



Item 02 – GRI Topic Standard Project for Labor – Proposed members for the technical committee

For GSSB Approval

Date	20 August 2022
Meeting	15 September 2022
Project	GRI Topic Standard Project for Labor related Standards
Description	<p>The Global Sustainability Standards Board (GSSB) has identified the review of <i>GRI Labor related Topic Standards</i> as a priority project for commencement in 2022.</p> <p>This paper presents the proposed Technical Committee composition for information and approval by the GSSB.</p>

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1. Background

The GSSB approved the [project proposal for the GRI Topic Standard Project for Labor](#) following its meeting on 7 July 2022.

In line with the GSSB's [Due Process Protocol](#), the GSSB confirmed its intention to form a multi-stakeholder Technical Committee (TC) to provide technical advice for the development of the revised Topic Standard.

This document presents the proposed Technical Committee composition for information and approval by the GSSB. All six nominated members have confirmed their availability and interest in participating in the Technical Committee.

The call for experts for the Advisory Group is expected to be launched in September 2022. We expect the list of nominated experts for the Advisory Group will be send to the GSSB for approval early November 2022.

2. Selection process and criteria

In line with the due process protocol, Technical Committee (TC) members are appointed by the GSSB and should reflect a balance of multi-stakeholder constituencies.

For this project, several layers of engagement are proposed with experts comprising a core group of the ILO, employers, and union representatives augmented by stakeholder perspectives via an Advisory Group.

With the focus on labor-related topics, a TC composition is proposed where workers and employers have an equal voice. The Technical Committee will be composed of two representatives nominated by the International Labour Organization (ILO), two representatives representing the International Trade Union Confederation (ITUC) and the Global Unions Federations (GUFs), and two employer representatives (appointed by the International Organization of Employers) to contribute their expertise to the revision and technical review of the Labor-related Topic Standards supported by the GRI Standards Division.

In line with the Due Process Protocol, the TC should report to the GSSB and seek guidance and advice whenever required to advance the revision program or when they cannot reach a consensus. When the TC is satisfied that it has a proposed set of draft standard(s) that is ready for public consultation, the draft(s) are presented to the GSSB for approval.

30 According to the due process protocol, we aim to have experts involved from each of the
31 constituencies on which the membership of the GSSB is based: business enterprise, civil society,
32 investment institution, labor, and mediating institution. Furthermore, we would like to ensure topic
33 specific advice and expertise to support the TC and the Standards Division during the content
34 development.

35 Therefore, the GSSB will establish an Advisory Group (AG) with independent experts to support and
36 advise the TC in the content development process. A call for experts will be launched in September
37 2022. The GSSB will appoint independent experts with relevant knowledge and expertise for specific
38 labor topics. The experts are appointed for the period of the entire labor revision program. The
39 membership of this AG should reflect a balance of all constituencies as defined in the GSSB Terms of
40 Reference but represent at least the following constituencies: academics, meditation institutions, and
41 financial institutions.

42 The principal criterion for selecting TC members and AG experts is relevant knowledge and
43 experience relating to business and Labor related topics. This includes familiarity with the UN, OECD,
44 and ILO related instruments and experience in identifying and measuring impacts of businesses on
45 Labor.

46 In addition, the following criteria will be considered:

- 47 • relevant knowledge of sustainability reporting on Social Labor related topics;
- 48 • familiarity with the needs of users of sustainability reports;
- 49 • related experience with multi-stakeholder initiatives;
- 50 • understanding of and willingness to work in a consensus-based, multi-stakeholder working
51 group.

52 The Standards Division aimed to ensure that the proposed composition represents a balanced
53 set of perspectives and expertise in different content-related areas, including:

- 54 • development of reporting guidelines and metrics for Labor;
- 55 • research in Labor related reporting practices and stakeholders' information needs;
- 56 • knowledge in the various content areas related to Labor;
- 57 • different backgrounds in economic, environmental, and social fields;
- 58 • knowledge and development of relevant authoritative instruments like UNGPs, OECD, and
59 ILO.

60 The Standards Division also aimed to ensure alignment where possible with other relevant initiatives
61 for Labor-related reporting.

62 The proposed TC membership includes 6 members across the following constituencies:

- 63 • Unions: 2 candidates
- 64 • Business enterprises: 2 candidates (IOE)
- 65 • Mediating Institutions: 2 candidates (ILO)

66 The membership of this AG will represent at least the following constituencies: academics, civil
67 society, and financial institutions.

68 Geographical distribution of membership, gender, and cultural diversity are also considerations. The
69 Standards Division is pursuing nominations of Advisory group experts from other regions and will
70 ensure that other regional views are represented during the public comment period.

71 3. Proposed Technical Committee Composition

72 Table 1. Proposed Technical Committee Composition (confirmed candidates nominated by IOE, Unions, and ILO)

#	Name	Title	Organization	Constituency	Region	Extract of background and experience
1	Zuzanna	Muskat-Gorska	ITUC-CSI	Labor	Europe	Zuzanna 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 labor 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).
2	Peter	Colley		Labor	Oceania	<p>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 labor practices reporting.</p> <p>Peter was nominated by Global Unions to the GRI's Stakeholder Council from 2011 to 2017. Peter was in 2019 nominated 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.</p>
3	Luis Rodrigo	Morales	IOE	Business Enterprise (IOE)	Europe	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.

						<p>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 for providing legal advice to the government on international labor 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).</p> <p>He has participated in various negotiation processes regarding labor 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.</p> <p>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.</p>
4	Paul	MacKay	Business NZ	Business Enterprise (IOE)	Oceania	<p>Paul is Managing the Employment Relations Policy at Business New Zealand. He has over 30 years high-level experience in the fields of industrial relations, employment law, labor market policy, strategic planning, change management, and human resources in central government, state owned enterprise and the private sector.</p> <p>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.</p> <p>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 Organization based in Geneva.</p>

5	Emily	Sims	ILO	Mediation institutions	Europe	Emily is a Senior Specialist in the ILO Program on Multinational Enterprises and Social Policy and manager of the ILO Helpdesk for Business. She has been involved in drafting of the labor 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 on 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 Green Management and CSR.
6		To be confirmed	ILO	Mediation institutions	Europe	Emily will be representing ILO in providing inputs to the update; however, the inputs will come from a range of relevant experts. Emily and the relevant experts will be closely assisted by Yulia Gershinkova.

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