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GRI Topic Standard project for Labor

Technical committee member biographies

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Technical committee members

In accordance with due process, the Global Sustainability Standards Board (GSSB) has selected the following members to participate in the technical committee that will be responsible for reviewing the Labor disclosures in the GRI Standards. The members represent diverse, multi-stakeholder backgrounds and bring an excellent combination of relevant knowledge and experience in Labor.



Zuzanna Muskat-Gorska

Legal Officer for the International Trade Union Confederation (ITUC). Belgium

Constituency: Labor

Zuzanna Muskat-Gorska works as Legal Officer for the International Trade Union Confederation (ITUC). She supports the organization's legal advocacy before the International Labour Organization and other international institutions and advises trade unions on labour law and policy. She cooperates with the Institute for Labour Law of the Katholieke Universiteit Leuven (Belgium) as external scientific collaborator. She holds LLM in international and EU law from the KU Leuven; MA in sociology of law from the Oñati IISL (Spain); MA in industrial sociology from the University of the Witwatersrand (South Africa); and Master of Laws from the UAM University, Poznan (Poznan).



Peter Colley

National Research Director Construction, Forestry, Maritime, Mining and Energy Union, Australia

Constituency: Labor

Peter has over 30 years' experience with Australian and global unions in research and advisory roles around economic policy, trade, investment, taxation and the environment. Active in climate change policy since the early 1990s, his involvement in sustainability reporting began over concerns about the accuracy and reliability of human rights and labour practices reporting. Peter was nominated by Global Unions to the GRI's Stakeholder Council from 2011 to 2017. Peter has since 2019 been nominated by Global Unions to the GRI GSSB. He has represented Australian unions on the Australian pilot and implementation phases of the global Extractive Industries Transparency Initiative. He has provided expert opinion to the Responsible Mining Index and the Initiative for Responsible Mining Assurance. Peter holds a Masters in Economics from the University of Sydney.



Luis Rodrigo Morales Velez

Senior Advisor at the International Organization of Employers

Constituency: Business Enterprise (IOE)

Luis Rodrigo is Senior Advisor at the International Organization of Employers since 2019. As such, he has been involved in different policy areas, such as industrial relations, freedom of association, the ILO supervisory mechanisms, the future of work, social protection, business and human rights, among others.

From 2013 to March 2019, he served as Minister of Labour Affairs in Europe for the Ministry of Labour and Social Welfare of Mexico at the Permanent Mission of Mexico to the United Nations in Geneva, Switzerland. As such, he was responsible of providing legal advice to the government on international labour regulation and policy. He represented the government of Mexico in various international forums such as: the International Labour Organization (ILO) the Organization for Economic Co-operation and Development (OECD), World Trade Organization (WTO), the G20, the International Organization for Migration (OIM), and the Global Forum on Migration and Development (GFMD).

He has participated in various negotiation processes regarding labour policy at the international level, such as the revision of the Multinational Enterprises Declaration of the ILO, the ILO Standards Review Mechanism and the Committee to adopt the methodology to measure SDG 8.8.1 among others.

Luis Rodrigo holds a law degree from the Universidad Iberoamericana in Mexico City, Mexico and a master's degree in international business law (LL.M.) (cum laude), at the Katholieke Universiteit Leuven, School of Law, Leuven, Belgium.



Paul Mackay

*Manager Employment Relations Policy at
Business New Zealand*

Constituency: Business Enterprise (IOE)

Paul Mackay is Manager Employment Relations Policy at Business New Zealand. He has over 30 years high-level experience in the fields of industrial relations, employment law, labour market policy, strategic planning, change management and human resources in central government, state owned enterprise and the private sector.

During the 1980s, as a government official, Paul was extensively involved in the huge reforms of the environmental sector, public service and the “Tomorrow’s Schools” reforms of the education service. Paul spent several years at national grid operator Transpower, an SOE, before joining the private sector, first in Ernst & Young as a change management consultant and then in multinational forest products company Carter Holt Harvey where he became General Manager Employment Relations.

Since joining BusinessNZ in 2006, Paul has represented New Zealand employers internationally on many occasions at the International Labour Organisation (ILO), as well as acting as spokesperson for the International Organisation of Employers (IOE) on employment related topics. In 2021, he was elected as a member of the Governing Body of the International Labour Organisation based in Geneva.



Emily Sims

Senior Specialist in the ILO Programme on Multinational Enterprises, Switzerland

Constituency: Mediating Institution

Emily Sims is a Senior Specialist in the ILO Programme on Multinational Enterprises and Social Policy and manager of the ILO Helpdesk for Business. She has been involved in drafting of the labour component of various key CSR instruments and has provided technical assistance to a range of industry and multi-stakeholder initiatives, as well as providing guidance to individual companies. Her work also focuses on promotion of sustainable and responsible investment, including a joint ILO-WAIPA course Investment facilitation, sustainable development and building back better. She is the author of numerous articles and co-author of two books: *Corporate Success through People and Labour-Management Cooperation in SMEs: Forms and Factors*. Emily is trained at the graduate level in both law and economics (Juris Doctor, Yale Law School; MSc in economics, London School of Economics). She is a faculty member of the Bocconi Business School Master in Sustainability and Energy Management.



Yulia Gershinkova

Emily will be representing ILO in providing inputs to the update; however, the inputs will come from a range of relevant experts and she will be closely assisted by Yulia Gershinkova, an ILO Technical Officer in Business and Decent Work.