# *For BIS use only*

### BUREAU OF INDIAN STANDARDS

### AGENDA

|  |  |  |  |
| --- | --- | --- | --- |
| *Committee* | *Meeting No.* | *Day, Date and Time* | *Venue* |
| **Human Resource & Innovation Management Sectional Committee, MSD 19** | **12th** **Meeting** | **Monday****23 Dec 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 11th meeting of the Human Resource and Innovation Management Sectional Committee, MSD 19 was held on 23 September 2024, were circulated. No comments have been received.

*The Committee may CONFIRM the minutes as circulated*

1. **ACTION TAKEN REPORT**

The 11th Sectional Committee, MSD 19 was held on 23th September 2024. Following action were recorded to be taken. The Status of all the action points are given below:

|  |  |  |  |
| --- | --- | --- | --- |
| **Sl.****No** | **11th Meeting Agenda Item** | **Decision taken**  | **Action Taken** |
|  | Item 4.1 | The committee decided to withdraw Shri Jitender Kumar, due to inactive participation. | Action taken to withdraw |
|  | Item 4.1.1 | The committee decided to co-opt the following members in;

|  |  |
| --- | --- |
| Lt. Col. Kumar Shantanu | DDG(Administration), BIS |
| Mr. Shoaib Akhtar | Director(Establishment), BIS  |
| Shri Rajsik Roy Choudhary | IIM, Kolkata |

 | Action taken to co-opt. |
|  | MSD 4.2 | The committee decided to co-opt the following members in Panel MSD 19/P-2

|  |  |
| --- | --- |
| Shri Rajsik Roy Choudhary, IIM Calcutta | Co-opt |
| Prof. Neha Garg, IIM Nagpur | Co-opt |

 | Action taken to Co-opt |
|  | Item 7.3 | Committee approved the document “Sustainable Human Resource Management – Requirement” for WC | Action taken to wide circulate |
|  | Item 8 | Committee decided to reaffirm the following Standards.

|  |  |  |
| --- | --- | --- |
|  | IS/ISO/TR 30406 : 2017 | Human Resource Management Sustainable Employability Management for Organizations |
|  | IS/ISO 30409 : 2016 | Human Resource Management Workforce Planning |
|  | IS/ISO 30408:2016 | Human resource management — Guidelines on human governance |

 | Action taken to Reaffirm |
|  | Item 9 | The Committee decided to Finalize with few changes

|  |  |
| --- | --- |
| MSD 19/(23931)/ ISO 23326: 2022  | Human resource management Employee engagement Guidelines  |
| MSD 19/(23930)/ ISO 30422:2022  | Human Resource Management Learning and Development  |

 | Action taken to Send for printing |
|  | Item 9 | The Committee decided to Drop the document

|  |  |
| --- | --- |
| 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 |
| MSD/19/(25344)/ISO/TS 30421:2021 | Human resource management — Turnover and retention metrics |
| MSD/19/(25345)ISO/TS 30437:2023 | Human resource management — Learning and development metrics |
| MSD/19/(25346)/ISO 30435:2023 | Human resource management — Workforce data quality |
| MSD/19/(25339)/ISO/TS 56010:2023 | Innovation management — Illustrative examples of ISO 56000 |

 | Action Taken to drop 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. **Co-options request**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sl. No.** | **Name** | **Organization** |  |
|  | Shri Dinesh K Sadayakumar | Institute of Gems & Jewellery | I am a dedicated, resourceful and goal-driven professional educator with a solid commitment to the social and academic growth and development of individuals as well as organisation. I have an accomplished career demonstrating consistent success as an administrator, trainer researcher and educator for more than 12 years. I also have my expertise in developing and implementing special programs |
|  | Shri Trupti Deokule | Omkar Consultants | Work Experience in Quality Control, Operations, Manufacturing, Services, & R&D. Hands-on Experience in Product testing, Complaint analysis, Quality Assurance, and Product Development. Worked with Electrica Engineers (I) Pvt. Ltd. For the implementation of ISO TS 16949 implementation to reach quality expectations for one of the major customers- Tata Motors Ltd., Pune. Underwent FIAT requirements training during JV of Tata Motors and FIAT. Providing in-house Shop floor training on FIAT requirement |
|  | Shri RICHA CHAUDHARY | Individual Capicity | Ranked among top 2% scientists in the world by Stanford University consistently for the year 2020, 2021, and 2022. Worked as principal director on a number of government projects sponsored by ICSSR and MoE A prolific researcher and has published a number of research papers in international journals of repute |
|  | Shri vijayaraju k | Individual Capicity | My self certified Energy Auditor, ISO 50001 LA trained, Productivity Practitioner and also trainer in HRM |
|  | Prof. Neha Garg | IIM Nagpur | MSD 19/Panel-2 |

*The Committee may decide & review.*

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

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**

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 at [Annex E](#EE)

*Committee may review*

* 1. Dr. Kumudhini Ravindra has proposed the justification for adoption of ISO 56001:2024 is given at [Annex J](#JJ):

*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/FDIS 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 | Document has been wide circulated and NWIP proposal sent to ISO.The discussion on document carried out during Plenary meeting at Japan- 2024 |

*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.

Nil

1. **DOCUMENT UNDER PRINT**

| **Sl. 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)/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. **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. 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 approved 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/AWI 30401 | Knowledge management systems — Requirements | medium | Shri Rajiv Sinha, Shri Rajashik Roy Choudhary |
| ISO/TC 260 | Human resource management |  ISO/DIS 30414 | Human resource management — Guidelines for internal and external human capital reporting | medium | Shri Rajashik Roy Choudhary, Shri Rajiv Sinha |
| ISO/TC 260 | Human resource management |  ISO/AWI 30439 | Human Resource Management — Data Privacy Standard | High  | Shri Rajiv Sinha, |
| ISO/TC 260 | Human resource management |  ISO/AWI 30440 | Human Resource Management: Guidance for risk management and the ethical use and adoption of technology | High  | Shri Rajiv Sinha,  |
| ISO/TC 260 | Human resource management |  ISO/AWI 30441 | Workplace Wellness — Creation and promotion of practices to improve wellbeing and effectiveness | High  | Shri Rajashik Roy Choudhary, |
| ISO/TC 260 | Human resource management | ISO/AWI 30442 | Human Resource Management — Performance Management — Guidelines |  |  |
| ISO/TC 260 | Human resource management | ISO/AWI 30401 | Knowledge management systems — Requirements |  |  |

*The committee may review.*

* + 1. The Indian delegation attended in physical mode the plenary meeting of ISO TC 260 and working groups at Japan from 28 Oct to 01 Nov-2024.
		2. 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. 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 approved 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/FDIS 56000 | Innovation management — Fundamentals and vocabulary | medium | Ms. Kumudini Ravindra |
| ISO/TC 279 | Innovation management | ISO/AWI 56002 | Innovation management — Innovation management system — Guidance |  |  |
| ISO/TC 279 | Innovation management |  ISO/WD TR 56009 | Innovation management — Example implementations of Innovation Operation Measurements | medium | Ms. Kumudini Ravindra |
| ISO/TC 279 | Innovation management | ISO/AWI 56011 | Competency framework for innovation management | High  | Shri Anuj Swarup Bhatnagar,Ms. Kumudini Ravindra |

*The Committee may review*

* + 1. The Indian delegation attended in virtual mode the plenary meeting of ISO/TC 279 and working groups at Peru from 14-18 Oct-2024.
		2. 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. **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) 23 Sep. 2024 3) ~~30~~ Dec. 2024 4) 12 Mar 2025
 |

*Committee may kindly agree.*

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. **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. **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. **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.

Coordination with relevant ISO committees including following:

ISO/TC 260 Human Resource Management, and

ISO/TC 279 Innovation Management

|  |  |
| --- | --- |
| **9th Meeting** | **14 February 2024** |
| **10th Meeting** | **28 June 2024** |
| **11th Meeting** | **23 September 2024** |

| **Sl.No.** | **Organization** | **Representative (s)** | **Last three attendance** |
| --- | --- | --- | --- |
| **9th** | **10th**  | **11th**  | **Total** |
|  | Indian Institute of Management, Nagpur | Dr. B. Metri **(Chairman)** | Y | Y | Y | 3/3 |
|  | CMAI Associated of India, New Delhi | Prof. N. K. GoyalShri Praveen Dwivedi (*Alt.)*  | Y | Y | N | 2/3 |
|  | Confederation of Indian Industry, New Delhi | Shri Virender Singh Shri Vipin Sahni *(Alt.)* | Y | N | N | 1/3 |
|  | Indian Institute of Materials Management, New Delhi | Shri V. K. Jain | Y | Y | Y | 3/3 |
|  | Innomantra consulting Private Ltd. | Shri Lokesh Venkataswamy Dr. Kumudhini Ravindra *(Alt.)* | Y | Y | Y | 3/3 |
|  | Fore school of Management Delhi  | Prof. Subir Verma | Y | Y | Y | 3/3 |
|  | Institute of Steel Development and Growth, New Delhi | Shri Pydi Lakshmana Rao  | Y | N | Y | 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 | N | N | 1/3 |
|  | TIMA New Delhi | Ms. Manisha Kumari | Y | N | Y | 2/3 |
|  | In Personal Capacity, New Delhi  | Shri B. Dhal | Y | Y | Y | 3/3 |
|  | In Personal Capacity, New Delhi | Shri Anupam Kaul | N | N | N | 0/3 |
|  | In Personal Capacity, New Delhi | Ms. Renu Sharma | N | Y | Y | 2/3 |
|  | In Personal Capacity, New Delhi | Shri Nitin Mallikarjuna | Co-opt | N | Y | 1/2 |
|  | Sc- (F) & Head (NITS), Noida, BIS | Shri Chandan Bahl | Y | Y | N | 2/3 |

**[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 |
|  | Larsen and Toubro Infotech Limited, Mumbai | Dr. C Jayakumar Shri Rajiv Sinha *(Alt.)* |
|  | Steel Authority of India Limited (SAIL), New Delhi | Shri Mukesh Kumar |
|  | IIM Calcutta | Shri Rajsik Roy Choudhary,  |
|  | IIM Nagpur | Prof. Neha Garg |
|  | In personal capacity | 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 | Shri Virender Singh |
|  | FORE School of Management, New Delhi | Prof Subir Verma |
|  | Indian Institute of Materials Management, New Delhi | Shri V.K. Jain  |
|  | Innomantra Consulting Private Limited, Bengaluru | Shri Lokesh Venkataswamy Dr. Kumudhini Ravindra *(Alt)* |
|  | Power Grid Corporation | Shri Akhil Sundaran, Ms. Shalini *(Alt)* |
|  | Telecom Equipment Manufacturers Association, New Delhi | Ms. Manisha Kumari *(Alt)* |

**[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 E](#E)**

***(Clause 7.1)***

**ISO STANDARDS FOR ADOPTION**

| **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 56001:2024 | Innovation management — Innovation management system — Requirements |
|  | 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 |
|  | MSD/19/(25344)/ISO/TS 30421:2021 | Human resource management — Turnover and retention metrics |
|  | MSD/19/(25345)ISO/TS 30437:2023 | Human resource management — Learning and development metrics |
|  | MSD/19/(25346)/ISO 30435:2023 | Human resource management — Workforce data quality |
|  | MSD/19/(25339)/ISO/TS 56010:2023 | Innovation management — Illustrative examples of ISO 56000 |

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

***(Clause 10.1.4)***

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

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

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| --- | --- | --- |
| **SL No.** | **ISO No. & Title** | **Status** |
|  |  ISO/AWI 30401Knowledge management systems — Requirements | Under Development |
|  | ISO/AWI TS 30403Human resource metrics | Under Development |
|  |  ISO/DIS 30414Human resource management — Guidelines for internal and external human capital reporting | Under Development |
|  | ISO/AWI 30439Human Resource Management — Data Privacy Standard | Under Development |
|  | ISO/AWI 30440Human Resource Management: Guidance for risk management and the ethical use and adoption of technology | Under Development |
|  | ISO/AWI 30441Workplace Wellness — Creation and promotion of practices to improve wellbeing and effectiveness | Under Development |
|  | ISO/AWI 30442Human Resource Management — Performance Management — Guidelines | Under Development |

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

*(Clause 10.2.4)*

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

|  |  |  |
| --- | --- | --- |
| **SL No.** | **ISO No./ Title** | **Status** |
|  | IS/ISO 56000: 2020Innovation management Fundamentals and vocabulary | Adopted |
|  | ISO 56001:2024Innovation management system — Requirements | Not Adopted |
|  | IS/ISO 56002:2019Innovation Management - Innovation Management Systems Guidance | Adopted |
|  | IS/ISO 56003:2019Innovation Management Tools and methods for innovation partnership- Guidance | Adopted |
|  | IS/ISO 56004:2019Innovation Management Assessment - Guidance | Adopted |
|  | IS/ISO 56005: 2020Innovation Management- Tools and Methods for intellectual property management- Guidance | Adopted |
|  | ISO 56006: 2021Innovation 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 56010:2023Innovation management — Illustrative examples of ISO 56000 | Not Adopted |

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| **ISO Doc. No./ Title** | **Status** |
| ISO/FDIS 56000Innovation management — Fundamentals and vocabulary | Under Development |
| ISO/AWI 56002Innovation management — Innovation management system — Guidance | Under Development |
| ISO/WD TR 56009Innovation management — Example implementations of Innovation Operation Measurements | Under Development |
| ISO/AWI 56011Competency framework for innovation management | Under Development |

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

***(Clause 10.1.5, 10.2.5)***

**List of Ballots of ISO /TC 260 & ISO /TC 279 since 10 September 2024 to 10 Dec 2024.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Sl. No. | Type | ISO/ Technical Committee | ISO/IEC document number | Voted with comments(VC)/ Voted without comments(V) | Date ballot cast |
|  | NP | ISO/TC 260 | ISO/NP 30442 | V | 2024-10-01 |
|  | CIB | ISO/TC 260 | TC260 N 743 - Resolution to Cancel ISO/AWI TS 30436 | V | 2024-10-04 |
|  | NP | ISO/TC 260 | ISO/NP TS 30403 | V | 2024-11-22 |
|  | DIS | ISO/TC 260 | ISO/DIS 30414 (Ed 2) | V | 2024-11-27 |
|  | SR | ISO/TC 260 | ISO/TS 30410:2018 (vers 2) | V | 2024-12-02 |
|  | CIB | ISO/TC 260 | TC 260 N 773 - Call for TC 260/WG 1 Convenor | V | 2024-12-09 |

Upcoming Ballets

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| SL No. | ISO/Technical Committee | ISO/IEC document number |  | Last date of ballet |
|  | ISO/TC 260 | TC 260 N 773 - Call for TC 260/WG 1 Convenor | 2024-11-05 | 2024-12-09 |
|  | ISO/TC 279 | ISO/FDIS 56000 (Ed 2) | 2024-10-28 | 2024-12-23 |
|  | ISO/TC 279 | Call for new CAG Members | 2024-11-13 | 2025-01-08 |
|  | ISO/TC 260 | ISO/NP 30201 | 2024-11-14 | 2025-01-09 |

[Annex J](#J)

*(Clause 7.1)*

Adoption of ISO 56001 as an Indian Standard

India and Innovation

India's innovation landscape has been on a remarkable upward trajectory, as evidenced by its climb from 81st to 40th position in the Global Innovation Index between 2015 and 2022. This progress is fueled by increased investment in research and development, a flourishing startup culture, growth of Innovation hubs and the widespread adoption of digital technologies. Government initiatives like Digital India, Startup India, and the recently announced Anusandhan National Research Fund with a budget of ₹1 lakh crore are laying a robust foundation for innovation. Key sectors such as information technology, biotechnology, and renewable energy are spearheading this transformation, positioning India as a potential global leader in innovation. (Hindustan Times, October 2024)

However, significant challenges persist that hinder India's full innovation potential. Despite a surge in patent registrations, with over one lakh patents granted in 2023, the journey from patent publication to commercialization remains arduous. This results in many innovations failing to make a tangible market impact. Though R&D spending has increased, it is still miniscule (0.65% of GDP) compared other global giants (> 4% of GDP). Addressing these challenges, particularly by bridging the gap between research institutions and industry while fostering closer ties between academia and the private sector, will be crucial for India to fully harness its innovation capabilities and compete on the global stage.

In such a landscape, at a macroeconomic level, it is imperative that India and the Indian industry take advantage of the newly published standard ISO 56001 and leapfrog into the Innovation future.

Organizations & Innovation – The way forward

On a microeconomic level, the innovation imperative is valid for all organizations, large and small, private and public, in all sectors and geographies. Many forces are driving the need to innovate. It can be changing user behaviours, technology shifts, environmental challenges, government regulations, global competition, etc.

For some organizations, it is about meeting the evolving requirements of users, customers, partners, and regulators. For others, it is about the opportunity to go beyond expectations to differentiate from competitors, reshape their industry, or pursue an inspiring vision.

Finally, today’s global and local challenges call for us to transform innovation efforts from an option into a vital responsibility. It is imperative for every organization to actively engage in shaping a sustainable future, contributing meaningfully to environmental, social, and economic missions. Given these driving forces, it is no surprise that innovation is at the top of the agenda of many organizations. (Amplify, 2020)

Innovation Management & Standards

Standardization is an area that is still not well understood in the innovation ecosystem and may sometimes be viewed with a great deal of prejudice. However, to think that standardization is tantamount

to pigeonholing organizations is as wrong as believing that innovation is the product of one person’s genius (Innovation Way, 2024).

The most well-known standard to date is ISO 9001, which describes the “Quality Management System”. Since it was first published in 1987, ISO 9001 has helped to transform businesses, with a sharp increase in the reliability of products and services and a significant improvement in customer satisfaction in all sectors and all over the world. Though some companies have been overwhelmed by documentation and procedures, this is due to an unskillful implementation of this standard, rather than an issue with the standard itself. ISO 9001 has professionalized the field of quality, just as the ISO 56000 Series standards will professionalize the field of innovation management.

In fact, ISO 56000 series of standards have already begun showing their impact across the world, with just the guidance standards being published so far. ISO 56001, being a requirement standard, has all the makings of becoming to the “innovation” world, what ISO 9001 has become to the “quality” world.

What is ISO 56001:2024?

ISO 56001 is the requirements standard that is a part of the ISO 56000 series. It is a requirements and guidance standard for establishing, implementing, maintaining, and improving an innovation management system in an organization published by ISO. The standard aims to improve an organization's ability to innovate consistently, systematically and successfully.

ISO 56001 also follows a harmonized structure that is compatible with other management system standards, allowing for seamless integration with other ISO management system standards such as SO 9001:2015 (quality management), ISO 14001:2015 (environmental management) and ISO 45001:2018 (occupational health and safety management). Organizations can align or integrate their innovation management system with other standards to leverage synergy and enhance overall management efficiency.

This standard contributes to the following Sustainable Development Goals: 1 - No Poverty, 2 - Zero Hunger, 3 - Good Health and Well-being, 4 - Quality Education, 6 - Clean Water and Sanitation, 7 - Affordable and Clean Energy, 8 - Decent Work and Economic Growth, 9 - Industry, Innovation and Infrastructure, 11 - Sustainable Cities and Communities, 12 - Responsible Consumption and Production, 13 - Climate Action, 14 - Life Below Water, and 15 - Life on Land.

What is ISO 56000 Series?

ISO 56000 is a family of standards designed to provide a framework for organizations to implement, maintain and improve innovation management systems. They were developed by the international standards committee ISO TC 279 and are applicable to all organizations worldwide. ISO TC 279 is the international technical standardization committee dedicated to Innovation Management. This committee is responsible for developing the 56000 series of standards. It brings together more than 300 experts from over 75 countries.

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| IS/ISO 56000: 2020Innovation management Fundamentals and vocabulary |
| ISO 56001:2024Innovation management system — Requirements |
| IS/ISO 56002:2019Innovation Management - Innovation Management Systems Guidance |
| IS/ISO 56003:2019Innovation Management Tools and methods for innovation partnership- Guidance |
| IS/ISO 56004:2019Innovation Management Assessment - Guidance |
| IS/ISO 56005: 2020Innovation Management- Tools and Methods for intellectual property management- Guidance |
| ISO 56006: 2021Innovation management — Tools and methods for strategic intelligence management — Guidance |
| ISO 56007:2023 Innovation management — Tools and methods for managing opportunities and ideas — Guidance |
| [ISO 56008:2024](https://www.iso.org/standard/78485.html?browse=tc) Innovation management — Tools and methods for innovation operation measurements — Guidance |

Benefits of the ISO 56001 Standard

ISO 56001 equips organizations with the framework to manage innovation systematically, reducing uncertainty and increasing the likelihood of achieving significant benefits from new products, services, processes, and models. By fostering a culture that supports innovation, organizations can improve their performance, resilience, and competitiveness in the market. The following are the benefits of

implementing the ISO 56001 based Innovation Management Systems in organizations (as stated by ISO and drafting team).

* Enhances innovation performance and capacity for managing uncertainty within the organization and in the ecosystem
* Increases the realization of value from innovations in products, services, and processes
* Builds a culture of continuous improvement and sustained innovation capability
* Improves reputation, attracting more customers, partners, and investors
* Enhances capability for collaboration and increases the potential to attract funding

Addressing some common misconceptions about ISO 56000 series implementation

The ISO 56000 series standards emphasize frameworks that support, rather than confine, creative processes. So, they do not pose hinderance to the creativity and innovation processes, rather provide structures and mechanisms to improve such processes and diffuse it across the organization in a systematic manner. There is a belief that standardization might lead to uniformity in innovations, reducing competitive edge. However, these standards encourage a systematic approach to innovation efforts while promoting unique and tailored strategies for each organization, fostering diversity in innovation outcomes.

Organizations may worry that the focus might shift from the innovation outcomes to the process itself. However, while establishing systematic approaches, the standards prioritize measurable outcomes, ensuring that the processes serve the end goal. It may be argued that ISO 56001 is a new standard that has not yet been proven effective. However, the individual requirements in the standard are based on 20+ years of research and practice. The essence of that knowledge is summarized in ISO 56001. In fact, the standard was drafted by Innovation experts from across the world, so in a way the standard is an encapsulation of the best practices and learnings about Innovation Management from all these regions and experts.

Finally, some organizations fear implementing these standards might be overly complex and resource intensive. However, the standards are designed with scalability in mind, are suitable for different ambitions, and have clear guidelines to facilitate gradual implementation. ISO 56001, while bringing a structured approach to innovation management, is designed with flexibility and adaptability at its core. It aims to remove barriers and create the best possible conditions for innovation activities.

Why would ISO 56001:2024 be applicable in the Indian context

ISO 56001 is a global standard that is addressing a much-discussed aspect of Innovation Management. It was drafted by over 300 experts from across the globe including India. It applies to all types of organizations regardless of type, size, or the products and services they provide, offering a systematic approach to fostering and managing innovation. The standard is applicable not only to for- profit companies but also to public organizations, NGOs, research centres, federations and so on. (Though it is not recommended for early-stage startups as their processes are not yet systematized). ”

ISO 56002 was a guidance standard - a guide or a collection of good practices, intended to help improve the performance of organizations that implement them. However, it did not provide a mechanism for certification by an external body. So, an organization could only claim that it follows ISO 56002 but could not prove so or claim compliance. In contrast, ISO 56001 is a requirement standard for which the organization must be able to demonstrate correct application during an audit. It can establish compliance through an audit of its management system by an external auditor in order to obtain a certificate of conformity. ISO 56001 – Innovation Management System – Requirements, published in September 2024, is a requirements standard that can lead to certification, and hence establish that an organization indeed has a systematically operating Innovation Management System.

Though the market awareness of these standards especially in India has been low, from 2022 onwards, the subject of innovation management systems began to really take off (first requests from companies, first offers of support, integration into university training programmes, etc.). Since the beginning of 2024, there has been a clear acceleration in the spread of these concepts, with the publication of ISO 56001. This standard, which is a requirements standard and therefore allows certification, has clearly attracted the attention of the entire community. The terminology “Innovation Management System” and the associated concepts are thus gaining ground, gradually leading to a new way of looking at innovation, no longer as the result of projects, but as the result of the construction of innovation capacities enabled by the implementation of multiple activities and processes in companies and other organizations.

Adoption of CMM and PCMM certification standards by the Indian IT companies in the 1990s and early 2000s established Indian IT Industry as a global player and created the advantage that heralded an IT revolution. Similarly, adoption of ISO 56001 certification by the Indian Industry can create a global advantage and provide the much-needed edge to establish itself as an Innovation leader.

India's innovation landscape has made remarkable strides, driven by proactive government initiatives, a thriving startup ecosystem, and growing academia-industry collaborations. By adopting the ISO 56001 standard and implementing it across different organization within the Indian Industry, it may enable targeted reforms to the Innovation systems, stronger partnerships within and outside the ecosystem, and enhanced skill development. India can, therefore, solidify its position as a global innovation leader.