

1. IS 16001 'Social Accountability at the Workplace- Requirements' deals with the accountability of an organization with regard to effective discharge of its various functions and responsibilities at workplace irrespective of type, size, ownership or geographical location. It specifies management system requirements against the following 11 core elements which an organization has to fulfill:

CORE ELEMENTS

- a) Child Labour
- b) Community Engagement
- c) Discrimination
- d) Employment freely chosen
- e) Employment Relationship
- f) Employees' Welfare Measures
- g) Freedom of Association
- h) Health and Safety at the Workplace
  - i) Safety
  - ii) Health and hygiene
  - iii) A humane workplace
  - iv) Legality of the work place structure
- j) Harassment, Abuse and Inhumane Treatment
  - i) Harassment and abuse
  - ii) Inhumane treatment
- k) Wages and Benefits
- l) Working Hours