



General Assembly

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Seventy-sixth session

Fifth Committee

Agenda item 117 (e)

Appointments to fill vacancies in subsidiary organs and other appointments

Appointment of members of the International Civil Service Commission

Note by the Secretary-General

1. As indicated in document [A/76/105/Rev.1](#), the General Assembly is required, at its current session, to appoint five persons to fill the vacancies that will arise in the membership of the International Civil Service Commission, for a four-year term of office beginning on 1 January 2022.
2. The members of the Commission whose terms of office expire on 31 December 2021 are:
 - Claudia Angélica Bueno Reynaga (Mexico)
 - Kumamaru Yuji (Japan)
 - Aldo Mantovani (Italy)
 - Jeffrey Mounts (United States of America)
 - Wolfgang Stöckl (Germany)
3. In accordance with the established practice for the distribution of seats in the Commission among regional groups, the members to be appointed would come from the following regions:
 - One member from the Asia-Pacific States
 - One member from the Latin American and Caribbean States
 - Three members from the Western European and other States
4. Candidatures have been received from the following Member States:
 - (a) From the Asia-Pacific States (one vacancy):
 - Kaji Misako (Japan)
 - (b) From the Latin American and Caribbean States (one vacancy):
 - Claudia Angélica Bueno Reynaga (Mexico)



- (c) From the Western European and other States (three vacancies):

Spyridon Flogaitis (Greece)
Rupert McNeil (United Kingdom of Great Britain and Northern Ireland)
Jeffrey Mounts (United States of America)
Shauna Olney (Canada)

5. The appointment of the members of the Commission is governed by the provisions of articles 3 to 5 of its statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of section II of General Assembly resolution [43/226](#), the Secretary-General has undertaken consultations with Member States, through the Chairs of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations and the Coordinating Committee for International Staff Unions and Associations of the United Nations System and with the Advisory Committee on Administrative and Budgetary Questions.

6. Following consultations among Member States, Ms. Kaji was endorsed by the Asia-Pacific States.

7. Thus, the Secretary-General hereby submits to the Fifth Committee for its consideration the list of candidates nominated for membership in the International Civil Service Commission for a four-year term of office beginning on 1 January 2022:

- (a) From the Asia-Pacific States (one vacancy):

Kaji Misako (Japan)

- (b) From the Latin American and Caribbean States (one vacancy):

Claudia Angélica Bueno Reynaga (Mexico)

- (c) From the Western European and other States (three vacancies):

Spyridon Flogaitis (Greece)
Rupert McNeil (United Kingdom of Great Britain and Northern Ireland)
Jeffrey Mounts (United States of America)
Shauna Olney (Canada)

7. The candidates' curricula vitae are set out in the annex to the present document.

Annex

Curricula vitae*

Claudia Angélica Bueno Reynaga (Mexico)

Date of birth: 1 December 1973

Education:

1998–1999 **University of the Americas**
Specialty in Law and International Institutions

1992–1996 **University of the Americas**
Bachelor's Degree in International Relations

Work experience:

June 2019–present **Deputy Director General for the Mexican Foreign Service**
Directorate of Foreign Service and Personnel
Ministry of Foreign Affairs

15 April–31 May 2019 **Technical Coordinator**
Undersecretariat for Management of Environmental
Protection Secretariat of Environment and Natural
Resources

January 2013–
31 March 2019 **Chief of Staff**
Undersecretariat for Multilateral Affairs and Human Rights
Ministry of Foreign Affairs

December 2005–
December 2012 **Advisor**
Undersecretariat for Multilateral Affairs and Human Rights
Ministry of Foreign Affairs

July 2000–
November 2005 **Advisor**
Undersecretariat for Latin America and the Caribbean
Ministry of Foreign Affairs

September 1999–
June 2000 **Executive Service Professional**
Undersecretariat for Latin America and Asia Pacific
Ministry of Foreign Affairs

April 1996–
August 1999 **Account Executive**
Patrimonial Banking
HSBC Bank, Mexico City

Languages:

Spanish
English
French

* Curricula vitae are issued without formal editing.

Spyridon Flogaitis (Greece)

Docteur en Droit, Docteur en Histoire

Diplômé de l'Ecole Pratique des Hautes Etudes-IVème Section

Doctor Honoris Causa, NSPSPA, Bucharest, Romania

Doctor Honoris Causa, Faculty of Law, University of Lisbon, Portugal

Doctor Honoris Causa, University Titu Maiorescu, Bucharest, Romania

Doctor Honoris Causa, State University of Mariupol, Ukraine

Doctor Honoris Causa, USPEE, Chisinau, Moldova

Director of the European Public Law Organization (EPLO), Athens, Greece

Professor of Administrative Law, Faculty of Law, University of Athens

Honorary Fellow, Wolfson College, University of Cambridge

Academic Bencher of the Inner Temple, London

Attorney at Law at the High Court and the Council of State

President, Administrative Tribunal, EBRD

Vice-President, Appeals Board, European Space Agency

Member, Appeals Board, EUMETSAT

Member, Appeals Board, European Centre for Medium-Range Weather Forecasts

Former President, United Nations Administrative Tribunal

Former Vice-President, Organization of Intellectual Property

Former Judge, Supreme Court of Article 88.2 of the Constitution, Greece

Former Arthur Goodhart Professor, Faculty of Law, Cambridge University

Former Yorke Distinguished Visiting Fellow, Faculty of Law, Cambridge University

Former Chair of the Joint Appeals Board at IFAD, UN

Former Alternate Minister of Foreign Affairs, Hellenic Republic (August–Sept. 2015)

Former Minister of Interior, Hellenic Republic (August–September 2009)

Former Minister of Interior, Hellenic Republic (August–September 2007)

Chevalier de la Légion d'Honneur, French Republic

Cavaliere dell'Ordine di Merito della Repubblica Italiana

La Croix d'Officier de l'Ordre du Merite de Hongrie

Grande-Oficial da Ordem do Infante D. Henrique, Portuguese Republic

Born in Lefkas (Greece), on July 22, 1950

STUDIES

1979	Diplôme de l'Ecole Pratique des Hautes Etudes-IVème Section, Histoire et Philologie, Très bien
18.12.1978	Doctorat en Histoire (Doctorat de 3ème cycle ès Lettres), Université de Paris I (Panthéon-Sorbonne). Thesis Director: Professor Nicolas Svoronos. Thesis subject: " <i>Système vénitien de successions ab intestat et structures familiales dans les îles ioniennes</i> ", Très bien
16.12.1978	Doctorat d'Etat en Droit, Université de Paris II (Panthéon-Assas). Thesis Director: Professor Jean Rivero. Thesis subject: " <i>La notion de décentralisation en France, en Allemagne et en Italie</i> ", Très honorable
1973–1974	Diplôme d'Etudes Supérieures en droit public, Université de Paris II (Panthéon-Assas)
June 1973	Degree in Law, Faculty of Law, Athens University, Summa cum laude (9, 5/10, best student of the year)

Sept. 1968	Accepted by the Faculty of Law, University of Athens (25th out of 500)
June 1968	High School Diploma from the 5th High School of Athens

FELLOWSHIPS – SCHOLARSHIPS – AWARDS

May 2017–	Honorary Fellow, Wolfson College, Cambridge
January 2013–	Visiting Fellow, Wolfson College, Cambridge
January–August 1998	Visiting Fellow, Wolfson College, Cambridge
summer 1993	Fulbright fellowship
summer 1989	Humbolt Fellowship, Germany
1990–1991	Humbolt Fellowship, Germany
summer 1988	DAAD Fellowship, Germany
summer 1986	CNRS Fellowship, Paris, France
1982–1983	British Council Fellowship
summer 1981	DAAD Fellowship, Germany
1974–1978	Scholarship of the French Government
1976–1977	Scholarship of the Italian Government
1968–1973	Scholarship of the Greek Government
1973	1st Prize of the Faculty of Law, University of Athens
1972	2nd Prize of the Faculty of Law, University of Athens
1971	5th Prize of the Faculty of Law, University of Athens

UNIVERSITY CAREER

2006–	Foundation and Edition of the <i>Journal of Administrative Law</i> , Athens, Sakkoulas
2003–	Foundation and co-edition (with Professor Gl. Sioutis) of the review <i>Energy and Law</i> (in Greek), Athens, Sakkoulas
1995–	Director of the European Public Law Center, Athens, Greece
1994–	Foundation and co-edition (with Professors Gl. Sioutis and J. Karakostas) of the review <i>Environment and Law</i> (in Greek), Athens, Greece
1994–	Co-foundation and co-edition of the <i>Critical Review of legal theory and practice</i> (with Prof. Michael Stathopoulos, Athens University), Athens, Greece
1993	Member of the Board of the Ionian University, Corfou
May 1992–	Professor of Public Law, Faculty of Law, University of Athens
Mai 1985	Associate Professor at the Faculty of Law, University of Athens
October 1982	Elected Professor at the Faculty of Law, Thrace University. Position not accepted.
June 1982–1985	Lecturer, Faculty of Law, University of Athens
Sept. 1980–1982	Assistant, Faculty of Law, University of Athens

JUDGESHIPS AND OTHER RELATED ACTIVITIES

2018–20	Chair of the Joint Appeals Board at IFAD, UN
2017–18	Alternate Chair of the Joint Appeals Board at IFAD, UN
2016–	Judge (since 2020 President), Administrative Tribunal, EBRD
2014–	Judge, Supreme Court of Article 88.2 of the Constitution, Greece
2013–	Member, Appeals Board, Eur. Centre Med.-Range Weather Forecasts
2013–	Member, Appeals Board, EUMETSAT
2013–	Vice-President, Appeals Board, European Space Agency
2011–	Member, Appeals Board, European Space Agency
2011–2012	Judge, Supreme Court of Article 88.2 of the Constitution, Greece
2007–2009	<i>Ad hoc</i> judge in cases of the European Court of Human Rights
2006–2009	President, United Nations Administrative Tribunal
2004–2005	2nd Vice President, United Nations Administrative Tribunal
2000–2009	Member, United Nations Administrative Tribunal
1992–	ICC Arbitrator
2011	Member of the Committee for the improvement of the Grievance System, NATO
2005–2007	Member, Committee for the restructuring of the Greek judiciary
1998	Report for the reform of the Grievance System of the World Bank

INTERNATIONAL UNIVERSITY ACTIVITIES

August 2019	Doctor Honoris Causa, USPEE, Chisinau, Moldova
June 2019	Doctor Honoris Causa, State University of Mariupol, Ukraine
May 2019	Doctor Honoris Causa, Titu Maiorescu University, Bucharest, Romania
2015–	Academic Bencher of the Inner Temple, London
2013–14	Yorke Distinguished Visiting Fellow of the Faculty of Law, Cambridge
2013	Arthur Goodhart Professor, Faculty of law, University of Cambridge
March 2011	Visiting Professor, University of Toulouse
April 2010	Visiting Professor, University of Paris I, (Panthéon-Sorbonne)
2009	Doctor Honoris Causa, Faculty of Law, University of Lisbon, Portugal
2008	Doctor Honoris Causa, National School of Political Studies and Public Administration, Bucharest, Romania

2002–	Correspondent of the Scientific Committee of the <i>Rassegna di Diritto Pubblico Europeo</i>
2000–	Member of the International Advisory Committee, Institute of Governance, Public Policy and Social Research, Queen's University of Belfast, UK
Jan.–Aug. 1998	Visiting Professor, Faculty of Law, University of Cambridge
Nov. 1996	Visiting Professor, Université de Paris I (Panthéon-Sorbonne)
1995–1996	OECD expert for PHARE countries
April 1993	Visiting Professor, Faculty of Law, University Bordeaux I
1992–	Member of the Editorial Committee of the <i>International Review of Administrative Sciences</i> , Brussels, Belgium
1992–	Foreign correspondent of the Scientific Committee of the <i>Rivista Italiana di Diritto Pubblico Europeo</i> , Milano, Italy
1992–	Member of the Scientific Committee of the <i>International Center of Public Law</i> , London, England
Sept. 1991–	Member of the Steering Committee of the <i>European Group of Public Law</i> (with Prof. Gérard Timsit, University of Paris I)
Dec. 1990	Visiting Professor, Faculty of Law, University Bordeaux I
1990–1991	Visiting Professor, Faculty of Law, University of Heidelberg
1989–	Co-foundation and co-edition (with Prof. Gérard Timsit, University of Paris I) of the <i>European Review of Public Law</i> , London, England
April 1988	Visiting Professor, Faculty of Law, University of Paris I (Panthéon-Sorbonne)
1.2.–31.3.1988	Visiting Professor, Faculty of Law, University of Paris II (Panthéon-Assas)
1983–1989	Member of the Steering Committee of the European Group of Public Administration, Brussels, Belgium
1985–	Member of the Scientific Network of Euroregions, Institute of Federalism, University of Freiburg, Switzerland
1984–1985	Member of the Scientific Council of the <i>European Institute of Public Administration</i> , Maastricht, The Netherlands
1982–1983	Visiting member of the Faculty of Law, University of Cambridge
1982–1983	Visiting Scholar of the Wolfson College, Cambridge

LAW PRACTICE

2013–2016	Vice President, Organization for Intellectual Property
2011–	Member, Board of Directors, Intellectual Property Organisation
2008–2010	Member, Committee for the Recruitment of Director Generals in the Greek local government
2007–	Director of the European Public Law Organization
2007–2012	Member of the BoD of the Heelenic Foundation for Culture

2005–2007	Member, Board of Directors, European Monitoring Centre on Racism and Xenophobia
2002–2010	Member, Committee for the Recruitment of Director Generals in the Greek public sector
2002–2004	President of the Committee for the Competences of Local Government, Greece
2002–2004	Member, Committee for the Codification of the Hellenic Environmental Law
2002–2007	Member, Committee for the Codification of the Hellenic Law of Public Works
2002–	Member of the Scientific Committee of ASTRID, Rome
2001–2002	Member of the Committee for the Restructuring the Finances of the Civil Service, Greece
2000–2005	President of the Agency for the Distribution of Gas of Thessaloniki, Greece
1999–2001	Alternate President of the High Authority on Radio-Television, Greece
1999–2004	Member of the Committee of Legal Experts of the Ministry of Education
1999	President of the Committee for Evaluation of Transport and Telecommunication Programmes, Greek Ministry of Transport and Telecommunications
1996–1997	President of the Committee of the Greek Traffic Code Regulations
1995–2007	Director of the European Public Law Center, Athens, Greece
1994–1995	President of the Committee of the Greek Administrative Procedure Act
1988–2010	Legal Advisor to the <i>Center of Renewable Energy Sources</i> , Athens
1984–1985	Legal Advisor to the Minister of the Council, Athens
1985–	Attorney at Law at the High Court and the Council of State
1985	Director of the <i>Institute of Public Administration</i> , National Center of Public Administration, Athens
1983–1984	Legal Advisor to the Secretary General of the Ministry of National Economy, Athens
1981–1982	Assistant to the Legal Advisor of the Prime Minister, Athens
1980–1981	Legal Advisor at the General Directorate for the Environment, Ministry of Coordination, Athens
1979–1980	Legal Advisor at the General Directorate for Decentralization and Regional Development, Ministry of Coordination, Athens
1974–	Attorney at Law, Athens Bar

BOOKS

Evolution of Law and State in Europe – Seven Lessons, London, Hart Publishing, 2014

The European Court of Human Rights and its Discontents, (S. Flogaitis, T. Zwart, J. Frazer eds), London, Elgar Publishing, 2013

Administrative Law (in Greek, edited with others), Athens, Sakkoulas editions, 2003 (Second edition 2010)

Public Contracts (in French), Esperia Publications Ltd, London/Bruylant, Brussels, 1998

Public Contracts (in Greek), Athens, Sakkoulas editions, 1992

Cases and Materials in Administrative Law (in Greek), Athens, Hellenic University Press, 1990

Georg Ludwig von Maurer, Die Wittelsbacher in Griechenland, edited by S. Flogaitis and W. Roustapani – Sourlas, Athens, Sakkoulas editions, 1988

Friedrich von Thiersch, De la Régence en Grèce, edited by S. Flogaitis and H. Scholler, Athens, Sakkoulas editions, 1987

The Greek Administrative System (in Greek), Athens, Sakkoulas editions, 1987

Administrative Law et Droit Administratif, Paris, LGDJ, 1986

Contemporary aspects of state interventionism (in Greek), Athens, Sakkoulas editions, 1984

Fundamental concepts of administrative organization (in Greek), Athens, Sakkoulas editions, 1981

Système vénitien de successions ab intestat et structures familiales dans les îles ioniennes, Paris/Genève, Droz, 1981

La notion de décentralisation en France, en Allemagne et en Italie, Paris, LGDJ, 1979

ARTICLES AND CONTRIBUTIONS

Many articles and contributions of all kinds, published in Greece, Germany, France, Italy, Portugal, Thailand, Korea, etc.

ASSOCIATIONS

Hellenic Association of Constitutional Law (Secretary-General)

European Group of Public Administration (member of the Steering Committee 1983–1989)

European Group of Public Law (member of the Steering Committee, 1991–)

Hellenic Association of the Law of the Environment

Asociacion Mexicana de Derecho Administrativo (Honorary Member)

Rupert McNeil (United Kingdom)

The UK's Government Chief People Officer (GCPO) since 2015: responsible for all aspects of aspects of workforce strategy at Civil Service level, across c. 420,000 staff across 30+ organisations, and functional and professional leader for c. 5,000 HR professional staff. Developed and delivered the UK Government's Workforce Plan (2016–2020), including the launch and delivery of the Civil Service Diversity & Inclusion Strategy, and currently leading people related aspects of the next phase of Civil Service reform and transformation. Designed and led workforce aspects of the UK government's EU Exit activity (June 2016 to date) and COVID pandemic response (January 2020 to date). Responsible for Government Shared Services strategy (from November 2018 to July 2020), set up of Government Automation Taskforce and established Civil Service Culture Observatory. Nonexecutive member of the Board of the Government Property Agency and member of the Civil Service Senior Leadership Committee and the Civil Service Operations Board.
HR Magazine, Human Resources Practitioner of the Year (2019)

Lloyds Banking Group PLC (2012 to 2015): Group Human Resources Director
Fellow, Chartered Institute of Personnel & Development (2014)

Aviva PLC (2010 to 2012): Human Resources Director, HR Expert Services
Director after consolidation of Aviva UK, and a non-executive director of Aviva's Life Insurance business in the Republic of Ireland after Aviva UK took responsibility for that business.

Barclays PLC (2005 to 2010): Human Resources Director, Global Retail & Commercial Banking (GRCB) and then Global Retail Banking after integration of a number of GRCB businesses with Barclays Capital, (2007 to 2010) and Group Executive Management Director, Group Human Resources, (2005 to 2007), including programme lead for People aspects ABN Amro merger integration.
Co-editor, Reward Governance for Senior Executive in Law for Practitioners Series (Cambridge University Press, 2008) Harvard Business School, Advanced Management Programme No. 178 (2010)

Deloitte LLP (2002 to 2005): Partner and Arthur Andersen (1995 to 2002):
Partner (2001 to 2002), and Semi-Senior, Senior, Manager and Senior Manager (1995 to 2001).

Confederation of British Industry (1989 to 1995): Head of Pay & Employment Markets (previously Head of Remuneration Policy, Training Policy Advisor and Assistant Training Policy Advisor.

Oxford University (St Catherine's College), Politics and Philosophy (2:1, 1989) and Honours Moderations in Jurisprudence (1986).
Victor Blank Scholar in Jurisprudence (1985), President, Junior Common Room (1987), and Intern to Senator Paul Simon (D, Illinois) (1988).

Kaji Misako (Japan)

Professional background

Ms. Kaji Misako has dealt with the United Nations in many aspects throughout her career mainly in the Japanese Foreign Service. She served as a Japanese delegate at the Third Committee and later the Fifth Committee in NY, and as Ambassador at governing bodies of many UN Organisations in Geneva. At the Foreign Ministry in Tokyo, she served as director in charge to compile Japan's reports to two human rights instruments, CRC and CEDAW, and secured passage in the Japanese Diet of legislation for Japan's accession to the Additional Protocols to the Geneva Conventions of August 1949.

She was entrusted to serve on many occasions, on behalf not of her country but of the entire UN member states. She served as a member of the ACABQ from 2007–2010, and of the Advisory Group on UN Peacebuilding Fund from 2012–2017. She was a bureau member of the Special Session of the General Assembly on Women in 2000, and of the Preparatory Committee of the third UN Conference on Disaster Risk Reduction in 2015. She was the Chairperson of the 2015–2016 Governing Body of the ILO.

Ms Kaji holds experience as an international civil servant, having worked for the UNHCR, where she engaged mainly in inter-agency coordination. Her experience in the academia, on the other hand, provided her with opportunities to reflect upon the making and the mission of the United Nations system.

- 2019 Ambassador Extraordinary and Plenipotentiary to the Republic of Croatia (Present position)
- 2017 Professor, Hitotsubashi University School of International and Public Policy
- 2014 Ambassador and Deputy Permanent Representative, Permanent Mission of Japan to the International Organisations in Geneva
- 2012 Professor, University of Tokyo, Department of Advanced Social and International Studies, Graduate Programme on Human Security, Graduate School of Arts and Sciences
- 2010 Deputy Director-General, Middle Eastern and African Affairs Bureau, Ministry of Foreign Affairs
- 2007 Member, the Advisory Committee on Administrative and Budgetary Questions
- 2006 Minister, Permanent Mission of Japan to the United Nations
- 2004 Principal Deputy Chief of Protocol, Ministry of Foreign Affairs
- 2003 Director for Human Rights and Humanitarian Affairs, Ministry of Foreign Affairs
- 2002 Deputy Press Secretary to Junichiro Koizumi, Prime Minister of Japan
- 2000 Special Adviser to Sadako Ogata, United Nations High Commissioner for Refugees
- 1998 Counsellor, Social Affairs Section, Permanent Mission of Japan to the United Nations
- 1996 Counsellor, Embassy of Japan, Viet Nam
- 1993 First Secretary, Mission of Japan to the European Union

- 1987 Assistant Director, Economic Affairs Division, United Nations Bureau,
Ministry of Foreign Affairs
- 1984 Third Secretary, Embassy of Japan, United Kingdom of Great Britain and
Northern Ireland
- 1981 Joined the Japanese Foreign Service

Academic background

BA in Economics, University of Tokyo, 1981

MA (2013) in Politics, Philosophy and Economics, University of Oxford

Publications

“Why Human Security, Why Japan”

Sangmin Bae and Makoto Maruyama, Human Security, Changing States and Global Responses: Institutions and Practices, Routledge, 2015 ISBN 9781138803893

“Disaster Risk Reduction-Japanese Initiatives in the World Agenda”

Asia-Pacific Review., Volume 24, Number 1, May 2017, Routledge ISSN1343-9006

Jeffrey Mounts (United States of America)

Jeffrey C. Mounts has served on the International Civil Service Commission (ICSC) since 2018.

Mr. Mounts brings to the ICSC nearly 30 years of government financial management and human capital compensation experience, including executive leadership and expertise in personnel and pay policies, worldwide payment execution and banking services, post-employment pension and benefit administration, enterprise systems development and program management, and global shared services implementation and operation.

He is currently the Comptroller and Acting Chief Financial Officer at the U.S. Department of State. Since assuming this role, he has led the Department's global financial management activities, systems, and services, as well as advised the Under Secretary of State for Management on the Department's worldwide financial management operations. Mr. Mounts also chairs the Department's Management Control Steering Committee. He represents the State Department on the U.S. government's Chief Financial Officers Council and serves in an advisory capacity on multiple U.S. interagency committees.

Notable projects overseen by Mr. Mounts while serving at the State Department include the implementation of a PeopleSoft Global platform to process payroll for over 60,000 locally employed staff, and a new platform to process defined benefit payments for the Foreign Service Retirement and Disability Fund, as well as the development and implementation of a complex, multi-currency, global disbursing system, which makes over \$15 Billion in Electronic Fund Transfer (EFT) and check payments per year.

Mr. Mounts' previous State Department assignments include Deputy Comptroller, Managing Director for Global Compensation, Director of Systems Development and Maintenance in Charleston, South Carolina, Director of Core Systems Development in Washington, DC, and Director of Systems Development and Maintenance in Bangkok, Thailand.

Mr. Mounts holds a Juris Doctorate from the University of Maryland School of Law, a Master of Public Management (Public Finance) from the University of Maryland, and a Bachelor of Science in Political Science/Education from South Dakota State University.

Shauna Olney (Canada)

Profile

- Over 30 years of experience in labour and employment issues.
- Experience in the UN system for close to 30 years, including in management roles at the International Labour Organization (ILO), providing strategic vision, technical expertise and authoritative advice.
- Drafted labour and employment laws based on comparative law and good practice, provided legal analyses and technical advice on various national laws and policies, as well as for collective bargaining, dispute prevention and resolution, and treaty compliance with a range of conventions.
- Recognized expertise in gender equality and non-discrimination, leading policy-oriented research, legislative analyses and initiatives on issues such as care work, pay equity, violence and harassment, diversity and inclusion, and non-discrimination.

1991–2020 International Labour Organization (ILO), Geneva, Switzerland

2014–12/2020 *Chief, Gender, Equality and Diversity and ILO AIDS Branch*

- Managed five teams: Gender Equality; Disability Inclusion; Indigenous and Ethnic Minorities; HIV and AIDS; and Communications and Partnerships.
- Led work for the adoption of the landmark Violence and Harassment Convention, 2019 (No. 190) and accompanying Recommendation (No. 206).
- Designed and oversaw the implementation of the Women at Work Centenary Initiative introducing innovative data, research and legal analysis to support equality and non-discrimination laws, policies and institutions.
- Led the establishment and implementation of the Equal Pay International Coalition (EPIC).
- Recognized leadership in labour, employment, gender equality and non-discrimination:
 - o Recipient of Gallup's Global Impact Award, 2020
 - o Named one of the 100 most influential people in gender policy for 2019 by Apolitical
 - o Advisory Council Member, Global Institute for Women's Leadership, King's College, London
 - o Member, UN female Directors' Peer Facilitation Group
 - o Co-Chair, UN inter-agency support group on Indigenous Issues (2019)
 - o Deputy member, UN Secretary-General's High-level Panel on Women's Economic Empowerment (2015–2017)
 - o Member, Council on Foreign Relations, Advisory Committee on Building Inclusive Economies (2016–2017)

**2005–2014 *Head, Equality and Migrant Workers Unit,
International Labour Standards Department***

- Supervised and coordinated the work of the Unit.

- Responsible for ILO conventions on non-discrimination, equal pay, migrant workers, workers with family responsibilities, and indigenous and tribal peoples, and supported ILO supervisory bodies.
- Member of the UN Development Group's Human Rights Mainstreaming Mechanism, including the Resource Management Committee; ILO Human Rights Coordinator.

2001–2005	<i>Senior Social Dialogue Specialist, Social Dialogue, Labour Law and Labour Administration Department</i>
1997–2001	<i>Senior Legal Officer, Freedom of Association Branch, International Labour Standards Department</i>
1991–1997	<i>Labour Law and Labour Relations Specialist, Labour Law and Labour Relations Branch</i>

Other work experience

4/1990–8/1990	<i>Clark, Wilson, Barristers and Solicitors, Vancouver, Canada</i> Barrister and Solicitor, Labour and Employment Department
9/1988–10/1989	<i>Ladner Downs, Barristers and Solicitors, Vancouver, Canada</i> Barrister and Solicitor, Labour and Employment Unit (Articled Student 9/1988–3/1989)
9/1987–9/1988	<i>Law Clerk to the Hon. Mr. Justice La Forest, Supreme Court of Canada, Ottawa, Canada</i>
4/1987–9/1987	<i>Faculty of Law, University of British Columbia, Vancouver, Canada</i> Research assistant

Education

1989–1991	<i>Masters level law degree (BCL), University of Oxford, United Kingdom</i> Specialization: Comparative human rights and labour relations
1984–1987	<i>Juris Doctor (JD), University of British Columbia, Vancouver, Canada</i>
1981–1984	<i>Bachelor of Arts Program (English Literature), University of British Columbia, Vancouver, Canada</i>

Languages

- English – mother tongue
- French – proficient
- Spanish – working knowledge

Key publications

Eric Carlson and Shauna Olney, “A new global mandate to end violence and harassment in the world of work: A gender-responsive approach”, in *ABA Journal of Labor and Employment Law*, publication pending

Shauna Olney, “Gender Equality in the COVID-19 era and beyond”, in *Essays on Equality* (Global Institute for Women's Leadership, King's College London, 2020)

Meghan Campbell, Sandra Fredman, Judy Fudge and Shauna Olney, “A Better future for women at work”, in *University of Oxford Human Rights Hub Journal*, v. 1 (2018)

Shauna Olney, “A better future for women at work”, in *Nordic Future of work* (Helsinki, 2016)

Shauna Olney and Ryszard Cholewinski, “Migrant workers and the Right to Non-discrimination and Equality”, in *Migrants at Work* (Oxford University Press, 2014)

Martin Oelz, Shauna Olney and Manuela Tomei, *Equal pay: An introductory guide* (ILO, Geneva, 2013)

Shauna Olney, “The ILO, gender equality, and trade unions”, in *Making globalization work for women* (Sunny Series, Praxis, 2011)

Shauna Olney and Marleen Rueda, *Promote collective bargaining: Ratify and apply Convention No. 154* (ILO, Geneva, 2004)

Shauna Olney, “Workplace cooperation: An ILO perspective”, in *Korean Labour Education Institute Journal* (2004)

Shauna Olney, Elizabeth Goodson, Kathini Maloba-Caines and Faith O’Neill, *Gender equality: A guide to collective bargaining*, 2nd edition (ILO, Geneva, 2002)

Shauna Olney, “Canada: Collective bargaining and international obligations”, in *Collective bargaining: A fundamental principle, a right, a Convention*, Labour Education, Nos. 114-115, (ILO, Geneva, 1999)

Shauna L. Olney, “Collective disputes over health and safety issues”, in *ILO encyclopaedia of occupational health and safety* (Geneva, ILO, 1998)

Shauna L. Olney, *Unions in a changing world: Problems and prospects in selected industrialized countries* (ILO, Geneva, 1997)
