



Item 04 – GRI Topic Standard project for Labor – Proposed Expert Members for the Advisory Group

For GSSB approval

Date	25 November 2022
Meeting	15 December 2022
Project	GRI Topic Standards Project for Labor
Description	<p>In accordance with the approved project proposal, The GSSB will establish an Advisory Group (AG) by appointing independent experts with the relevant knowledge and expertise to support and advise the labor Technical Committee (TC) in the content development process.</p> <p>This document presents the proposed Advisory Group composition for approval by the GSSB. Please note that the Standards Division is making a concerted effort to find two additional members for the Advisory Group for global representation.</p>

This document has been prepared by the GRI Standards Division and is made available to observers at meetings of the Global Sustainability Standards Board (GSSB). It does not represent an official position of the GSSB. Board positions are set out in the GRI Sustainability Reporting Standards. The GSSB is the independent standard setting body of GRI. For more information visit www.globalreporting.org.

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2 Abbreviations used in this document:

- AG Advisory Group
- GSSB Global Sustainability Standards Board
- SD GRI Standards Division
- TC Technical Committee

3 **Background**

4 The GSSB approved the GRI Topic Standards [Project for Labor-related Standards - Project Proposal](#)
5 on 15 September 2022. The GSSB approved the GRI Topics Standards [GRI Topic Standards Project](#)
6 [for Labor-related Standards Project Proposal](#). The GSSB confirmed its intention to form an Advisory
7 Group (AG) to advise the Technical Committee (TC) to develop the revised Labor Topic Standards.

8 The TC is comprised of two representatives from International Labour Organization (ILO), two
9 representatives representing the International Trade Union Confederation (ITUC) and the Global
10 Unions Federations (GUFs), and two employer representatives (appointed by the International
11 Organization of Employers).

12 The AG will provide topic-specific knowledge to the Technical Committee to ensure a comprehensive
13 review, with input and recommendations from all constituencies. The TC and SD will ask the AG
14 experts to support and specific content during the standards and disclosure development.
15 Furthermore, the AG experts will peer review the Topic Standards as part of the content development
16 process.

17 An open call for applications started on 17 September 2022 and finished on 17 October 2022.
18 Candidates applied on a personal expertise level by submitting a completed application form (please
19 see Annex 1) and a copy of their CV. The selection was based on their input per the criteria
20 summarised in the section [Selection process and criteria](#).

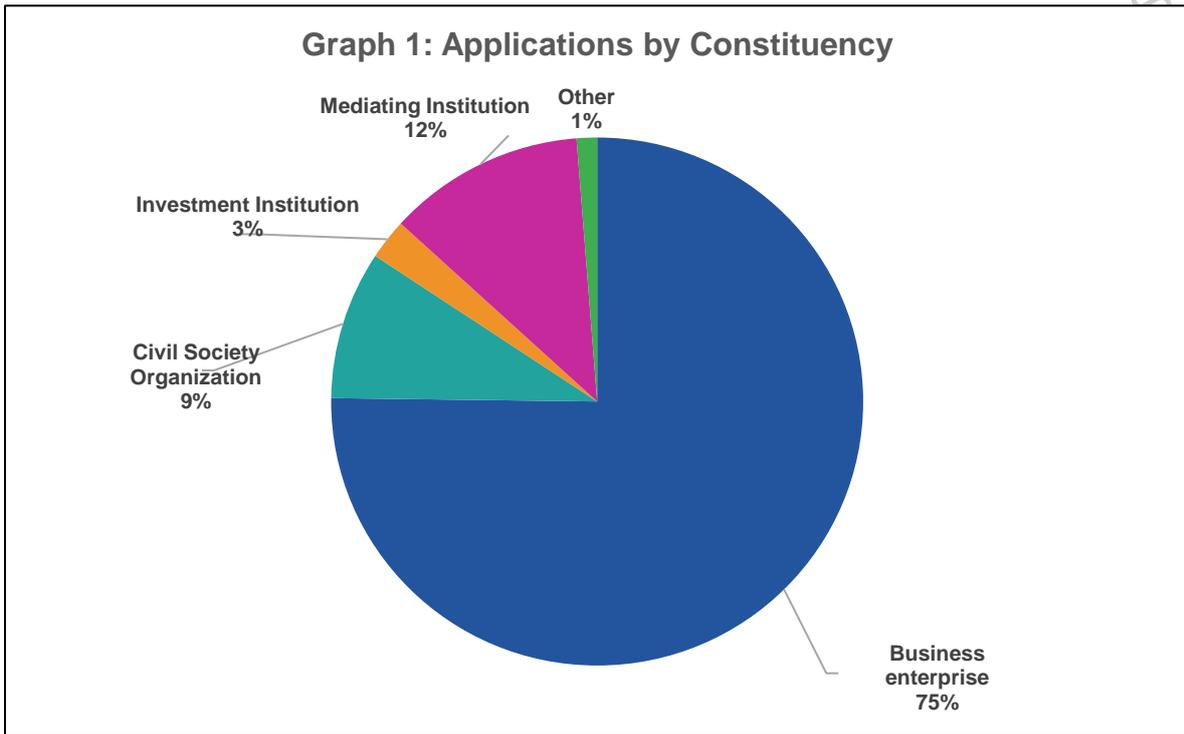
21 The SD is identifying nominations from the African and Latin American regions.

22 This document presents the proposed membership of the selected experts of the AG for approval by
23 the GSSB.

24 **Overview of applications received**

25 The GRI Standards Division received over 270 applications, including those late and incomplete. In
26 addition, 18 AG applications were incomplete, meaning that part of the application was missing, and
27 the missing information was not provided after communications by the Standards division.

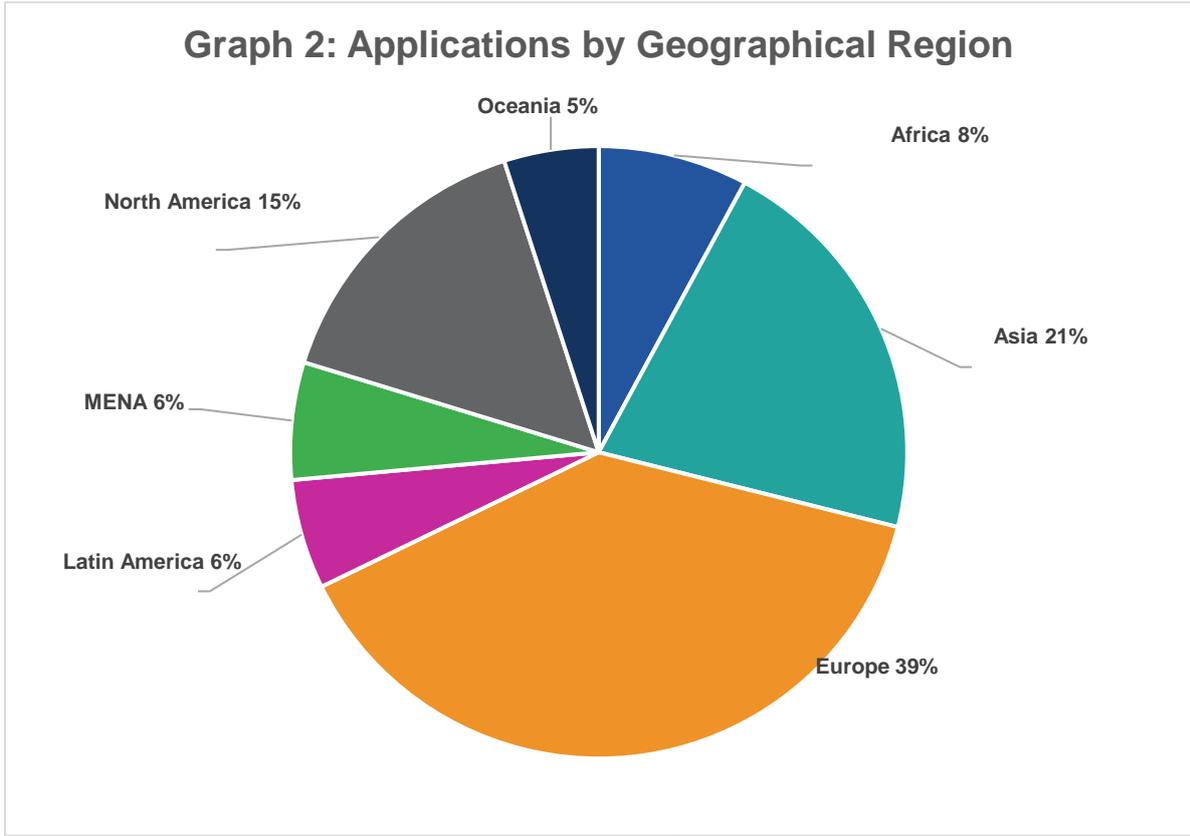
28 Most applications were from business enterprises (75%), followed by mediation institutions (12%) and
29 civil society organizations (9%) (see Graph 1). Please note that this information is based on
30 reclassified data by the SD, not the self-reported data by applicants.



31 From previous calls for experts (TC or WG), the Standards division has the experience that more
32 applications are from Europe, North America, and Asia-Oceania. Therefore, our focus is on finding
33 suitable candidates from other regions. Furthermore, applicants were asked about the geographical
34 scope of their work in the application form. The response was underreported. However, data
35 regarding the location of residence of the applicant was also collected. Graph 2 shows applicants by
36 region of their residence. Please note that the residency location does not indicate the ethnicity, race,
37 nationality, or region of work.

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Graph 2: Applications by Geographical Region

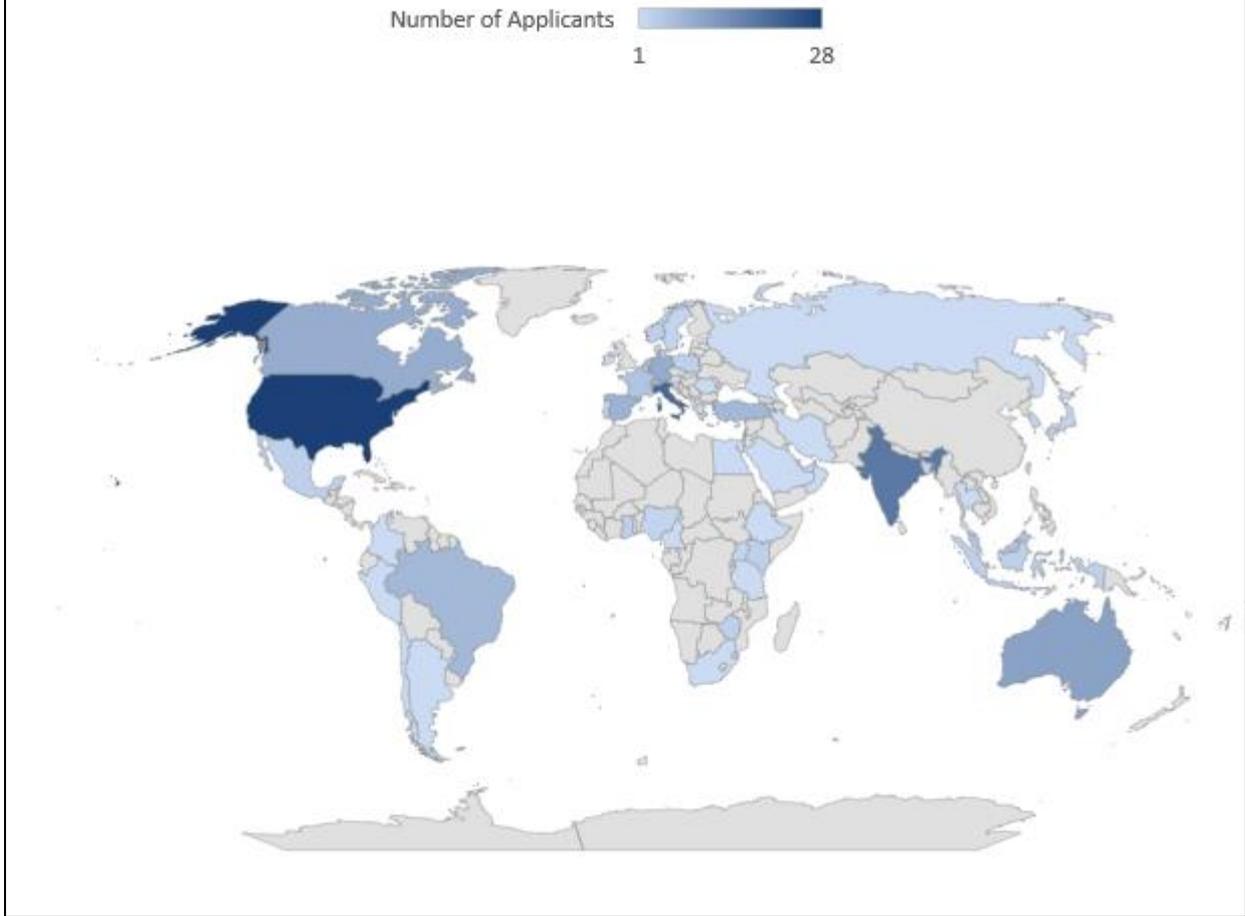


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40 Graph 3 indicates the number of applicants by their country of residence

This document does not represent an

Graph 3: Number of applications by country of residence



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42 Although the composition of the AG is well-balanced from a constituency perspective, the SD is
43 making a concerted effort to find two additional members to achieve global representation.

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45 **Selection process and criteria**

46 The principal criterion for selecting the Advisory Group was relevant knowledge and experience of a
47 broad range of issues and topics within the Labor and Human rights and sustainable reporting.

48 When selecting suitable candidates, the following was considered:

- 49 • relevant and adequate knowledge of sustainability reporting on Human Rights and Labor
50 related topics;
- 51 • related experience with multi-stakeholder initiatives;
- 52 • understanding and willingness to work in a consensus-based, multi-stakeholder working
53 group;
- 54 • familiarity with the needs of users of sustainability reports and other reporting frameworks;
- 55 • knowledge of key human rights and labor authoritative instruments;
- 56 • represent at least the following constituencies: business enterprises, academics, meditation
57 institutions, and investment institutions;
- 58 • working level of English.

59 In addition, geographical, gender, and cultural diversity were actively encouraged in the formation of
60 the AG.

61 Based on the initial screening, the Standards Division brought the list of 270 applications back to a
62 shortlist. Of this shortlist, the most suitable candidates were invited to an interview. 13 Applicants
63 were invited to an interview, resulting in 10 nominations to the Labor Advisory Group. In case we find
64 suitable candidates from the African and Latin American Region, the SD will bring their nominations to
65 the GSSB in due course.

66 **Proposed Advisory Group**

67 Table 1 presents the proposed composition for the advisory group for GSSB approval. Personal
68 information has been excluded. The list is organized by constituency in alphabetical order.

69 Table 1. Proposed Advisory Group Members

#	Title	Organization	Constituency	Region of Work	Extract of background and experience
1	Senior Programme Manager (Children's Rights and Business)	UNICEF	Civil Society	Global	<p>Senior Programme Manager (Children's Rights and Business) with UNICEF's Programme Group Leadership Team in Geneva. This function is responsible for leading UNICEF's global work to integrate children's rights into responsible business conduct and address negative impacts on children of business activities.</p> <p>Previously held various functions with the UN and civil society organizations as an advocate and technical expert for human- and children's rights in Latin America, Asia, and Europe.</p> <p>Holds an LL.M from the University of Lund, Sweden.</p>
2	Lead, Human Rights	Rainforest Alliance	Civil Society	Africa, Asia and Latin America, North America	<p>Human Rights Lead at Rainforest Alliance, focusing on a wide range of labor and human rights issues of saliency in the agriculture sector, including child labor, health & safety, protection from pesticides, the rights to freedom of association and collective bargaining, responsible recruitment of migrant workers, and the rights of indigenous persons and local communities.</p> <p>15 years at the United States Department of Labor, first with domestic labor law enforcement agencies and then with the Bureau of International Labor Affairs. In this role, they conducted labor diplomacy with foreign governments on behalf of the United States to promote improvements in labor laws and enforcement; brokered partnerships between the U.S., partner governments and NGOs in the garments, electronics, seafood and other sectors; and served as lead author of several editions the Department's flagship publications, the List of Goods Produced by Child Labor or Forced Labor and Comply Chain: Business Tools for Labor Compliance in Global Supply Chains.</p> <p>Lead author of 10+ high-profile US Government reports on child and forced labor, and other labor risks in global supply chains</p> <p>Advisory Roles in:</p>

					<ul style="list-style-type: none"> • Verité Farm Labor Due Diligence Technical Working Group • Better Cotton Initiative Decent Work Advisory Committee • Accountability Framework Initiative Workers' Rights Guidance Committee <p>Holds an MBA (International Management and CSR).</p>
3	Development Manager IWAY	Inter IKEA Group	Business Enterprise	Global	<p>Leading the development of IKEA by responsibly procuring products, services, materials, and components for the IKEA value chain. This includes the requirements for suppliers and the supply chain and the framework that ensures that IWAY remains a credible and robust system in governance, capacity building, assurance, due diligence, performance reporting, and monitoring and evaluation.</p> <p>Roles in:</p> <ul style="list-style-type: none"> • ILO Child Labour Platform, • ISEAL Technical Committee • the ISEAL Stakeholder Council, • the Advisory Committee of IRIS convened by the UN International Organisation for Migration. <p>25 years of experience in sustainable development and leadership positions in different industries and geographies</p> <p>Holds a master's degree in Environmental Engineering from Nova School of Science & Technology and an MBA from CatólicaNova Lisbon MBA.</p>

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4	Human Rights Lead	Position Green	Business Enterprise	Global	<p>Leading the Human Rights work by assisting companies in identifying salient human rights issues, assessing the quality of their due diligence programs, and implementing processes and procedures.</p> <p>Previously worked for the human rights organization Justice and the Danish Institute for Human Rights.</p> <p>Produced SPO (Second Party Opinions) for sustainability-linked bonds, assessing the sustainability impact of proposed targets within the bond framework.</p> <p>Published work on the human rights impact of large internet companies in the Nordic Journal of Human Rights.</p> <p>A qualified solicitor (lawyer) also holds a MA in International Human Rights Law from Lund University in Sweden.</p>
5	Partner Lawyer	Tanabe & Partners	Business Enterprise	Japan	<p>Specializes in employment laws and the legal side of human resource management.</p> <p>Advisor and litigator with deep knowledge of labor-related national laws and global norms such as UNGP, ILO conventions, and OECD guidelines.</p> <p>Member of the labor law committee at Daiichi Tokyo Bar Association and led the research at the foreign law subcommittee.</p> <p>Independent director at two companies listed on the Tokyo Stock Exchange Prime market.</p> <p>Director at the BDTI (The Board Director Training Institute of Japan), teaching issuers' board directors and officers about the importance of disclosure integrity and ESG topics.</p> <p>Holds degrees from the University of Tokyo and Georgetown University Law Center (LL.M.).</p>

6	Director	Kim & Chang	Mediating Institution	Korea	<p>Director of the ESG Research Institute</p> <p>A sustainability expert working with numerous multinational enterprises, public organizations, and the government to innovate their sustainability policies, strategies, and performance.</p> <p>Board member of the Council on Economic Policies, a member of the standards board at AccountAbility, and an adjunct professor at Hanyang University.</p> <p>Prior to their current role:</p> <ul style="list-style-type: none"> • leading Korean government agency under the Ministry of Trade, Industry, and Energy (MOTIE) • Secretary-General of the Sustainability Center at MOTIE, Secretary of the CSR Center at the Ministry of SMEs & Startups, and served as an ESG advisor on the 20th Presidential Transition Committee. <p>Studied in the US and Korea, holds a doctorate in management engineering from the Korea Advanced Institute of Science and Technology.</p>
7	Norges Bank Investment Management	Head of Social Initiatives	Investment Institution	Global	<p>The current role is to develop policies and expectations of companies and engage on social topics, from human rights and child rights to tax transparency and anti-corruption.</p> <p>Engaging with investee companies, interacting with external stakeholders, including civil society, trade unions, affected stakeholders, standard setters, and regulators to convey expectations on as a responsible investor</p> <p>Developed NBIM's new human capital management expectations, published in August 2022. This included broad consultations internally and externally, research and drafting.</p> <p>Member of the advisory committee of Advance, the PRI stewardship initiative on human rights and social topics.</p> <p>Holds a MA in Human Rights from Columbia University and a BA in International Affairs from the University of Paris.</p>

8	CEO	Ulula	Business Enterprise	Global	<p>20 years of experience in governance, technology, business, and human rights.</p> <p>Current role in developing software and analytics platform collecting social, labor, and human rights impact data and engaging stakeholders to create more transparent and responsible supply chains. Currently working with Fortune 500 companies from textile, retail, food and beverage, and mining sectors.</p> <p>Previously held senior positions at the International Natural Resource Governance Institute and the United Nations Development Program.</p> <p>Co-author of various publications on transparency, technology, fiscal policy, natural resource governance, and supply chains.</p> <p>Holds graduate degrees from the Institut d'Etudes Politiques, Paris, Oxford University, and Columbia University's School of International and Public Affairs.</p>
9	Chair in Accountancy and Professor in Sustainability Accounting & Transparency	University of Aberdeen Business School	Mediating Institution	Global	<p>Expert in supply chain transparency at the Sustainability accounting and transparency researcher at the University of Aberdeen. Research areas include human rights disclosures, corporate transparency on modern slavery, SDGs & social audits, and corporate anti-bribery measures.</p> <p>20 years of research investigating the use of social audits and CSR disclosures concerning the lives of those who work in garment factories in Bangladesh that supply goods to large brands and retailers based in North America, Europe, and Australia.</p> <p>Global research collaborations are with international institutions and researchers.</p> <p>Grew up in Dhaka city in Bangladesh in the 1980s and 1990s in an area which garment factories surrounded, which inspired their career</p> <p>Holds a Ph.D. in Accounting from RMIT University, Australia.</p>

10	Associate Professor in Accounting	Middlesex University, London	Mediating Institution	Global	<p>Associate Professor in Accounting, Middlesex University</p> <p>Member of the Centre for Social and Environmental Accounting (CSEAR).</p> <p>Academic Research on Transparency, Labour and Human Rights Reporting Practices, Worker representation, Employment Relations, global value chains, corporate governance, human resource management, and ESG reporting.</p> <p>Research also includes comparative studies between regions.</p> <p>Teaches undergraduate and postgraduate courses on Corporate Governance and Corporate Accountability, Corporate Accountability and Ethics, and sustainability.</p> <p>Holds a Ph. D in Accounting and Finance from Middlesex University</p>
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70 **Next steps**

71 Following GSSB approval, the Standards Division will confirm membership with selected candidates.

72 The Advisory Group will start its work in 2023.

73 More information can be found in the AG and TC Group Terms of Reference.

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ANNEX 1: Advisory Group Application form

GSSB



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The Netherlands
standards@globalreporting.org

GRI Topic Standards Project for Labor

Advisory Group: Candidate Application Form

20th 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](#).

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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.



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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.

The deadline for applications is **17th 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.

If you have any questions about how to use the Candidate Application Form, please send an email to 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.

Planned schedule

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



Personal details

Please fill in your information:

Full Name	
Organization	
Position	
Stakeholder group Please select the group that best describes you/your organization	<input type="radio"/> Business enterprise <input type="radio"/> Investment Institution <input type="radio"/> Labor Organization <input type="radio"/> Mediating Institution <input type="radio"/> Civil Society Organization <input type="radio"/> Other
If other is selected above, please specify	
Country (or geographical location) of work	
Country (or geographical location) of residence (please also indicate your time zone , as this will help organize calls/interviews)	
Language(s) spoken	
Email	
Work phone (including country code)	
Personal mobile phone (including country code)	
Additional information or comments on personal details	
Would you like to receive updates from the Standards Division on this project? By selecting 'YES' you agree to receive updates from GRI Standards via email	<input type="radio"/> Yes <input type="radio"/> 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):

