

U.S. TAG Membership: Value Proposition



Introducing the U.S. Technical Advisory Group for the ISO Technical Committee 260 HR Management

This U.S. Technical Advisory Group (U.S. TAG) formulates positions and proposals on behalf of the United States in response to the ISO Technical Committee 260 (ISO/TC 260) – Human Resource Management.

We nominate U.S. experts to participate in the technical development of ISO/TC 260 HRM standards by appointing them to be Registered Experts to official Workgroups (WG) or Task Groups (TG). We also provide representation for the United States at international meetings and respond to official requests involving ISO/TC 260 HRM, which includes voting on international standards and technical specifications and other ISO/TC 260 HRM documents.

U.S. TAG Membership is open to organizations, not individuals; and those organizations appoint a Primary Member (with an option to appoint Alternative Members who can participate or substitute the Primary Member in casting their organization's vote).

Primary Members (and Alternative Members, if applicable) represent their organization as the member of the U.S. TAG.

There are two types of memberships available: Voting and Observing.

A U.S. TAG Primary Member or Alternate Member has an option to submit an application to join an ISO WG or TG, but U.S. TAG membership is separate from membership in any ISO/TC 260 HRM WG or TG. There is a separate application pro-

cess for each of them.

For more information and to download the U.S. TAG membership application, visit https://www.ansi.org/standards_activities/standards_boards_panels/TC260?menuid=3

Would you like to join an ISO Workgroup, to contribute your expertise to developing an ISO international standard or technical specification?

- Only U.S. TAG members are eligible to become ISO Registered Experts who serve on an applicable WG or TG (based on one's expertise).
- U.S. TAG members can request an application to join a WG or TC by contacting the U.S. TAG Chair or Administrator.

10 Important Considerations about the ISO/TC 260 HR Management U.S. TAG

1. The participating ISO/TC 260 HRM countries are accredited by national standards bodies in each country. For example, there is an ANSI-accredited U.S. TAG responsible for formulating positions and proposals on behalf of the United States of America, in response to the ISO Technical Committee 260 (ISO/TC 260) – Hu-

man Resource Management activities (e.g., international HR standards, technical specifications/HR metrics, technical reports, strategic decisions, and others). We operate based on our U.S. TAG Accredited Procedures, which are provided to every U.S. TAG member. Typically, we hold U.S. TAG meetings quarterly, and periodically have special meetings for specific time-sensitive reasons.

2. The U.S. TAG provides representation for the United States at international meetings of ISO/TC 260, nominates U.S. experts to participate in the technical development of the standards (such as WG4 Work Allocation), and votes on ISO/TC 260 HRM proposals and projects (including international standards drafts and other documents and/or operational decisions—such as putting WG or TG activities on hold due to coronavirus, as has happened in some cases).
3. ISO standards and technical specifications are developed based on input from HR experts globally, are designed to provide guidance on key HR functions in support of its workforce and its management, and can foster sustainable organizational performance. The input is developed

by consensus and is evident in balloting decisions.

4. When Registered Experts participate in WG standards development, that work is reviewed, commented and voted on by other country mirror committees/members (counterparts of the U.S. TAG). This is true for all ISO work. It is a consensus-based process that is essentially vetted at various stages before being voted on to continue progressing standards through to publication.
5. As with all country mirror committees, U.S. TAG member organizations (their primary voting representatives) must review and, if desired, comment on every TC 260 HRM standard, technical specification, or technical report as these progress through the ISO stages to get to publication. Other voting involves more operational decisions, such as deciding to form a new WG or Task Group (TG) or dissolve one, etc.
6. Understandably, all United States TAG members are required to vote—not only on standards on which we may work (in a WG) but for all other WGs or any TC260-level ballots, too. TC 260 is the Global HR ISO technical committee; so, the standards documents relate only to that focus

area. As with all ISO Technical Committees, each country member has one vote (in the U.S., we vote through ANSI).¹

7. The U.S. TAG is part of two nonprofit organizations, ANSI and ISO. U.S. TAG ISO/TC 260 HRM expenses are partially funded by U.S. TAG member fees. ISO is financed by national members that pay subscriptions to meet the operational cost of the ISO Central Secretariat. The subscription paid by each member is in proportion to the country's Gross National Income and trade figures. Another source of revenue is the sale of standards.

If you have general questions about ISO, such as “Who pays for ISO?” or “Why is there a charge for standards?”, you can visit ISO's General FAQs page for information. With

1 *ISO <https://www.iso.org/about-U.S..html> is an important and relevant global nonprofit organization with a long history that you may find interesting to read about in the above link (scroll down to “Our story begins in 1946). Fun fact: ISO is not an acronym. The ‘International Organization for Standardization’ would have different acronyms in different languages (IOS in English, OIN in French for Organisation internationale de normalization, etc.); so, the ISO founders decided to give it the short form ISO. ISO is derived from the Greek ‘isos’, meaning equal. Whatever the country, whatever the language, it is always ISO.

regard to the ANSI accredited TC 260 U.S. TAG, annual fees are used to fund the operation of the U.S. TAG.

8. Contribute your organization's voice. ISO has published over 21,500 international standards, with 162 member countries and currently 333 active technical committees (such as TC/260). In fact, you can learn more through this link (ISO/T 260): <https://www.iso.org/technical-committees.html>. By being part of the ISO/TC 260 HRM U.S. TAG, you contribute to important ISO HRM international standards that benefit organizations of all sizes and growth phases.
9. ISO/TC 260 HRM publishes its business plan every five years. Please contact U.S. if you would like a copy of the published version. Currently,

the TC 260 business plan TG is revising the document, which is expected to be published again next year. ISO revises published documents every 5 years; the current business plan will give you a better idea of who we are and what we do.

10. Summarily, by being a member of the U.S. TAG, your organization will gain advance knowledge about upcoming standards, technical specifications or reports, and more ISO/TC 260 HRM information, which is confidential before being published. Additionally, you will have a voice in decisions about the U.S. position on balloted decisions as well as operational U.S. TAG decisions, and participate in discussion during our official U.S. TAG meetings.

For more information, please contact Michaela Miller, U.S. TAG Administrator (mmiller@ansi.org) or Lorelei Carobolante, U.S. TAG Chair (loreleic@g2nd.com).