



Greg Vines

Candidate for Director-General
of the International Labour Organization



Greg Vines is a well-respected and exceptionally skilled leader and consensus builder, with decades of experience working with governments, workers and employers across the Asia-Pacific region, internationally and in multilateral networks.

Greg is a highly experienced international public servant, an expert in diplomatic negotiations and has a deep understanding of employment and labour relations issues.

As ILO Deputy Director-General for Management and Reform, Greg led the implementation of an ambitious reform programme that strengthened governance arrangements and modernised systems. His leadership has established strong foundations from which he is uniquely positioned to lead the ILO in building an inclusive, sustainable and resilient future of work for all.

At the ILO, Greg has been:

- Deputy Director-General for ILO Management and Reform
- Chairperson of the Governing Body
- Regional Coordinator for the Asia and Pacific Group
- Chair of several International Labour Conference and supervisory committees and other ILO fora
- Government member of the Committee on Freedom of Association
- delegate
- representative of a constituent and major donor.

QUALIFICATIONS

- Bachelor of Laws (Honours), University of Tasmania
- Bachelor of Business, Monash University
- Mediation at Melbourne Law, Melbourne University
- Graduate Diploma in Legal Practice, New South Wales College of Law
- Executive Program in Labour Relations, Harvard University
- Executive Fellows Program, Australian New Zealand School of Government
- Languages: fluent English, basic French
- Australian citizen

EXPERIENCE

Deputy Director-General for Management and Reform, ILO, Switzerland, 2012–present

- Responsible for operational, governance, and programmatic policy planning and delivery.
- Engage with senior representatives of governments and international employer and worker organisations.
- Represent the ILO across the UN and multilateral system.
- Led the ILO's tripartite COVID-19 response and the development of the *ILO Centenary Declaration for the Future of Work* – the guiding document for the next century of the ILO.
- Led significant internal reform of the ILO, improved service delivery and increased diversity of staffing profiles.
- **Member**, United Nations High Level Committee on Management, 2012–present
 - Successfully advocated for workplace reform, improved operational and management practices, and sexual harassment policies within the UN system.
- **Co-Chair**, United Nations Future of Work Taskforce, 2020–present
 - Develop reforms to UN system wide employment policies and practices.
- **Advisory Committee Member**, United Nations COVID-19 Response and Recovery Multi-Partner Trust Fund, 2020–present
 - Positioned the ILO and its expertise centrally in the multilateral response.

Minister (Labour), Australian Permanent Mission to the United Nations, Switzerland, 2009–2012

- Represented the Australian Government at the ILO and a range of multilateral fora dealing with labour and employment issues, including G20 and other ministerial meetings.
- **Chair**, ILO Governing Body, 2011–2012
 - Led negotiations and implementation of the reforms of the Governing Body and International Labour Conference.
 - Facilitated multilateral and bilateral interaction between foreign governments, employers and unions, and with UN agencies.
 - Led high-level mission to Myanmar and chaired the special committee on Myanmar at ILC.
- **Regional Coordinator**, Asia and Pacific Regional Group (ASPAG), 2009–2011

- **Chair**, International Labour Conference Committee on Fundamental Principles and Rights at Work; Special Committee on Myanmar; International Labour Conference Credentials Committee, supervisory committees and experts meetings.
- **Member**, Committee on Freedom of Association

Chair, Timor Leste Civil Service Taskforce, Timor Leste, 2008–2009

- Invited by the Prime Minister of Timor Leste to lead the reform and development of public administration. This included design and implementation of new legislation, and establishment of an independent Civil Service Commission.
- Represented the Prime Minister in development partner coordination management.

Public Sector Standards Commissioner, Victorian Government, Australia, 2005–2009

- Introduced a system-wide ethics framework, diversity action plan and codes of conduct for staff and directors of public authorities.
- Oversaw ethics, integrity and employment policy for the Victorian Public Sector (230,000 employees).

Deputy Secretary, Department of Innovation, Industry & Regional Development, Victorian Government, Australia, 2003–2005

- Led public sector workplace bargaining, reform of public and private sector industrial relations policies, and their integration into the State's economic development strategy.
- **Convenor**, Construction and Manufacturing Industry Tripartite Consultative Councils
- **Chair**, Monash University Faculty of Business and Economics Industry Advisory Committee

State Services Commissioner, Tasmanian Government, Australia, 2000–2003

- Responsible for employment policy and arrangements for approximately 25,000 employees
- Conducted a full review of the state public sector employment practice and legislation.

Trade Union Leadership roles, State Public Services Federation, Australia, 1984–1999

- Successfully litigated one of Australia's first pay equity cases which recognised the professional status of librarians.
- **President**, Tasmanian Trades and Labour Council
- **Member**, Australian Council of Trade Unions

Employer Advocate, State Electricity Commission of Victoria, Australia, 1980–1984

- Represented a major employer in workplace negotiations and tribunal proceedings, including on major power station and transmission construction projects.