

Mr Sergio Mujica  
Secretary-General  
International Standards Organisation

### **Opposition of BusinessEurope and ETUC to Draft TC 260 Business Plan**

Dear Mr Mujica,

We are writing to you on behalf of the ETUC and BusinessEurope. It has come to our attention that the International Organisation for Standardisation (ISO) is proposing to develop certifiable Management System Standards (MSS) in the area of human resource management, which has been put forward in a draft business plan by ISO Task Group 1. The vote on this draft business plan is scheduled to take place in the next ISO Technical Committee 260 meeting (TC 260) on 22 and 23 September 2021.

We jointly express major concerns about this initiative since, from our point of view, certifiable standards in this area would undermine social dialogue and collective bargaining in the elaboration of working conditions which in turn plays a key role in the design of companies' human resources policy and practices. This would thereby infringe on national and international labour law. ETUC and BusinessEurope believe ISO should focus on technical standards and, as private organisation, should not address socio-political areas which fall in the remit of the social partners and/or legislator. This particularly applies to ISO's persistent efforts to extend its non-technical standardization activities in the field of human resource management.

For that reason we object the draft business plan for TC 260 and urge you to withdraw the above-mentioned proposal.

Thank you in advance for your support. We remain at your disposal, should you wish to discuss this matter further.

Sincerely yours,



Markus J. Beyrer  
Director General, BUSINESSEUROPE



Luca Visentini  
General Secretary, ETUC