

This is a preview of "BS ISO 30414:2018". [Click here to purchase the full version from the ANSI store.](#)



BSI Standards Publication

Human resource management — Guidelines for internal and external human capital reporting

This is a preview of "BS ISO 30414:2018". [Click here to purchase the full version from the ANSI store.](#)

National foreword

This British Standard is the UK implementation of ISO 30414:2018.

The UK participation in its preparation was entrusted to Technical Committee HCS/1/2, International Human Resource Management.

A list of organizations represented on this committee can be obtained on request to its secretary.

This publication does not purport to include all the necessary provisions of a contract. Users are responsible for its correct application.

© The British Standards Institution 2018
Published by BSI Standards Limited 2018

ISBN 978 0 580 95760 4

ICS 03.100.30

Compliance with a British Standard cannot confer immunity from legal obligations.

This British Standard was published under the authority of the Standards Policy and Strategy Committee on 31 December 2018.

Amendments/corrigenda issued since publication

Date	Text affected
------	---------------

This is a preview of "BS ISO 30414:2018". [Click here to purchase the full version from the ANSI store.](#)

First edition
2018-12

Human resource management — Guidelines for internal and external human capital reporting

*Management des ressources humaines — Lignes directrices sur le
bilan du capital humain interne et externe*



Reference number
ISO 30414:2018(E)

© ISO 2018

This is a preview of "BS ISO 30414:2018". [Click here to purchase the full version from the ANSI store.](#)



COPYRIGHT PROTECTED DOCUMENT

© ISO 2018

All rights reserved. Unless otherwise specified, or required in the context of its implementation, no part of this publication may be reproduced or utilized otherwise in any form or by any means, electronic or mechanical, including photocopying, or posting on the internet or an intranet, without prior written permission. Permission can be requested from either ISO at the address below or ISO's member body in the country of the requester.

ISO copyright office
CP 401 • Ch. de Blandonnet 8
CH-1214 Vernier, Geneva
Phone: +41 22 749 01 11
Fax: +41 22 749 09 47
Email: copyright@iso.org
Website: www.iso.org

Published in Switzerland

This is a preview of "BS ISO 30414:2018". [Click here to purchase the full version from the ANSI store.](#)

Contents

Page

Foreword	iv
Introduction	v
1 Scope	1
2 Normative references	1
3 Terms and definitions	1
4 Human capital reporting process	2
4.1 General.....	2
4.2 Guiding principles.....	3
4.3 Target groups and stakeholder relevance.....	3
4.4 Tools and procedures for data collection.....	4
4.5 Reporting structure.....	5
4.5.1 Internal and external reporting.....	5
4.5.2 Comparability of reporting.....	6
4.6 Risk management.....	6
4.7 Reporting areas.....	8
4.7.1 General.....	8
4.7.2 Compliance and ethics.....	11
4.7.3 Costs.....	12
4.7.4 Diversity.....	14
4.7.5 Leadership.....	16
4.7.6 Organizational culture.....	16
4.7.7 Organizational health, safety and well-being.....	17
4.7.8 Productivity.....	20
4.7.9 Recruitment, mobility and turnover.....	22
4.7.10 Skills and capabilities.....	24
4.7.11 Succession planning.....	26
4.7.12 Workforce availability.....	27
4.8 Reporting documents.....	29
4.9 Reporting frequency.....	29
Annex A (informative) Recommendations specially for small and medium-sized enterprises	30
Annex B (informative) Examples of human capital reports with a combination of metrics	31
Bibliography	34

This is a preview of "BS ISO 30414:2018". [Click here to purchase the full version from the ANSI store.](#)

Foreword

ISO (the International Organization for Standardization) is a worldwide federation of national standards bodies (ISO member bodies). The work of preparing International Standards is normally carried out through ISO technical committees. Each member body interested in a subject for which a technical committee has been established has the right to be represented on that committee. International organizations, governmental and non-governmental, in liaison with ISO, also take part in the work. ISO collaborates closely with the International Electrotechnical Commission (IEC) on all matters of electrotechnical standardization.

The procedures used to develop this document and those intended for its further maintenance are described in the ISO/IEC Directives, Part 1. In particular, the different approval criteria needed for the different types of ISO documents should be noted. This document was drafted in accordance with the editorial rules of the ISO/IEC Directives, Part 2 (see www.iso.org/directives).

Attention is drawn to the possibility that some of the elements of this document may be the subject of patent rights. ISO shall not be held responsible for identifying any or all such patent rights. Details of any patent rights identified during the development of the document will be in the Introduction and/or on the ISO list of patent declarations received (see www.iso.org/patents).

Any trade name used in this document is information given for the convenience of users and does not constitute an endorsement.

For an explanation of the voluntary nature of standards, the meaning of ISO specific terms and expressions related to conformity assessment, as well as information about ISO's adherence to the World Trade Organization (WTO) principles in the Technical Barriers to Trade (TBT) see www.iso.org/iso/foreword.html.

This document was prepared by Technical Committee ISO/TC 260, *Human resource management*.

Any feedback or questions on this document should be directed to the user's national standards body. A complete listing of these bodies can be found at www.iso.org/members.html.

This is a preview of "BS ISO 30414:2018". [Click here to purchase the full version from the ANSI store.](#)

Introduction

Human capital includes the cumulative knowledge, skills and abilities of an organization's people and the impact on an organization's long-term performance, as well as competitive advantage through optimizing organizational outcomes.

The measurement of human capital facilitates the ability of an organization to manage one of its most critical resources and risks, people. Research shows that organizations that do not manage their human capital may damage the ability and opportunity for the business to create long-term and sustainable value achieved through their people^[1].

This document is guided by the principles of human rights at work^[2], and coupled with the human governance standard (ISO 30408^[3]), it establishes guidelines on human capital data capture, measurement, analysis and reporting.

The benefits of a standardized approach to human capital reporting (HCR) include

- the use of standardized and agreed data, which describes organizational value in a broadly comparable sense;
- the improvement of HRM processes that support good practice in establishing and maintaining positive employment relations;
- greater understanding of the financial and non-financial returns that are generated as a result of investments in human capital;
- accessible and transparent reporting of human capital data and insights that enhances internal and external understanding and assessment of an organization's human capital and its present and future performance.

HCR is following guiding principles which are outlined in [4.2](#).

This is a preview of "BS ISO 30414:2018". [Click here to purchase the full version from the ANSI store.](#)

This is a preview of "BS ISO 30414:2018". [Click here to purchase the full version from the ANSI store.](#)

Human resource management — Guidelines for internal and external human capital reporting

1 Scope

This document provides guidelines for internal and external human capital reporting (HCR). The objective is to consider and to make transparent the human capital contribution to the organization in order to support sustainability of the workforce. This document is applicable to all organizations, regardless of the type, size, nature or complexity of the business, whether in the public, private or voluntary sector, or a not-for-profit organization.

This document provides guidelines on the following core HCR areas:

- compliance and ethics;
- costs;
- diversity;
- leadership;
- organizational culture;
- organizational health, safety and well-being;
- productivity;
- recruitment, mobility and turnover;
- skills and capabilities;
- succession planning;
- workforce availability.

NOTE These guidelines and associated metrics can result in better organizational performance. However, some organizations do not have the objective or the capacity to use the entire set of metrics. Recommendations for SME use are provided in [Table 2](#) and [Annex A](#).

2 Normative references

The following documents are referred to in the text in such a way that some or all of their content constitutes requirements of this document. For dated references, only the edition cited applies. For undated references, the latest edition of the referenced document (including any amendments) applies.

ISO 30400, *Human resource management — Vocabulary*

3 Terms and definitions

For the purposes of this document, the terms and definitions given in ISO 30400 and the following apply.

ISO and IEC maintain terminological databases for use in standardization at the following addresses:

- ISO Online browsing platform: available at <https://www.iso.org/obp>
- IEC Electropedia: available at <http://www.electropedia.org/>