

## 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)

---

