

## JANELLE M. DILLER

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### **International lawyer with 30-year record of achievements in human rights and labour standards compliance in international economic contexts**

- Expert advice on labour and human rights compliance in investment, trade, and supply chain due diligence
- Skilled negotiator in multistakeholder collaboration for remediation and prevention of human rights harms
- Clients: public and private international organizations; industry and bar associations; education institutions

**Public International Law | Human Rights & Labour Standards | Trade, Investment & Supply Chains | International Institutions | Corporate Governance | Legal Drafting | Migration |**  
**| Regulatory Compliance | International Negotiation & Litigation | Multistakeholder Relations |**  
**Working Languages: English, French, Spanish**

## OVERVIEW

### Current Posts

Principal JM DILLER LAW and independent consultant, Geneva, Switzerland	2018 to present
<a href="#">Independent Counsel</a> , Appleton Luff International Lawyers, Geneva, Switzerland	2022 to present
<a href="#">Senior Research Associate</a> , Graduate Institute for International & Development Studies	2019 to present

### Former Law Practice

International Labour Organization (UN agency), Geneva, Switzerland	1998-2017
Senior Legal Counsellor to the Deputy Director General for Policy	
Legal Adviser of the International Labour Conference (4000+ delegates, 150+ countries)	
Deputy Legal Adviser, Principal Legal Officer, Senior Legal Officer	
World Commission on Social Dimension of Globalization, Secretariat Member	
Multinational Enterprises and Private Voluntary Initiatives Programme, Head	
Expert Consultant in International Law and Policy, Washington, D.C.	1995-1997
Legal Director, International Human Rights Law Group, Washington, D.C.	1990-1995
Attorney-at-law in Refugee and Human Rights Law, Oakland, California	1988-1990
Law Associate, Pettit & Martin, San Francisco	1986-1988
Judicial Law Clerk, US District Court for the District of Puerto Rico, San Juan	1984-1986

### Law Teaching

<i>Seminar: Law of International Organizations</i>	
Senior Lecturer, University of Bern Institute of Public Law, Bern, Switzerland	2015-2020
<i>Seminar: Transnational Corporations &amp; Human Rights</i>	
Paul Martin Sr. Professor of International Affairs & Law, University of Windsor	2016
<i>International Human Rights Law   International Trade Law   International Business Transactions</i>	
Associate Professor of Law, University of St. Thomas School of Law, Minneapolis	2002-2003
<i>International Human Rights Law courses, research, and applied seminars as:</i>	
Adjunct Professor, George Washington University National Law Center	1996-1997
Visiting Lecturer, University of Virginia School of Law	1995-1997
Georgetown University Law Center: Adjunct Faculty, Visiting Scholar	1993-1997

### Research Appointments

<i>International law and multistakeholder governance of supply chains</i>	
<a href="#">Fulbright Research Chair in Human Rights and Social Justice</a> , Univ. of Ottawa, Canada	2019-2020
Max Planck Scholar, Max Planck Institute of Comparative Public & Int'l Law	05/2019
<i>Research Workshop on Social Justice in International Law</i>	
Paul Martin Sr. Professor of International Affairs & Law, University of Windsor	2016

## EDUCATION AND ACADEMIC HONOURS

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Juris Doctorate, Georgetown University Law Center, Washington, D.C.

- Honors *cum laude*; Dean's List all years

Master of Arts, Journalism, Syracuse University, Syracuse, NY

- 4.0/4.0 grade point average; Syracuse University scholarship for Master of Arts Degree Program tuition

Bachelor of Arts, Wheaton College, Wheaton, Illinois

- Honors *magna cum laude*; US National Merit Scholarship Award; Member, National Honor Society

## PRACTICE EXPERIENCE

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### Current posts

#### **Principal, Janelle M Diller Law**

Geneva/Washington D.C. 2018 to date

Promote public and private sector compliance with social, labour, and environmental policies in trade, investment, and global value chain operations. Legal research, counselling, representational advice, and training.

*Recent activities and accomplishments:*

- Promote corporate sustainability: Design and pilot tool to map labour, human rights, and governance in value chains for developing country governments and businesses in regulatory reform & due diligence
- Leveraging labour migration and climate mobility: Analysis of 361 bilateral labour migration agreements and Pacific climate mobility; laws and policies in 90+ countries to prevent irregular labour migration while respecting migrants' rights for [ILO compendium analysing evidence-based data](#) (primary author)
- Using international law to realize human/labour rights: Educate public/private sector on role of international law in domestic law and business; advise on rights in international and domestic litigation.
- Foster rights governance in multistakeholder initiatives:
- Foster rights governance in supply chain compliance: Advise on using international law and governance standards in initiatives among business, unions, governments, and NGOs for rights of workers; worked with ISO members on ISO 46001 on occupational safety and health; [Appleton Luff](#) counsel since 2022

### Former posts

#### **International Labour Organization (ILO), Geneva, Switzerland**

January 1998 to December 2017

Initiated legal and policy reforms to globalize the uptake of labour, employment, and social protection objectives by other international organizations, governments, and industry actors. Exercised senior level oversight of drafting and negotiation of international legal instruments and agreements, resolution of conflicts with Members, and risk management strategies that contributed to improving overall operations.

#### *Senior Counsellor to the Deputy Director-General for Policy*

2014-2017

- Created a [US\\$30 million multi-stakeholder Arrangement](#) among global and local actors for successful remediation of 3600+ worker injuries and deaths after a global supply chain accident in Bangladesh
- Negotiated [agreements](#) between the ILO and OECD, World Bank, UNHCR, UNCTAD and others to boost use of labour standards in development, trade, investment, human rights, and assistance to refugees
- Fostered integration of ILO standards and systems in free trade, investment and development, including in World Bank's first labour-related safeguards associated with its development projects and in path-breaking [UN treaty body guidance](#) on States' obligations in the context of business and human rights
- Instigated use of ILO norms in global industry operations by piloting ILO cooperation with ISO on [occupational safety and health management systems](#) and [social responsibility](#) and by key inputs to drafting of ILO sectoral instruments, including the [Maritime Labour Convention](#) (see Legal office below)

#### *Office of the Legal Adviser 2004-2014 as Deputy Legal Adviser - Principal Legal Officer - Senior Legal Officer Legal Adviser to the International Labour Conference (ILC)*

June 2010 and 2012

- Improved organizational performance by maintaining effective and timely advice and services covering legal aspects of normative, procedural, financial, human resource, and operational issues and litigation
- Ensured the delivery of all legal services to the Conference of 4K+ delegates from 150+ countries and shepherded policy initiatives through 56-member Board on sensitive legal and operational issues

- Linked States' international labour obligations with human rights and trade-related obligations in a ground-breaking [ILC opinion on status of fundamental principles and rights at work as human rights](#) (paras 199-204) and by action to align draft labour instruments and bilateral and international treaties
- Re-activated binding commitments to legal protection for organization's operations in more than 90+ countries, and created a first-ever [legal protection database](#) covering ILO operations in 185+ countries.
- Recognized by top management for exceptional performance in legal support on regulatory, compliance and litigation matters and granted the distinction of two merit awards.

*Member, ILO Secretariat, World Commission on the Social Dimension of Globalization, Geneva* 2002-04  
Identified global values inspiring international law for input to World Commission's report, [A Fair Globalization](#).

*Director, ILO Multinational Enterprises (MNEs) and Voluntary Initiatives Programme* 2000-02  
Modernized leading global program on social impact of foreign investment and corporate social responsibility.

- Intensified business uptake of corporate responsibility in international investment and supply chains.
- Revealed social effects of foreign investment by MNEs in [a global analysis](#) of data from a 100-country survey, and led sectoral research and dialogues among MNEs and local actors on reforms needed.
- Exported ILO norms on rights at work into other organization's investment guidelines and corporate responsibility programs, including the OECD Guidelines on MNEs and the UN Global Compact.

*Office of the Legal Adviser, Senior Legal Officer* 1998-99  
Transformed public and private sector action on corporate labour policies by authoring a ground-breaking [comprehensive analysis](#) of 215 codes of conduct, social labels and investor initiatives relevant to labour standards

**Independent Consultant, International Law and Policy, Washington DC** 1995-97  
Provided legal services in international law and policy for international and national organizations, including:

- Co-authored [international law analysis](#) for [UN Guiding Principles on Internal Displacement](#) for the *UN*.
- Documented [evidence of forced labour in Myanmar](#) for complainants initiating an international complaint leading to establishment of a Commission of Inquiry, fact-finding report, and national reforms.
- Analyzed prison labour practices in 50+ countries in relation to forced labour standards for the *ILO*.
- Guided students in research, interviewing, and preparation of manual on fact-finding methodology and legal analysis of right to conscientious objection for the *Inter-American Human Rights Commission*.
- Designed humanitarian law and human rights course for the *US Naval Justice School's* military exchange program & analysed use of international trade law in eliminating child labour for *US Labor Department*.
- Authored *Handbook on Human Rights in Situations of Conflict*-Minnesota Advocates for Human Rights
- Designed and drafted cross-functional protocol to study impact of peace accords on human rights for research project on peacekeeping conducted by *Stanford University/International Peace Academy*.

**International Human Rights Law Group, Legal Director** Washington, D.C. 1990-94  
Directed litigation and advocacy program for US affiliate of Geneva-based International Commission of Jurists.

- Achieved reparations and release from detention for 200+ human rights victims by managing litigation for more than 200 human rights victims in UN and regional bodies and as *amicus curiae* in US courts.
- Successfully advocated for fewer reservations upon US ratification of international treaties on civil and political rights and race discrimination by comparing treaty requirements with US law and practice
- Instigated incorporation of human rights clauses in constitutional and statutory reforms in emerging democracies by providing advice on relevant international and comparative law and practice
- Ensured high quality and successful delivery of *pro bono* services, press releases, op-eds, fact-finding investigations, trial observations, Congressional testimony, advocacy on US foreign and domestic policy.

**Law practice in Refugee and Human Rights Law, Attorney at Law, Oakland, California** 1988-90  
Specialized in international refugee law and domestic non-profit law for US refugee service organizations.

- Contributed expertise to negotiation of [international action plan on refugee crises in Southeast Asia](#) by authoring first fact-finding report on conditions of refugee detention and processing in Southeast Asia.
- Won refugee status for detained asylum-seekers by co-counselling with HK solicitors before local bodies
- Enhanced evidence-based knowledge on policies linking migration and development in Central America.

Practiced litigation as associate in major San Francisco law firm's Government Procurement department.

- Successfully represented Government contractors in US Federal Courts appealing public procurement decisions, including a [precedent-setting case](#) in Ninth Circuit ([Parola v. Weinberger](#) summarized below).
- Launched law firm's pro bono program for appellate asylum representation to enhance access to justice for Central American asylum seekers in the US Court of Appeals for the Ninth Circuit.

**US District Court for the District of Puerto Rico, Judicial Law Clerk** 1984-86 San Juan, Puerto Rico

- Maintained high quality of judicial decisions in criminal, constitutional, and civil cases by researching and drafting opinions involving US Federal law and Puerto Rican civil law in diversity cases.

### **SELECTED EXPERT TESTIMONY**

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ILO standards and means of action relevant to States' human rights obligations concerning business activities:

UN Committee on Economic, Social and Cultural Rights, Day of General Discussion, 21 Feb. 2017, [ILO Comments](#) on integrating labour law into draft General Comment on State Obligations under the International Covenant on Economic, Social and Cultural Rights in the Context of Business Activities

Fundamental principles and rights at work and internationally-recognized human rights: International Labour Conference 101<sup>st</sup> Session, Geneva, June 2012, [Opinion of the Conference Legal Adviser](#) paras 198-203.

Legal issues to address in consideration of US ratification of UN Race Convention: U.S. Congress House of Representatives seminar July 1993, "International Treaties on Human Rights: Time to Ratify," presentation on *U.S. Ratification of the International Convention on the Elimination of All Forms of Racial Discrimination*, with response by Rep. Kweisi Mfume, Congressional Black Caucus.

### **COUNSEL BEFORE INTERNATIONAL TRIBUNALS AND MECHANISMS**

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Administrative Tribunal of the International Labour Organization, diverse cases from 2005-2014:

Directly defended ILO in 20+ employment disputes on appeal from internal decisions; supervised legal team in filing English/French pleadings. Granted mark of high satisfaction by Director General's Office.

*Forced Labour in Myanmar (Burma)*, [Report of the Commission of Inquiry](#) appointed under article 26 of the Constitution of the International Labour Organization to examine the observance by Myanmar of the Forced Labour Convention, 1930 (No. 29), Geneva, 1998:

Documented evidence of forced labour ([App. I](#)) for complaint leading to independent Commission of Inquiry, unprecedented [ILO sanctions](#), in-country monitoring and complaints system, and legal reforms.

Blake Case, Preliminary Exceptions, [Judgment of July 2, 1996](#), Inter-American Court of Human Rights (Ser. C) No. 27 (1996), *reprinted in* 1996 Annual Report IACHR [97], OEA/Ser.L/V/III.35, doc. 4 (1997).

Co-counsel in first case before the Inter-American Court on Human Rights on behalf of a US citizen; competence based on acts and effects of disappearance after State recognized Court's jurisdiction.

Report No. 5/95, Case 11.219 (Guatemala), Inter-American Commission on Human Rights, OEA/Ser.L/V/II.88, Doc. 17 (February 15, 1995).

Co-counsel to family of disappeared US journalist in Guatemala. Disappearance by civil patrollers held imputable to the State as violating right to effective investigation after recognizing Court's jurisdiction.

Raquel Martín de Mejía v. Perú, Case 10.970, [Report No. 5/96](#), Inter-American Commission on Human Rights, OEA/Ser.L/V/II.91 Doc. 7 at 157 (1996).

Interviewed complainant for evidence and argued and won first-ever recognition of State-sponsored rape as a violation of article 11 of the American Convention on Human Rights.

U.N. Working Group on Arbitrary Detention (United States of America) concerning 192 Haitian Detainees subject to Administrative Detention at Guantanamo Bay, [U.N. Doc. E/CN.4/1994/27](#) (1993) para. 15.

Co-authored petition for on-site visit by UN to at-risk detained Haitian asylum seekers infected by HIV. Won declaration of arbitrary detention but visit mooted with US Court order for mainland US transfer.

U.N. Working Group on Arbitrary Detention, Decision No. 48/1993 (United States of America) concerning Humberto Alvarez Machaín, [U.N. Doc. E/CN.4/1994/27](#) (1993) pp. 135-140.

Achieved UN declaration of arbitrary detention in extraterritorial kidnapping of foreign national by US government agents.

UNESCO Committee on Conventions and Recommendations under its 104 EX/Decision 3.3 procedure.

Sought release of 20 detainees in confidential communications in cases involving Afghanistan, China, Cuba, Kenya, Morocco, Myanmar, South Korea, Tibet, Tunisia, and Vietnam.

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### RECENT BLOGS AND EDITORIAL OPINIONS

[Migration, Work and Rights: the case for human rights due diligence](#), *The Global*, Global Governance Centre, The Graduate Institute, Geneva (IHEID), 08 September 2021.

[The Role of the ABA in Addressing the Rising Misuse of Criminal Processes Against Worker Rights Advocates](#), American Bar Association Center for Human Rights, Blog, 29 June 2021 (with B. Benowitz)

[COVID-19 and supply chain relationships: inclusive governance reform or break-up ahead?](#) *The Global*, Global Governance Centre, The Graduate Institute, Geneva (IHEID), 22 July 2020

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### RESEARCH PROJECTS

Risk or problem: regulating rights in global value chains, 2020 to present

*The Graduate Institute, Geneva (IHEID)*

Research on the role of risk-based and problem-centred approaches in cooperation, competition, and regulation involving "human rights risks" and stakeholders in market transactions. By reframing rights challenges as risks facing global value chains, the research aims to bridge the gap between state and business duties articulated in the UN Guiding Principles, OECD Guidelines, and other global soft law business codes.

Transnational governance of human rights in a pluralistic world, 2018 to date

*Fulbright Canada Program; Max Planck Institute for Comparative Public & International Law*

Exploration of the State's role in regulatory cooperation with private business and civil society actors to govern risks to human rights and social justice in global value chains; analysis of the potential to incorporate international norms through inclusive dialogue-based transnational governance systems. [Article](#) and workshop.

Contextualizing Social Justice in International and Transnational Law

*U. Windsor Law, Canadian Council on International Law (CCIL), British Institute of International Law*

Analysis of social justice as a meta-principle of international law as a means to adjust bias in specialized rules of labour, trade, finance, investment, development and refugee law. Based on Call for Papers, I led a [Research Workshop](#) and CCIL conference panel, [Social justice in international law: Building coherent solutions](#).

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### PUBLICATIONS

FORTHCOMING:

*International organization interactions with Multistakeholder Initiatives: The International Labour Organization experience* in G. Marceau, et al. eds, Oxford Handbook on International Organisations' Initiatives: How and Why Organisations adapt to Changes (Oxford University Press, May 2025)

*Role of the interdependence and indivisibility of human rights in evolution of the mandate of the UN High Commissioner for Human Rights* in G. Alfredsson & G. Magazzeni, The Creation and Early Years of the UN High Commissioner for Human Rights (De Gruyter-Brill, Jan. 2026) (working title)

### BOOKS AND MONOGRAPHS

SECURING DIGNITY AND FREEDOM WITH HUMAN RIGHTS: ARTICLE 22 OF THE UNIVERSAL DECLARATION OF HUMAN RIGHTS (Nijhoff/Brill, 2012) [on-line version](#) – featured by the United Nations Library as one of six English [Research Guides for the Universal Declaration of Human Rights](#)

HANDBOOK ON HUMAN RIGHTS IN SITUATIONS OF CONFLICT (Minneapolis: Minnesota Advocates for Human Rights, 1997) [on-line version](#)

IN SEARCH OF ASYLUM: VIETNAMESE REFUGEES IN HONG KONG (Washington: Indochina Resource Action Center, 1988) [on-line version](#) as cited in [Bibliography to INTERNATIONAL REFUGEE LAW AND SOCIO-ECONOMIC RIGHTS](#) (Cambridge University Press, 2009)

#### ARTICLES

*The role of the State in the exercise of transnational public and private authority over labour standards*, INTERNATIONAL ORGANIZATIONS LAW REVIEW, 17:1 (2020) 41-74 [on-line link](#)

*Economic, social, and cultural human rights: the journey towards peremptory norms in international law*, NORDIC JOURNAL OF HUMAN RIGHTS 36:1 (2018) 19-37 [download paper](#)

*International Labour Law and the Challenge of Pluralism in the International Order*, MANCHESTER JOURNAL OF INTERNATIONAL ECONOMIC LAW 10:2 (2013) 128-147 [download paper](#)

*Private Standardization in Public International Lawmaking*, 33 MICHIGAN JOURNAL OF INTERNATIONAL LAW 481-536 (2012) [download paper](#)

*A social conscience in the global marketplace: labour dimensions of codes of conduct, social labelling and investor initiatives*, INTERNATIONAL LABOUR REVIEW 138:2 (1999) 99-129 [download paper](#) (Fr) (Sp)

*Child Labor and Trade: Toward a Harmonization of International Law*, AMERICAN JOURNAL OF INTERNATIONAL LAW 91:4 (1997) 663-696 (with David A. Levy) [download paper](#), reprinted in Barbara Stark, HUMAN RIGHTS AND CHILDREN (E. Elgar, 2016)

*Constitutional Reform in a Repressive State: The Case of Burma*, XXXIII ASIAN SURVEY 33:4 (1993) 393-407 [download paper](#)

*Title VII of the Civil Rights Act of 1964 and the Multinational Enterprise*, 73 GEORGETOWN LAW JOURNAL (1985) 1465-98 [download paper](#) (US employment law and investment treaties in the US and abroad)

#### BOOK CHAPTERS

*Multi-stakeholder initiatives and the Law of Work* in G. Davidov et al., OXFORD HANDBOOK OF THE LAW OF WORK (Oxford University Press, 2024) [access paper](#)

*Protecting the Vulnerable: Migration, Work, and Rights* in K. Elliott, HANDBOOK ON GLOBALISATION AND LABOUR STANDARDS (Edward Elgar, March 2022) [Top 10 SSRN list](#)

*Responsibility of the United Nations*, chapter 14 in THE RULE OF LAW AND ITS APPLICATION TO THE UNITED NATIONS, C. Feinaugle, ed. Studies of MPI Luxembourg for International, European and Regulatory Procedural Law vol 6 225-68 (Oxford, Hart Publishing, Nomos 2016) [download paper](#)

*Pluralism and privatisation in transnational labour law: the International Labour Organization experience*, in RESEARCH HANDBOOK ON TRANSNATIONAL LABOUR LAW 329-342 (A. Blackett and A. Trebilcock, eds. Edward Elgar Research Handbook Series, 2015) [download paper](#)

*Social Justice, Rights, and the International Labour Movement*, in OXFORD HANDBOOK OF INTERNATIONAL HUMAN RIGHTS LAW (D. Shelton, ed., Oxford University Press, 2013)

*Taking account of human values in the international economic order: the role and contribution of the Legal Counsel*, in INTERNATIONAL ECONOMIC ORGANIZATIONS AND LAW (A. Qureshi and X. Gao, eds., Kluwer, 2012) [download paper](#)

*Trade and Labour II*, in McCrory, P. and Appleton, A., eds., THE WORLD TRADE ORGANIZATION: LEGAL, ECONOMIC AND POLITICAL ANALYSIS, VOL. II, chap. 60, 597-621 (Springer 2005) [download paper](#)

*Globalization, values, and international law in the world of work*, in LES NORMES INTERNATIONALES DU TRAVAIL: UN PATRIMOINE POUR L'AVENIR, 645- 657 (ILO, 2004) [download paper](#)

*UN Sanctions: The ILO Experience*, in Gowland-Debbas, V., ed., United Nations Sanctions and International Law, PROCEEDINGS OF COLLOQUIUM ON UN SANCTIONS AND INTERNATIONAL LAW, Geneva, 197-204 (Kluwer Law International, 2001)

*Social conduct in transnational enterprise operations: the role of the International Labour Organization*, in Blanpain, R., ed., *MULTINATIONAL ENTERPRISES AND THE SOCIAL CHALLENGES OF THE XXI<sup>ST</sup> CENTURY*, 17-28 (Kluwer Law, 2000) [download paper](#)

*The National Convention in Burma (Myanmar)* in Carey, P., ed., *BURMA: THE CHALLENGE OF CHANGE IN A DIVIDED SOCIETY* (Macmillan 1997)

*Constitutional Reform in a Repressive State: The Case of Burma*, in 33:4 *ASIAN SURVEY* 393-407 (University of California Press, 1993) [download paper](#)

#### PUBLISHED CONFERENCE PROCEEDINGS

*Three Challenges Facing International Labour Law*, in *PROCEEDINGS OF 102<sup>ND</sup> ANNUAL MEETING OF THE AMERICAN SOCIETY OF INTERNATIONAL LAW* (2007) [download paper](#)

*On the Possibilities and Limitations of NGO Participation in International Law: Corporate Applications*, *PROC. OF 95<sup>TH</sup> ANNUAL MEETING OF THE AMERICAN SOC. OF INTERNATIONAL LAW* (2001) [download paper](#)

#### SELECTED INSTITUTIONAL REPORTS

[\*Protecting the rights of migrant workers in an irregular situation and addressing irregular labour migration: A Compendium\*](#), International Labour Office, Geneva (18 December 2021) (lead author as consultant)

[\*Global survey on the effect given the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy\*](#), ILO GB.280/MNE/1/1 (2001) (lead author) – led to ILO policy recommendations for responsible foreign direct investment for governments, business, and unions

[\*Overview of global developments concerning codes of conduct, social labelling and other private sector initiatives addressing labour issues\*](#), ILO GB.273/WP/SDL/1(Rev.1) (1998) (lead author) – led to ILO policy and programme for research and training on corporate social responsibility

[\*Internally displaced persons: compilation and analysis of legal norms\*](#), UN Doc. E/CN.4/1996/52/Add.2 (1995) Report of the Representative of the Secretary-General on Internally Displaced Persons, with W Kälin, R Goldman, and C Meijer as a basis for [UN Guiding Principles on Internal Displacement](#)

*Criminalizing Parliamentary Speech in Turkey, Report of the Law Group Delegation to Turkey on the Detention of Parliamentarians and the Proceedings to Ban the Democracy Party (DEP)*, (International Human Rights Law Group, May 1994) (lead author)

*CIREFCA: At the Crossroads between Uprooted People and Development in Central America*, US Comm'n for Study of Int'l Migration & Development (US GPO 1990) (with Dennis Gallagher)

[\*Protecting Internally Displaced Persons: A Manual for Law and Policymakers\*](#) (Brookings Institution, University of Bern, 2008), Employment, Economic Activities and Social Protection chapter –upon request of UNSG's Special Representative on Internally Displaced Persons

[\*A Fair Globalization: Creating Opportunities for All\*](#), Report of the World Commission on the Social Dimension of Globalization (International Labour Organization 2004) - international law inputs

*In the National Interest: 1996 Quadrennial Report on Human Rights and US Foreign Policy* (Lawyers Committee for Human Rights, 1996) – provided substantive texts on peacekeeping as consultant

*Ethiopia in Transition: A Report on the Judiciary and the Legal Profession* (International Human Rights Law Group (IHLG), 1994) - led fieldwork and report on civil, customary, and Sharia law systems

*U.S. Ratification of the International Convention on the Elimination of All Forms of Racial Discrimination* (IHLG 1994) - guided legal analysis of US Federal and state law and practice with treaty requirements; successfully advocated against reservations on *de facto* discriminatory effect and affirmative action

*Ratification of the Covenant on Civil and Political Rights by the United States* (IHRIG, 1991) - guided pro bono team in legal analysis comparing US Federal and state law and practice with treaty requirements; served as basis for US Senate testimony, November 21, 1991

*Towards a New Constitution of Nepal: International Norms and Constitutional Options* (IHRIG, 1991) - led fact-finding team and comparative review of human rights elements of democratic parliamentary monarchies for transition in Nepal

*Post-Election Myanmar: A Popular Mandate Withheld and Report on the Myanmar Election: 1990* (International Human Rights Law Group, 1990) - led election observation and follow-up report

For more scholarship: [Google Scholar](#) and [SSRN.com](#)

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## SELECTED RESEARCH PRESENTATIONS AND CONFERENCE APPEARANCES

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*Access to Justice for victims of labour rights violations: Innovative paths to conflict resolution*, Conflict Resolution Seminar Series with Radboud Law Clinic, Nijmegen, The Netherlands, November 2023

*International Labour Organization: Structure, procedures, and substantive areas*, International Labour Law Programme, British Institute of International and Comparative Law, November 2023

*Business and Human Rights Forum for legal practitioners*, UIA Academy of High Legal Training, Madrid Spain, July 2023 (invited).

*International organizations, law, and the outside world*, Panellist, Symposium on the Evolution of IGOs: Initiatives and Enhanced Responsibilities, University of Geneva/WTO, July 2022

*Advancing rights in global value chains: Exploring the potential of 'transnational inclusive governance'* Global Governance Centre Colloquium, The Graduate Institute Geneva (IHEID), February 2020

*Can inclusive governance advance rights in global value chains?* Fulbright Distinguished Lecture, University of Ottawa Faculty of Law, Ottawa, November 2019

*Protecting the Vulnerable: Governance, Work and Migration*, Research Workshop, Justice and Labour Rights in the Global Era, University of Haifa, Tel Aviv University, and Israel Academy of Sciences & Humanities, Zichron Yaakov, Israel, June 2019 (invited)

*Curbing dysfunctionality: international cooperation in a pluralistic world*, Paper, Joint North American Conference in International Economic Law, American Society of International Law, Canadian Council on International Law, and Centre for Innovation and Governance, Montréal, September 2018 (invited)

*The role of the State in the exercise of transnational public and private authority over labour standards*, Research Workshop, Transnational Labour Law in an Era of Nationalism, Max Planck Institute for Comparative Public Law and International Law, Heidelberg, June 2018

*Transnational uses of labour law*, Panel Discussant at conference on Theorizing Labour Law, University of Maastricht, School of Law, Maastricht, December 2016

*Social justice, international law, and crisis: Building coherent solutions*, Panel organizer and chair, Annual Conference of the Canadian Council on International Law, Ottawa, November 2016

*Universalizing Social Justice*, Presenter and Convenor, Research Workshop, Contextualizing Social Justice in Transnational and International Law, University of Windsor Faculty of Law, Windsor, August 2016

*Workers' rights and corporate responsibilities across borders: perspectives on the role of law and social justice*, Lecture, Labour Law and Development Research Series, McGill Univ. Montréal, Nov. 2016



*Status of Economic, Social and Cultural Rights: 50 years on*, Keynote, Colloquium, Interaction between human rights: 50 years of the Covenants, Aarhus University, Dept. of Law, Aarhus, September 2016

*Workers' rights and corporate responsibilities across borders: perspectives on law and social justice*, Invited speaker, Lecture Series, Vermont Law School, South Royalton, Vermont, September 2016

*Social justice and international and transnational law: Contemporary patterns*, Panellist, Conference on Social Justice: New Perspectives, New Horizons, Univ. of Belgrade, Belgrade, May 2016

*Transnational Labour Law: More Coherence than Chaos?* (pre-recorded video) Panel speaker, Annual Conference, Canadian Council on International Law, Ottawa, November 2015

*ILO Trajectories*, Panellist, Labour Law Research Network Bi-annual Conference, Amsterdam, June 2015

*Responsibility of the United Nations*, Conference on The Rule of Law and Its Application to the United Nations, Max Planck Institute, Luxembourg, September 2014

*The case of the International Labour Organization*, Panellist, Towards a legally-binding instrument on transnational business and human rights, UN HR Council Side Event, Geneva, March 2014

*International Labour Law and Contemporary Challenges within the context of the International Labour Organization*, Distinguished Guest Lecturer, Korea University School of Law, Seoul, April 2013

*Defining the Borders of the ILO Agenda*, Discussant for presentation by Marion Jansen, World Trade Organization, at the Decent Work Forum, Geneva, April 2012

*Law and the Legal Counsel in the International Labour Organization*, Presenter, Conf. on International Economic Law and Institutions, Univ. of Manchester School of Law, Manchester, July 2011

*The Role of Private Standardization in International Law*, Paper presenter, Biennial Research Conference of International Economic Law Interest Section, American Society of Int'l Law, Minn. Nov. 2010

*Three Challenges Facing International Labour Law*, Panellist, annual Meeting of the American Society of International Law, Washington, D.C., March 2007

*Employment, Economic Activities and Social Protection*, Expert Contributor to *Legislative Manual for Guiding Principles on Internal Displacement*, UN and Brookings Institution, Vienna, Sept. 2006

*Possible Solutions to the International Problem of Migration: IGOs, Governments, NGOs*, Panellist, Annual Meeting of the Italian Society of International Law, Rome, June 2004

*The Role of International Law in a Fair Globalization*, Panellist, Chapter Meeting of the International Industrial Relations Association, Chapter meeting, Geneva, July 2004

*Social Values, Globalization and the ILO*, Panellist, Conference on the Economy, Society and Justice: Free Market, Università della Svizzera Italiano, Lugano, February 2004

*Accountability and International Regulation of Transnational Corporations*, Conference on CSR and Development, UN Research Institute for Social Development, Geneva, November 2003

*Coherence, human rights and markets: The role of ILO standards*, Speaker, Workshop, Institut interdisciplinaire d'éthique et des droits de l'homme, Fribourg, November 2003

*Social and Labour Standards*, Speaker, Conference, Taking Stock: Self-regulation in Theory and Practice, Center for Comparative and International Studies, University of Zurich, October 2003

*Companies and International Law*, Speaker, Conference on Legal Dimensions of Corporate Responsibility, The Royal Institute of International Affairs, Chatham House, London, November 2001

*On NGO Participation in International Law and its Processes: Corporate Applications*, Panellist, Annual Meeting of the American Society of International Law, Washington, April 2001

*Integrating Social and Economic Development: The roles and responsibilities of public and private sector*, Side Event, World Summit for Social Development Preparatory Conference, NY April 2000

*Corporate Initiatives and Public Mandates*, Panellist, Labor Standards: Complementing Public Standards with Market-Driven Initiatives, The World Bank Annual Seminars, Wash. D.C., September 1999

*Human Rights and Criminal Justice: Implementation of UN Criminal Standards*, Panellist, Annual Meeting of the International Law Association (American Branch), New York, November 1996

*Human Rights and Humanitarian Law: Applications to Uprooted Women*, Guest Lecturer, Johns Hopkins University, Washington, D.C., June 1996

*International Law and Internally Displaced Persons*, Guest Lecturer, York University, Centre for Refugee Studies, Toronto, Canada, June 1995

*The Application of International Law to Internally Displaced Persons*, Expert, Legal Round Table, convened by the United Nations Centre for Human Rights, Vienna, Austria, October 1994

*Humanitarian Standards and Internally Displaced Persons*, Expert, Seminar on Minimum Humanitarian Standards, Norwegian Institute of Human Rights, Oslo, Norway, September 1994

*Legal Issues in US ratification of the American Convention on Human Rights*, Speaker, Expert Roundtable, American University College of Law, Washington, D.C., September 1994

*The Role of Non-governmental Organizations in the Inter-American System of Human Rights*, Conference speaker, Future of Inter-American System of Human Rights, American U. College of Law, Feb. 1992

*The Will of the People: Human rights and Constitution-making in Burma*, Paper presentation, Conference, Burma: Challenges and Opportunities for the 1990s, St Antony's College, Oxford, December 1991

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## PROFESSIONAL AFFILIATIONS AND QUALIFICATIONS

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BAR ADMISSIONS	District of Columbia, United States, admitted 2 April 1986 State of California, United States, admitted 7 December 1984
COURT ADMISSIONS	United States Supreme Court State of California Supreme Court US Circuit Courts of Appeal (US Federal appellate level) : Ninth Circuit; District of Columbia Circuit; Federal Circuit Court of Appeals US Federal District Courts (US federal trial level): Northern District of California; Eastern District of California
EDITORIAL BOARDS	Manchester Journal of International Economic Law (UK) Founding Editor, Georgetown Immigration Monitoring Report
PRACTICE AFFILIATIONS	Canadian Council on International Law International Law Association – American Branch Global Business and Human Rights Scholars Association
PRACTITIONER HONOURS	San Francisco City Bar Certificate for Pro Bono Service
NATIONALITIES	Switzerland, United States of America
LANGUAGES	English (native), French and Spanish (working languages)