial involvement upto Rs 10 Lakh only) can be awarded to the members of SC, WP, Working Groups and faculty or research scholars of the academic institutions having entered into MoU with BIS inviting proposals from them.

As per Section 4 of new Research Guidelines dated 09.09.2023, which has already been circulated to all members, The Terms of Reference (ToR) of Research Project shall be prepared by the Sectional Committee. The Research Proposal received on the basis of previously prepared TOR, will be recommended by the Sectional Committee to Review Committee.

*The Committee may kindly NOTE.*

* 1. **ONBOARDING OF NEW MEMBERS**

It is mandatory for newly boarded members to attend training programme organized at NITS. It will be helpful for members to be fully conversant with vision, scope, challenges, long, medium term and short term goals, norms and procedures, of Sectional Committee**.**

*The Committee may kindly NOTE.*

1. **INTERNATIONAL ACTIVITIES**
   1. **ISO/TC 260 - Human Resource Management** 
      1. ISO/TC 260 has been set up by the International Organization for Standardization (ISO) to formulate and promote International Standards in the field of Human Resource Management. India is now P member of this Technical Committee.
      2. ISO/TC 260 active Technical Committee and its Working Groups.

As per the directive of BIS management ISO global directory is dissolved and the experts are now designated to the ongoing project work at ISO. The criteria for deciding priority are as below:

|  |  |  |
| --- | --- | --- |
| SL No. | Priority | Criteria |
|  | High | Strong consumer Base, Good R&D, Strong Manufacturing Facility, Emerging Field, Strong social base |
|  | Medium | Strong Consumer Base but No R&D, no strong manufacturing |
|  | Low | Others |

Below mentioned list of active projects at ISO with tentative level of interest of India and experts nominated.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **ISO TC** | **TC Name** | **Project** | **Title** | **High/Med/Low** | **Experts proposed** |
| ISO/TC 260 | Human resource management | ISO/CD 30201 | Human Resource Management System — Requirements | High | Shri B Dhal , |
|  |  | ISO/AWI 30401 | Knowledge management systems — Requirements | medium | Shri Rajiv Sinha, Shri Rajashik Roy Choudhary |
|  |  | ISO/DIS 30414 | Human resource management — Guidelines for internal and external human capital reporting | medium | Shri Rajashik Roy Choudhary,  Shri Rajiv Sinha |
|  |  | ISO/AWI TS 30436 | Human Resource Management — Diversity and Inclusion Metrics Technical Specification | High | Shri B Dhal ,  Shri Rajashik Roy Choudhary |
|  |  | ISO/AWI 30439 | Human Resource Management — Data Privacy Standard | High | Shri Rajiv Sinha , |
|  |  | ISO/AWI 30440 | Human Resource Management: Guidance for risk management and the ethical use and adoption of technology | High | Shri Rajiv Sinha, |
|  |  | ISO/AWI 30441 | Workplace Wellness — Creation and promotion of practices to improve wellbeing and effectiveness | High | Shri Rajashik Roy Choudhary, |

*The committee may Review and Approve.*

* + 1. The list of standards published and standards under development for TC 260 along with their status of adoption is given in **[Annex F](#FF).**

*The Committee may review.*

* + 1. The list of ballots pertaining to ISO/TC 260 on which vote was casted since last meeting of MSD 19 is enclosed at **[Annex H](#HH).**

*The Committee may kindly note.*

* 1. **ISO/TC 279 - Innovation Management**
     1. ISO/TC 279 has been set up by the International Organization for Standardization (ISO) to formulate and promote International Standards in the field of Innovation Management. India is a P- member of this Technical Committee and its Working Groups. The details of WGs along with nominated experts is given below:
     2. ISO/TC 279 active Technical Committee and its Working Groups.

As per the directive of BIS management ISO global directory is dissolved and the experts are now designated to the ongoing project work at ISO. The criteria for deciding priority are as below:

|  |  |  |
| --- | --- | --- |
| SL No. | Priority | Criteria |
|  | High | Strong consumer Base, Good R&D, Strong Manufacturing Facility, Emerging Field, Strong social base |
|  | Medium | Strong Consumer Base but No R&D, no strong manufacturing |
|  | Low | Others |

Below mentioned list of active projects at ISO with tentative level of interest of India and experts nominated.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **ISO TC** | **TC Name** | **Project** | **Title** | **High/Med/Low** | **Experts proposed** |
| ISO/TC 279 | Innovation management | ISO/AWI 25032 | Competency Framework for Innovation Management | High | Shri Anuj Swarup Bhatnagar,  Ms. Kumudini Ravindra |
| ISO/TC 279 | Innovation management | ISO/DIS 56000 | Innovation management — Fundamentals and vocabulary | medium | Ms. Kumudini Ravindra |
| ISO/TC 279 | Innovation management | ISO/AWI TR 56009 | Innovation management — Example implementations of Innovation Operation Measurements | medium | Ms. Kumudini Ravindra |

* + 1. The list of standards published and standards under development for TC 279 along with their status of adoption is given in **[Annex G](#GG).**

*The Committee may review for the adoption.*

* + 1. The list of ballots pertaining to ISO/TC 279 on which vote was casted since last meeting of MSD 19 is enclosed at [**Annex H**](#HH)**.**

*The Committee may kindly note.*

1. **MEASURES TO ENSURE EFFECTIVE PARTICIPATION BY INDIAN EXPERTS**

The members may suggest the ways through which more experts can be engaged in Standard Development Activity in order to develop relevant and robust standards.

*The Committee may kindly NOTE.*

1. **SCIENTIFIC JOURNALS AND PERIODICALS TO BE SUBSRIBED BY BIS**

BIS is planning to subscribe scientific journals and periodicals, which are relevant for developing standards under this committee. The committee may kindly suggest similarly any other journals which can be useful for this committee.

*The Committee may kindly NOTE.*

1. **MAPPING OF IMPORTANT GOVERNMENT SCHEMES BY BIS**

BIS has mapped some of the important Government schemes with relevant Indian standards of formulated by BIS. The document is available on BIS website through following link <https://www.bis.gov.in/wp-content/uploads/2023/07/Mapping-of-Schemes_Missions-of-Government-of-India.pdf>.

Standardization cells are being prepared in different Central Government Organization/Ministry/Departments to contribute in Standardization process. It is envisaged that incase, any instructions will be received from ministry accordingly standards will be formulated.

*The Committee may kindly NOTE.*

1. **ANY OTHER NATIONAL/INTERNATIONAL EVENT TO BE PARTICIPATED**

The committee may kindly suggest any other event, which can be followed / attended to know updates.

*The Committee may kindly NOTE.*

1. **GENDER RESPONSIVE STANDARDS INITIATIVE**

Bureau of Indian Standards is a signatory to the UNECE Gender Responsive Standards Declaration. The UNECE Gender Responsive Standards Initiative aims to provide a practical framework for standards bodies seeking to make the standards they develop, and the standards development process they follow, gender responsive. Established in 2016, the Initiative has the objectives of:

1. strengthening the use of standards and technical regulations as powerful tools to attain SDG 5 (Achieve Gender Equality and Empower all Women and Girls);
2. integrating a gender lens in the development of both standards and technical regulations; and
3. elaborating gender indicators and criteria that could be used in standards development. In line with these objectives, BIS aims to work towards:

• gender responsive standards;

• gender balance at all levels in all Committees including leadership positions;

• enhanced expertise to create and deliver gender inclusivity;

The Committees are requested to work in tandem with these aims to create a gender balance environment in all walks of life through standards.

*The Committee may kindly NOTE.*

1. **BIS CERTIFICATION SCHEMES**

The information regarding various Certification Schemes being operated by BIS is available on BIS website [www.bis.org.in](http://www.bis.org.in).

*The Committee may kindly NOTE.*

1. **NATIONAL INSTITUTE FOR TRAINING IN STANDARDIZATION (NITS)**

The training schedule of the trainings offered by National Institute for Training in Standardization (NITS), NOIDA is available on BIS website [www.bis.gov.in](http://www.bis.gov.in).

*The Committee may kindly NOTE.*

1. **BIS ACTIVITIES ON SOCIAL MEDIA**

BIS is now active on Social Media (Facebook, Instagram and Twitter). The linkages have been provided on BIS website.

*The Committee may kindly NOTE.*

1. **INFORMATION ON E-SALE OF STANDARDS BY BIS**
   1. Bureau of Indian Standards, the National Standards Body of India has published more than 20500 Indian Standards which are available for sale. They are available on e-sale portal <http://www.standardsbis.in>.
   2. The Indigenous Standards published by Bureau of Indian Standards can be downloaded for Free of Cost. Whereas, the adopted standards of ISO, IEC and JTC 1 are priced publications and cannot be downloaded for free.

*The Committee may kindly NOTE.*

1. **NOMINATING YOUNG PROFESSIONALS IN BIS TECHNICAL COMMITTEES**

So far, each organization was allowed to nominate only two members on the BIS committees. However, to encourage the participation of young professionals representing the member organizations on the Committee, it has been decided that an additional member up to the age of 37 years may also be nominated by each organization. In this context, a letter addressed to the various organizations was sent by the Deputy Director General (Standardization) BIS.

*The Committee may kindly NOTE.*

1. **BIS CONNECT**

Recently, BIS took initiative to upgrade its standardization process via BIS Connect wherein members can register themselves by login and password and can dynamically participate in the standardization activity of BIS. With the help of BIS connect members can update themselves on various meetings, documents and other notifications.

*The Committee may kindly NOTE.*

1. **DATES AND PLACE FOR THE NEXT MEETING**
2. **ANY OTHER BUSINESS**

**[ANNEX A](#A)**

***(Clause 4.1)***

**SCOPE AND COMPOSITION OF HUMAN RESOURCE AND INNOVATION SECTIONAL COMMITTEE, MSD 19**

1. Standardization in the field of Human Resources, Innovation Management and allied areas.
2. Coordination with relevant ISO committees including following:

ISO/TC 260 Human Resource Management, and

ISO/TC 279 Innovation Management

|  |  |
| --- | --- |
| **8th Meeting** | **05 December 2023** |
| **9th Meeting** | **14 February 2024** |
| **10th Meeting** | **28 June 2024** |

| **Sl.No.** | **Organization** | **Representative (s)** | **Last three attendance** | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **8th** | **9th** | **10th** | **Total** |
|  | Indian Institute of Management, Nagpur | Dr. B. Metri **(Chairman)** | Y | Y | Y | 3/3 |
|  | CMAI Associated of India, New Delhi | Prof. N. K. Goyal  Shri Praveen Dwivedi (*Alt.)* | Y | Y | Y | 3/3 |
|  | Confederation of Indian Industry, New Delhi | Shri Virender Singh  Shri Vipin Sahni *(Alt.)* | Y | Y | N | 2/3 |
|  | Indian Institute of Materials Management, New Delhi | Shri V. K. Jain | Y | Y | Y | 3/3 |
|  | Innomantra consulting Private Ltd. | Shri Lokesh V.  Dr. Kumudhini Ravindra *(Alt.)* | Y | Y | Y | 3/3 |
|  | Fore school of Management Delhi | Prof. Subir Verma | N | Y | Y | 2/3 |
|  | Institute of Steel Development and Growth, New Delhi | Shri Pydi Lakshmana Rao  *(Alt.)* | Y | Y | N | 2/3 |
|  | L&T Mumbai | Dr. C. Jayakumar  Dr. Rajiv Sinha *(Alt.)* | Y | Y | Y | 3/3 |
|  | Power Grid Corporation of India Ltd., New Delhi. | Shri Akhil Sundaran,  Ms Shalini *(Alt.)* | Y | Y | Y | 3/3 |
|  | SAIL | Shri Mukesh Kumar | Y | Y | N | 2/3 |
|  | TIMA New Delhi | Ms. Manisha Kumari | N | Y | N | 2/3 |
|  | In Personal Capacity, New Delhi | Shri B. Dhal | Y | Y | Y | 3/3 |
|  | In Personal Capacity, New Delhi | Shri Anupam Kaul | Y | N | N | 1/3 |
|  | In Personal Capacity | Ms. Renu Sharma | Y | N | Y | 2/3 |
|  | Sc-(E) & Head (HRD), BIS | Shri Jitender Kumar | N | Y | N | 1/3 |
|  | Sc- (F) & Head (NITS), Noida, BIS | Shri Chandan Bahl | Y | Y | Y | 3/3 |
|  |  | Shri Nitin Mallikarjuna | NA | Co-opt | N | 0/1 |

**[ANNEX B](#B)**

***(Clause 4.2)***

**Composition of the Panel for Human Resource Management and Coordination with ISO/TC 260, MSD 19/P-2**

|  |  |  |
| --- | --- | --- |
| **S. No.** | **Organization Represented** | **Name of the Representative** |
|  | In personal capacity, New Delhi | Shri B Dhal (*Convener*) |
|  | Confederation of Indian Industry, Gurgaon | Virender Singh |
|  | In personal capacity | Shri Anupam Kaul |
|  | L&T Mumbai | Dr. C Jayakumar  Shri Rajiv Sinha *(Alt.)* |
|  | SAIL | Shri Mukesh Kumar |
|  | BIS, Member Secreatry | Shri Ashish V Urewar |
|  |  | Shri Nitin Mallikarjuna |

**[ANNEX C](#C)**

***(Clause 4.3)***

**Composition of the Panel for Innovation Management and Coordination with ISO/TC 279, MSD 19/P-3**

|  |  |  |
| --- | --- | --- |
| **S. No.** | **Organization Represented** | **Name of the Representative** |
|  | CMAI, New Delhi | Prof. N.K. Goyal (*Convener*) |
|  | Confederation of Indian Industry | Virender Singh |
|  | IMNU, Ahemdabad. | Prof Subir Verma |
|  | Indian Institute of Materials Management, New Delhi | Shri V.K. Jain |
|  | Innomantra Consulting Private Limited, Bengaluru | Dr. Kumudhini Ravindra |
|  | Innomantra consulting Private ltd. | Shei Lokesh V. |
|  | Power Grid Corporation | Shri Akhil Sundaran,  Ms Shalini *(Alt)* |
|  | TIMA, New Delhi | Ms. Manisha Kumari |
|  | BIS, Member Secreatry | Shri Ashish V Urewar |

**[Annex D](#D)**

***(Clause 5.1)***

**List of Standards published under MSD 19**

Total Published Standards: 26

| **SI. No.** | **IS No.** | **TITLE** |
| --- | --- | --- |
|  | IS/ISO 10667-1 : 2020 | Assessment service delivery - Procedures and methods to assess people in work and organizational settings Part 1: Requirements for the client |
|  | IS 15198 : 2014 | Glossary of terms in human resource development (First Revision) |
|  | IS 15915 : 2012 | Knowledge management - Glossary of terms |
|  | IS/ISO/TS 24179 : 2020 | Human resource management Occupational health and safety metrics |
|  | IS/ISO 30400 : 2022 | Human resource management - Vocabulary |
|  | IS/ISO 30405 : 2016 | Human Resource Management — Guidelines for Recruitment |
|  | IS/ISO/TR 30406 : 2017 | Human Resource Management - Sustainable Employability Management for Organizations |
|  | IS/ISO/TS 30407 : 2017 | Human Resource Management - Cost Per Hire |
|  | IS/ISO 30408 : 2016 | Human Resource Management - Guidelines on Human Governance |
|  | IS/ISO 30409 : 2016 | Human Resource Management - Workforce Planning |
|  | IS/ISO/TS 30410 : 2018 | Human resource management - Impact of hire metric |
|  | IS/ISO/TS 30411 : 2018 | Human resource management - Quality of hire metric |
|  | IS/ISO 30414 : 2018 | Human Resource Management Guidelines for Internal and External Human Capital Reporting |
|  | IS/ISO 30415 : 2021 | Human resource management - Diversity and inclusion |
|  | IS/ISO/TS 30423 : 2021 | Human resource management - Compliance and ethics metrics cluster |
|  | IS/ISO/TS 30425 : 2021 | Human resource management - Workforce availability metrics cluster |
|  | IS/ISO/TS 30427 : 2021 | Human resource management Costs metrics cluster |
|  | IS/ISO/TS 30428 : 2021 | Human resource management Skills and capabilities metrics cluster |
|  | IS/ISO/TS 30430 : 2021 | Human resource management Recruitment metrics cluster |
|  | IS/ISO/TS 30432 : 2021 | Human resource management Workforce productivity metrics cluster |
|  | IS/ISO/TS 30433 : 2021 | Human resource management Succession planning metrics cluster |
|  | IS/ISO 56000 : 2020 | Innovation management - Fundamentals and vocabulary |
|  | IS/ISO 56002 : 2019 | Innovation Management - Innovation Management Systems Guidance |
|  | IS/ISO 56003 : 2019 | Innovation Management Tools and methods for innovation partnership- Guidance |
|  | IS/ISO/TR 56004 : 2019 | Innovation Management Assessment - Guidance |
|  | IS/ISO 56005 : 2020 | Innovation Management- Tools and Methods for intellectual property management- Guidance |

**Draft document under development.**

| **SI. No.** | **IS No.** | **TITLE** |
| --- | --- | --- |
|  | MSD/19/25345 (Identical To: ISO/TS 30437:2023) | Human Resource Management Learning and Development Metrics |
|  | MSD/19/25342 (Identical To: ISO 10667-2:2020) | Assessment Service Delivery Procedures and Methods to Assess People in Work and Organizational Settings Part 2: Requirements for Service Providers |
|  | MSD/19/25339 (Identical To: ISO 56010:2023) | Innovation Management Illustrative Examples of ISO 56000 |
|  | MSD/19/23930 (Identical To: ISO 30422:2022) | Human Resource Management Learning and Development |
|  | MSD 19/(21097)/ ISO 30401:2018 | Knowledge management systems — Requirements (AMD-1) |

**Draft Standards under Print.**

| **SI. No.** | **IS No.** | **TITLE** |
| --- | --- | --- |
|  | MSD 19/(23931)/ ISO 23326: 2022 | Human resource management Employee engagement Guidelines |
|  | MSD 19/(23930)/ ISO 30422:2022 | Human Resource Management Learning and Development |
|  | MSD 19/(23928)/ ISO/TS 24178: 2021 | Human Resource Management Organizational Culture Metrics Cluster |
|  | [MSD/19/25341 (Identical To: ISO 56007:2023)](https://www.services.bis.gov.in/php/BIS_2.0/StandardsFormulationV2/Upload3.php?ID=anFxUmRkZzRmdGJ6c0lwdmg4RDJ5UT09) | Innovation Management Tools and Methods for Managing Opportunities and Ideas Guidance |
|  | MSD 19/(22293)/ ISO 56006: 2021 | Innovation management - Tools and methods for strategic intelligence management Guidance |

**[Annex F](#F)**

***(Clause 13.1.3)***

**List of Standards Published and Under Development by ISO TC 260**

|  |  |  |
| --- | --- | --- |
| **SL No.** | **ISO No. & Title** | **Status** |
|  | ISO 10667-1:2020  Assessment service delivery — Procedures and methods to assess people in work and organizational settings — Part 1: Requirements for the client | Adopted |
|  | ISO 10667-2:2020  Assessment service delivery — Procedures and methods to assess people in work and organizational settings — Part 2: Requirements for service providers | Under Adoption |
|  | ISO 23326:2022  Human resource management — Employee engagement — Guidelines | Under Adoption |
|  | ISO/TS 24178:2021  Human resource management — Organizational culture metrics cluster | Under Adoption |
|  | ISO/TS 24179:2020  Human resource management — Occupational health and safety metrics | Adopted |
|  | ISO 30400:2022  Human resource management — Vocabulary | Adopted |
|  | ISO 30401:2018  Knowledge management systems — Requirements | Not Adopted |
|  | ISO 30401:2018/Amd 1:2022  Knowledge management systems — Requirements — Amendment 1 | Not Adopted |
|  | ISO 30401:2018/Amd 2:2024  Knowledge management systems — Requirements — Amendment 2: Climate action changes | Not Adopted |
|  | ISO 30405:2023  Human resource management — Guidelines on recruitment | Adopted |
|  | ISO/TR 30406 : 2017  Human Resource Management - Sustainable Employability Management for Organizations | Adopted |
|  | ISO/TS 30407 : 2017  Human Resource Management - Cost Per Hire | Adopted |
|  | ISO 30408 : 2016  Human Resource Management - Guidelines on Human Governance | Adopted |
|  | ISO 30409 : 2016  Human Resource Management - Workforce Planning | Adopted |
|  | ISO/TS 30410:2018  Human resource management — Impact of hire metric | Adopted |
|  | ISO/TS 30411:2018  Human resource management — Quality of hire metric | Adopted |
|  | ISO 30414:2018  Human resource management — Guidelines for internal and external human capital reporting | Adopted |
|  | ISO 30415:2021  Human resource management — Diversity and inclusion | Adopted |
|  | ISO/TS 30421:2021  Human resource management — Turnover and retention metrics | Under Adoption |
|  | ISO 30422:2022  Human resource management — Learning and development | Under Adoption |
|  | ISO/TS 30423:2021  Human resource management — Compliance and ethics metrics cluster | Adopted |
|  | ISO/TS 30425:2021  Human resource management — Workforce availability metrics cluster | Adopted |
|  | ISO/TS 30427:2021  Human resource management — Costs metrics cluster | Adopted |
|  | ISO/TS 30428:2021  Human resource management — Skills and capabilities metrics cluster | Adopted |
|  | ISO/TS 30430:2021  Human resource management — Recruitment metrics cluster | Adopted |
|  | ISO/TS 30431:2021  Human resource management — Leadership metrics cluster | Cannot Adopt |
|  | ISO/TS 30432:2021  Human resource management — Workforce productivity metrics cluster | Adopted |
|  | ISO/TS 30433:2021  Human resource management — Succession planning metrics cluster | Adopted |
|  | ISO 30434:2023  Human resource management — Workforce allocation | Committee Dropped the Document |
|  | ISO 30435:2023  Human resource management — Workforce data quality | Under Adoption |
|  | ISO/TS 30437:2023  Human resource management — Learning and development metrics | Under Adoption |
|  | ISO/TS 30438:2024  Human resource management — Employee engagement metrics | Not Adopted |

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| **SL No.** | **ISO No. & Title** | **Status** |
|  | ISO/CD 30201  Human Resource Management System — Requirements | Under Development |
|  | ISO/AWI 30401  Knowledge management systems — Requirements | Under Development |
|  | ISO/DIS 30414  Human resource management — Guidelines for internal and external human capital reporting | Under Development |
|  | ISO/AWI TS 30436  Human Resource Management — Diversity and Inclusion Metrics Technical Specification | Under Development |
|  | ISO/AWI 30439  Human Resource Management — Data Privacy Standard | Under Development |
|  | ISO/AWI 30440  Human Resource Management: Guidance for risk management and the ethical use and adoption of technology | Under Development |
|  | ISO/AWI 30441  Workplace Wellness — Creation and promotion of practices to improve wellbeing and effectiveness | Under Development |

**[Annex G](#G)**

*(Clause 13.2.3)*

**List of Standards Published and Under Development by ISO TC 279**

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| **SL No.** | **ISO No./ Title** | **Status** |
|  | IS/ISO 56000: 2020  Innovation management Fundamentals and vocabulary | Adopted |
|  | IS/ISO 56002:2019  Innovation Management - Innovation Management Systems Guidance | Adopted |
|  | IS/ISO 56003:2019  Innovation Management Tools and methods for innovation partnership- Guidance | Adopted |
|  | IS/ISO 56004:2019  Innovation Management Assessment - Guidance | Adopted |
|  | IS/ISO 56005: 2020  Innovation Management- Tools and Methods for intellectual property management- Guidance | Adopted |
|  | ISO 56006: 2021  Innovation management — Tools and methods for strategic intelligence management — Guidance | Under Adoption |
|  | ISO 56007:2023  Innovation management — Tools and methods for managing opportunities and ideas — Guidance | Under Adoption |
|  | [ISO 56008:2024](https://www.iso.org/standard/78485.html?browse=tc)  Innovation management — Tools and methods for innovation operation measurements — Guidance | Not Adopted |
|  | ISO/TS 56010:2023  Innovation management — Illustrative examples of ISO 56000 | Under Adoption |

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| **ISO Doc. No./ Title** | **Status** |
| ISO/DIS 56000  Innovation management — Fundamentals and vocabulary | Under Development |
| ISO 56001  Innovation management — Innovation management system — Requirements | Under Development |
| ISO/WD TR 56009  Innovation management — Example implementations of Innovation Operation Measurements | Under Development |
| ISO/AWI 56011  Competency framework for innovation management | Under Development |

**[Annex H](#H)**

***(Clause 13.1.4, 13.2.4)***

**List of Ballots of ISO /TC 260 & ISO /TC 279 since 05 June 2024 to 10 September 2024**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Sl. No. | Type | ISO/ Technical Committee | ISO/IEC document number | Voted with comments(VC)/ Voted without comments(V) | Date ballot cast |
|  | CIB | ISO/TC 260 | [Ballot to Skip CD Stage - ISO 30414](javascript:callAction('cib','doView',%20493232,%20'',%20null)) | V | 2024-06-07 |
|  | CD | ISO/TC 260 | [ISO/CD 30201](javascript:callAction('cib','doView',%20493917,%20'',%20null)) | VC | 2024-08-03 |
|  | CIB | ISO/TC 260 | [TC 260 N 732 - Ballot to Establish WG 17 - Performance Mgt](javascript:callAction('cib','doView',%20494788,%20'',%20null)) | V | 2024-08-30 |
|  | SR | ISO/TC 260 | [ISO/TS 30421:2021](javascript:callAction('sr','doViewResult',%20492122,%20'',%20null)) | V | 2024-09-02 |
|  | SR | ISO/TC 260 | [ISO/TS 30428:2021](javascript:callAction('sr','doViewResult',%20492209,%20'',%20null)) | V | 2024-09-02 |
|  | SR | ISO/TC 260 | [ISO/TS 30430:2021](javascript:callAction('sr','doViewResult',%20492119,%20'',%20null)) | V | 2024-09-02 |
|  | SR | ISO/TC 260 | [ISO/TS 30433:2021](javascript:callAction('sr','doViewResult',%20491838,%20'',%20null)) | V | 2024-09-02 |
|  | CIB | ISO/TC 260 | [TC 260 N 733 - ISO CD 29997 - Internships — Quality Guidelin](javascript:callAction('cib','doView',%20494830,%20'',%20null)) | VC | 2024-09-05 |
|  | FDIS | ISO/TC 279 | [ISO/FDIS 56001](javascript:callAction('fdis','doViewResult',%20493751,%20'',%20null)) | V | 2024-07-31 |
|  | CIB | ISO/TC 279 | [ISO 56002 Revision](javascript:callAction('cib','doView',%20494393,%20'',%20null)) | V | 2024-08-25 |

Upcoming Ballets

|  |  |  |  |
| --- | --- | --- | --- |
| SL No. | ISO/Technical Committee | ISO/IEC document number | Last date of ballet |
|  | ISO/TC 260 | TC 260 N 733 - ISO CD 29997 - Internships — Quality Guidelin | 2024-09-05 |
|  | ISO/TC 260 | ISO/NP 30442 | 2024-10-01 |
|  | ISO/TC 260 | ISO/NP TS 30403 | 2024-11-22 |
|  | ISO/TC 260 | ISO/DIS 30414 (Ed 2) | 2024-11-27 |
|  | ISO/TC 260 | ISO/TS 30410:2018 (vers 2) | 2024-12-02 |