



Item 06 – GRI Topic Standard Project for Labor – Proposed public comment survey for phase 2 drafts

For GSSB approval

Date	30 January 2025
Meeting	20 February 2025
Project	GRI Topic Standard Project for Labor
Description	<p>This document is the draft public comment survey for the labor-related phase 2 exposure drafts for Training and Education and Working Parents and Caregivers. Both draft Standards are part of the GRI Topic Standard Project for Labor and are submitted to the GSSB for approval at the upcoming meeting.</p> <p>If approved, the public exposure is proposed to commence in late February 2025 and run until the end of April. An open survey will be set up online to collect public feedback.</p> <p>This document sets out the proposed questions to be included in the feedback questionnaire.</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.

1 Survey

2 Introduction

3 Thank you for taking part in the public consultation of the second phase, 'Working life and career
4 development' of the GRI Topic Standard Project for Labor. This includes the Training and Education,
5 and Working Parents and Caregivers Topic Standards.

6 The GRI Topic Standards Project for Labor is available in three thematic phases: Employment
7 practices and conditions; Working life and career development; and Workers' rights and protection.

8 The Employment practice and conditions Topic Standards are published for public comment by the
9 [Global Sustainability Standards Board \(GSSB\)](#), the independent standard-setting body of GRI, in line
10 with the [GSSB Due Process Protocol](#). Any interested party can submit comments on the exposure
11 drafts using this online survey.

12 **Note: The exposure drafts are published for public consultation only, and their content may
13 change before the final versions of the Standards are released for use.**

14 **Access the GRI labor-related Topic Standard exposure drafts in the following links:**

- 15 • Training and Education
- 16 • Working Parents and Caregivers

17 A summary of the project's objectives and the significant proposals can be found in the Explanatory
18 memorandum. The labor project is up for public consultation in three different phases. This means
19 only specific Topic Standards are available for public exposure during each public consultation period.
20 It is important to note that the Standards presented for public consultation in this phase pertain to the
21 organizations' employees and workers who are not employees and whose work is controlled by the
22 organization. Therefore, public consultation for reporting on workers in business relationships will not
23 take place in this phase; it will be part of the third phase, which focuses on workers' rights and
24 protection.

25 **For further details regarding the different phases of the project scope and timelines, you are
26 welcome to view our Frequently Asked Questions.**

27 **Feedback can be submitted until the xx of April 2025.**

28 **Please provide all feedback in English.** If using these survey questions or commenting in English is
29 not feasible, please reach out to labor@globalreporting.org for support.

30 **Useful information for providing your feedback:**

- 31 • Please read through the exposure drafts in their entirety before submitting your responses.
- 32 • You are welcome to provide feedback either on one exposure draft or both drafts.
- 33 • You don't have to answer all the questions in the questionnaire, only those relevant to you.
34 Questions marked with an asterisk (*) must be answered before you can proceed. You can go
35 back to the previous page to review or change your responses.
- 36 • The survey's final question allows you to submit additional comments or suggestion. Also,
37 feedback on the relevance of disclosures, reporting difficulty, and data availability is
38 welcomed.
- 39 • After completing the questionnaire, a copy of your responses will be emailed to you.
- 40 • When responding to the questions, please provide where possible:
 - 41 ○ the line number(s) of the text or reference number of the disclosure which your
42 comment concerns;
 - 43 ○ a rationale or supporting explanation for your comment;
 - 44 ○ an alternative wording suggestion if relevant;
 - 45 ○ any relevant authoritative instruments or information on further resources;
 - 46 ○ information where we can access further resources.

47 For more information about the project, please visit the [GRI Standards website](#). If you have any
48 questions or queries regarding providing feedback via questionnaire or the public
49 consultation period, please email labor@globalreporting.org

50 Respondent details

51 As required by the [GSSB Due Process Protocol](#), all comments received in English will be reviewed
52 and considered a matter of public record.

53 Comments will be published on the GRI website along with the name of the individual or the
54 organization submitting the comment, the country represented, and the stakeholder constituency.
55 These personal details will not be used or processed for any other purposes by GRI other than
56 informing the development of the Topic Standard. For more information on GRI's privacy policy, click
57 [here](#).

58 **Please confirm whether you agree to have your name (for individual submissions) or your**
59 **organization's name (for organizational submissions), country, and stakeholder constituency**
60 **published with your comments on the GRI website. If you disagree, your comments will not be**
61 **considered by the GSSB. ***

- 62 • Agree
- 63 • Do not agree

64 **Please confirm whether you agree to GRI contacting you to clarify your responses and/or to**
65 **follow up on comments submitted through this survey. ***

- 66 • Agree
- 67 • Do not agree

68 **First name ***

69 **Last name ***

70 **Are you responding on behalf of an organization? ***

- 71 • Yes
- 72 • No

73 **Organization name ***

74 **Email address ***

75 **Country – Please indicate the country you/your organization represent. ***

76 **Constituency *** [Academic / Assurance provider / Business / Consultant / Government / Investor /
77 Labor representative / Market regulator / Non-governmental organization / Rating agency / Standard
78 setter / Stock exchange / Student / Trade or industry association / Other (please specify)]

79 *Note that if this submission is on behalf of an organization, the name of the organization will be*
80 *published, and not the name of the person making this submission.*

81 **Survey questions for phase 2 labor-related exposure**
82 **drafts**

83 **Training and Education Topic Standard**

84 The following questions are in reference to the exposure draft of the revised Training and Education
85 Topic Standard, which can be found [here](#).

86 The exposure draft contains one management disclosure and three topic disclosures about the
87 organization's impacts on training and education and how it manages them.

88 **Question T1: TRED 1: Training and education policies**

89 What is your feedback regarding the disclosure **TRED 1: Training and education policy**?

90 *Please explain your response. Be as specific as possible and provide any suggestions for*
91 *improvement. Please include the specific disclosures, requirements, examples, and line number(s)*
92 *where appropriate.*

93 **Question T2: Types and content of training and education provided**

94 What is your feedback regarding the disclosure **TRED 2: Types and content of training and**
95 **education provided**?

96 *Please explain your response. Be as specific as possible and provide any suggestions for*
97 *improvement. Please include the specific disclosures, requirements, examples, and line number(s)*
98 *where appropriate.*

99 **Question T3: Completed training and education**

100 What is your feedback regarding the disclosure **TRED 3: Completed training and education**?

101 *Please explain your response. Be as specific as possible and provide any suggestions for*
102 *improvement. Please include the specific disclosures, requirements, examples, and line number(s)*
103 *where appropriate.*

104 **Question T4: Training and education outcomes and effectiveness**

105 What is your feedback regarding the disclosure **TRED 4: Training and education outcomes and**
106 **effectiveness**?

107 *Please explain your response. Be as specific as possible and provide any suggestions for*
108 *improvement. Please include the specific disclosures, requirements, examples, and line number(s)*
109 *where appropriate.*

110 **Question T5: Overall comment**

111 Do you have any other feedback regarding the Training and Education Topic Standard that you think
112 is important for us to know?

113 *Please include the specific disclosures, requirements, line number(s), and recommended resources*
114 *where appropriate.*

115 **Working Parents and Caregivers Topic Standard**

116 The following questions are in reference to the exposure draft of the revised Working Parents and
117 Caregivers Topic Standard, which can be found [here](#).

118 The exposure draft contains one management disclosure and one topic disclosure about the
119 organization's impacts on working parents and caregivers and how it manages them.

120 **Question P1: Policies for workers with family responsibilities**

121 What is your feedback regarding the disclosure **PARE 1: Policies for workers with family**
122 **responsibilities?**

123 *Please explain your response. Be as specific as possible and provide any suggestions for*
124 *improvement. Please include the specific disclosures, requirements, examples, and line number(s)*
125 *where appropriate.*

126 **Question P2: PARE 2 Leave for working parents and caregivers**

127 What is your feedback regarding the disclosure **PARE 2: Leave for working parents and**
128 **caregivers?**

129 *Please explain your response. Be as specific as possible and provide any suggestions for*
130 *improvement. Please include the specific disclosures, requirements, examples, and line number(s)*
131 *where appropriate.*

132 **Question P3: Overall comment**

133 Do you have any other feedback regarding the working parents and caregivers Topic Standard that
134 you think is important for us to know?

135 *Please include the specific disclosures, requirements, line number(s), and recommended resources*
136 *where appropriate.*

137 **Thank you!**

138 **Thank you for taking part in this survey. We appreciate your time and greatly value your input.**
139 **You will receive an email with a copy of your responses. If you did not receive one, please**
140 **check your spam folder. If the confirmation has not arrived, please get in touch with**
141 **labor@globalreporting.org**