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# GRI Topic Standards Project for Labor

## Advisory Group: Candidate Application Form

20<sup>th</sup> September 2022

### IMPORTANT NOTE

In submitting this Form, please ensure that you have the necessary internal approval(s) for participating in the Labor Advisory Group, including, at a minimum, availability to commit sufficient time to prepare for and attend meetings as specified in the Terms of Reference.

The Global Sustainability Standards Board (GSSB) will discuss and approve the final composition of the Labor Advisory Group at one of its public meetings. Your organization, position, stakeholder group, country, and a summary of your background and experience may be shared publicly with the GSSB to inform decision-making. The GSSB and the Standards Division will not use your email address or other personal information for any purpose other than for the recruitment of the Labor Advisory Group. To learn more about GRI's Privacy Policy click [here](#).

# Background

GRI Topic Standards are issued by the Global Sustainability Standards Board (GSSB), GRI's independent standard-setting body. The GSSB oversees the development of the GRI Standards according to a formally defined [Due Process Protocol](#). For the content development process for the Labor Topic Standard, the GSSB will establish an Advisory Group (AG) by appointing 6 to 8 independent experts with the relevant knowledge and expertise to support and advise the Technical Committee.

For more information on the Topic Labor Standards Project, please read the [Project Proposal](#) and the [Terms of Reference](#). These documents contain important information that may assist in completing this application.

# Selection Criteria

The principal criterion for selecting the experts in the advisory group is relevant knowledge and experience relating to the broad range of Human Rights and Labor issues in labor relations and related sustainability reporting. The selection criterion includes, but not limited to:

- relevant and adequate knowledge of sustainability reporting on Human Rights and Labor related topics
- related experience with multi-stakeholder initiatives
- understanding and willingness to work in a consensus-based, multi-stakeholder working group;
- familiarity with the needs of users of sustainability reports
- Represent at least the following constituencies: business enterprises, academics, meditation institutions, and investment institutions

All stakeholder constituencies upon which the membership of the GSSB is based upon will have representation in either the TC or the AG. In addition, geographical, gender, and cultural diversity are actively encouraged in the formation of the AG.

# Role Description

AG experts are expected to:

- act in an individual capacity, exclusively in the public interest, and according to due process as defined in the [GSSB Due Process Protocol](#);
- to actively participate in meetings, review advance the materials provided by the Standards Division
- provide timely feedback on documents or other materials distributed by the Standards Division;
- work in a manner that aims at achieving consensus.

AG experts commit between 40 and 60 hours, mainly preparing advice, discussing advice, and reviewing drafts. Currently, there are no in-person meetings foreseen. The experts will be appointed for the period of the entire labor revision program, which is expected to be till Q3 2024.

The AG experts volunteer their time, and therefore, no fee or compensation is provided for participation in the AG.

The working language of the project is English.

## How to participate

Interested parties are invited to nominate themselves for participation by submitting this application (interactive PDF) and a CV, in English, to the GRI Standards Division at [labor@globalreporting.org](mailto:labor@globalreporting.org).

The deadline for applications is **17<sup>th</sup> October 2022 at 24:00 CET**.

### *Submitting your application*

**Important:** To fill in the Form, you will need to have [Adobe Acrobat](#) installed on your computer.

**Please do not fill in the Form in your website browser – your data will not be saved.**

1. Download and save a copy of the Candidate Application Form on your desktop.
2. Open the Form using Adobe Acrobat and type your responses in the comment boxes.
3. Once you have completed the Form, click save and email it, along with your CV to [labor@globalreporting.org](mailto:labor@globalreporting.org).

**If you have any questions about how to use the Candidate Application Form, please send an email to [labor@globalreporting.org](mailto:labor@globalreporting.org).**

Before completing this application, please read the Topic Labor Standard [Project Proposal](#) and the TC and AG [Terms of Reference](#). These documents outline the mandate of the AG, including its composition, selection criteria, commitments and project timeline.

The final selection of AG members will be based on the criteria outlined on page 6 of the Terms of Reference. [Terms of Reference](#).

**The Global Sustainability Standards Board (GSSB) will determine the final composition of the labor Advisory Group.**

Shortlisted candidates will be invited for a 30-minute telephone interview.

For more information, please contact the Standards Division [labor@globalreporting.org](mailto:labor@globalreporting.org).

## **Planned schedule**

- Open call for nominations: 20th September – 17<sup>th</sup> October 2022
- Interviews with candidates: 24<sup>th</sup> October – 11<sup>th</sup> November 2022
- GSSB approval of AG (expected): 15th December 2022

# Personal details

Please fill in your information:

<b>Full Name</b>	
<b>Organization</b>	
<b>Position</b>	
<b>Stakeholder group</b> Please select the group that best describes you/your organization	<input type="checkbox"/> Business enterprise <input type="checkbox"/> Investment Institution <input type="checkbox"/> Labor Organization <input type="checkbox"/> Mediating Institution <input type="checkbox"/> Civil Society Organization <input type="checkbox"/> Other
<b>If other is selected above, please specify</b>	
<b>Country (or geographical location) of work</b>	
<b>Country (or geographical location) of residence</b> (please also indicate your <b>time zone</b> , as this will help organize calls/interviews)	
<b>Language(s) spoken</b>	
<b>Email</b>	
<b>Work phone</b> (including country code)	
<b>Personal mobile phone</b> (including country code)	
<b>Additional information or comments on personal details</b>	
<b>Would you like to receive updates from the Standards Division on this project?</b>  By selecting 'YES' you agree to receive updates from GRI Standards via email	<input type="checkbox"/> Yes <input type="checkbox"/> No

# Consent

The GSSB will determine the final composition of the Labor Advisory Group at one of their public meetings. This is expected to take place at the meeting of 15th December 2022. The agenda, meeting materials, and the recording of this meeting will be made publicly available in accordance with the [Due Process Protocol](#). As an applicant to the Labor Advisory Group, your organization, position, stakeholder constituency, country of residence, and summary of your background and experience may be presented to the GSSB in meeting documentation and published on the GRI website.

**Do agree to have your organization, position, stakeholder constituency, country of residence, and summary of your background and experience, included in meeting documentation that will be presented to the GSSB and made publicly available on the GRI website?**

- Yes
- No

*Please note that names or other personal information will not be published or used for any other purposes.*

*If 'Yes' is not selected above, a separate email will be necessary to solicit your consent to use your personal information (as outlined above).*

# Candidate background and experience

## Question 1

The principal criterion for selecting members is relevant knowledge and experience of a broad range of Labour and human rights issues.

**Please provide a brief description of your most relevant knowledge and experience related to Labor and/or Human Rights (250 words maximum):**

## Question 2

In addition, to the above, when selecting Advisory Group members, relevant knowledge of sustainability reporting and familiarity with the needs of users of sustainability reports will be considered.

**Please briefly describe your knowledge and experience related to sustainability reporting (250 words maximum):**

### Question 3

In your opinion, what are the three of the most urgent or stakeholder concerns related to Labor-related issues?

**Please outline those three and provide a brief justification of why these are a priority. (500 words maximum):**

### Question 4

In developing the labor standards, the goal is to ensure that the content aligns with key authoritative instruments (such as inter-governmental instruments of the United Nations, the International Labor Organization, and the OECD) and considers the content of other reporting frameworks.

**Please provide a brief description of your knowledge and experience of working with international standards, frameworks, and authoritative sources related to labor and/or human rights (250 words maximum):**