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**JOB DESCRIPTION**

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**GENERAL INFORMATION:**

Title of the post:	Associate Expert on Child Labour (Focus on Africa)
Sector:	Child Labour and Decent Work
Work Unit:	ILO, Dakar
Location:	Dakar, Senegal
Duration Appointment:	Initially one year with the possibility to extend up to 3 years
Starting date:	November 2010
Grade:	P1 step I or P2 step I the first year, depending on the level of education and experience

Note: this post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed exclusively to candidates from developing countries (see for criteria the website of the Netherlands Ministry of Foreign Affairs

[http://www.minbuza.nl/en/Key\\_Topics/Development\\_Cooperation/Associate\\_Experts\\_Programme](http://www.minbuza.nl/en/Key_Topics/Development_Cooperation/Associate_Experts_Programme)

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**SUPERVISION:**

Under the overall supervision of the ILO/International Programme for the Elimination of Child labour (IPEC) Director and the administrative supervision of the Director of the ILO Dakar Office, the Associate Expert will work under the technical guidance of the Child Labour Specialist based in Dakar and in close consultation with the ILO/IPEC HQ Africa Desk.

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**INTRODUCTION**

The ILO-IPEC has been working very closely with the Governments and other social partners in Burundi, Rwanda, the Democratic Republic of Congo (DRC), Mali and other countries covered by the Focus on Africa initiative with a view to develop National Action Plans in line with the Decent Work Agenda and the Road Map to eliminate Worst forms of Child labour (WFCL) by 2016. As the child labour problem in this part of Africa is huge, these countries need continued technical support from ILO-IPEC in the formulation and implementation of the NAPs and Country Road Maps within the Decent Work Country Programmes (DWCPs).

All of the above-mentioned countries have DWCPs or in the process of finalizing those, which include child labour as a priority/outcome. Hence, ILO-IPEC is expected to assist these countries to enable them to successfully link the child labour interventions with the DWCPs. In order to assist these countries to develop and implement the National Action Plans in line with the Road Map adopted by the Global Child Labour Conference in the

Hague in May 2010, the 2007 ILO-IPEC Focus on Africa strategy will be reinforced through the following pillars:(I) promoting the appropriation of child labour activities by African countries themselves and providing the needed resources to eliminating child labour, (II) assisting African countries in developing and implementing national action plans (NAPs) on child labour, (III) mobilizing the international community on the specific urgency to support child labour programmes in Africa, with a focus on sub-regional cooperation and the involvement of sub-regional development bodies, and (IV) mainstreaming child labour high in the decent work agenda and into national development frameworks.

In particular in post-conflict countries (DRC, Burundi and Rwanda), armed forces and groups have recruited and used children as soldiers or in supportive roles (cooks, porters, messengers, spy etc.). Many children have been released through Disarmament, Demobilization and Reintegration programmes, others are still associated with armed forces and groups. Many of released children are still waiting for reintegration support. In some of these countries, some armed groups are still active and recruitment of children in ongoing. As a result, children work in streets, enter commercial sexual exploitation, are trafficked, are forced to work, work in illicit activities and other hazardous work. Child labour in mining is an acute problem in DRC where thousands of children are exploited in artisanal small scale mining. Burundi, Democratic Republic of Congo and Rwanda were covered by the Inter-Regional Programme on “Prevention and Reintegration of Children involved in Armed Conflict between 2003 and 2007. Subsequently, from 2007 to 2009, Burundi and DRC benefited from IPEC project titled “Prevention of recruitment and Reintegration of Children Affected by Armed Conflict”.

DWCPs and IPEC interventions in these countries have considerably helped in raising awareness on child labour, improving the legal framework to combat child labour and removing/preventing children from WFCL. In addition to the post conflict countries, Mali was supported by ILO-IPEC to develop a NAP awaiting official endorsement of the Government. Mali is receiving additional support from IPEC National Programme and TACKLE project, after the completion of the Time Bound Programme, LUTRENA, and the West Africa Regional Mining Project.

Despite all the interventions in these countries, there are still needs to sustain IPEC work, to link it to the promotion of DWCP and to ensure effective follow up actions. In this respect further capacity building of the national institutions and tripartite constituents to address the WFCL in the country is crucial. At many occasions the countries have stated their commitment to the elimination of child labour, especially its worst forms, and have requested for ILO-IPEC support in order to take appropriate steps towards the elimination of WFCL by 2016.

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## **DUTIES AND RESPONSABILITIES**

The Associate Expert will be assigned to the ILO Dakar Office, Senegal with a broad responsibility of supporting the ILO-IPEC programme in a number of countries under the technical supervision and guidance of the ILO Child Labour Specialist based in Dakar. In generic terms, his/her duties will include supporting the IPEC country-teams/projects to facilitate programme/project implementation, monitoring, evaluation and gender promotion. Through regular coordination and consultation, the Associate Expert will receive technical guidance from ILO's Child Labour Specialists as well as from other technical specialists, specifically gender, workers' and employers' activities in the Decent Work Team based in Dakar, and the IPEC technical Specialists based in Geneva.

Regular desk support will be provided from Dakar. One week monitoring missions in one or two countries will be conducted every three months. The Associate Expert will carry out the following tasks in Burundi, Rwanda, the Democratic Republic of Congo (DRC), Mali and other countries covered by the Focus on Africa initiative, as appropriate:

- (1) Assist in the implementation of IPEC Focus on Africa strategies and the Road Map in these countries. Specifically, provide technical assistance to ILO constituents for the formulation/finalization and implementation of NAPs within the strategic framework(s) of the DWCPs, Road Map and the Global Action Plan (GAP) to eliminate WFCL by 2016.
- (2) Support the review, updating and implementation of the ILO-IPEC Focus Africa strategy and contribute to the resource mobilization for this purpose;
- (3) Promote ILO policies regarding child labour and provide technical advice on the formulation, implementation, monitoring and evaluation of national policies and programmes and provide assistance towards technical advisory services to the National Steering Committees in this regard;
- (4) Provide assistance towards technical advisory services to IPEC programmes and projects in the above-mentioned countries in conformity with the ILO policies and strategies on child labour and in accordance with ILO administrative and financial procedures;
- (5) Support the mainstreaming of child labour issues within the DWCPs, where such programmes exist.
- (6) Undertake monitoring missions to the countries and projects, when needed and interact with the constituents, implementing partners, other stakeholders and beneficiaries;
- (7) Support the implementation of field activities towards the development of training and information materials, organization and facilitation of training workshops and meetings on child labour;
- (8) Provide child labour related inputs to the DWCPs in the above-mentioned countries to facilitate sustainability of IPEC interventions;

(9) Facilitate timely implementation and financial delivery of IPEC programmes/projects in these countries;

(10) Perform reporting and other tasks related to these countries as requested by IPEC.

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## QUALIFICATIONS AND EXPERIENCE

Education: preferably Master degree on social sciences / child protection, gender studies, international development, planning and management, and/or economics and development

Experience: Bachelor degree and 3 years of relevant experience or Master degree and preferably 2 years of relevant experience in international development planning, management and evaluation, gender equality promotion in national or international organizations, and a social welfare system involving a client-centred referral system and decentralised services, and/or as part of an education support project.

Languages: French and English.

Competencies: Sensitivity to diversity; Orientation to learning & knowledge sharing; Client orientation; Orientation to change and Quality orientation; and, gender equality promotion

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## BACKGROUND INFORMATION

More information about the ILO-IPEC child labour programme in the above-mentioned countries can be obtained from the Senior Child Labour Specialist based in Dakar, Senegal, or from the Programme Support Unit (PSU) of ILO-IPEC HQ PSU ([ipec-psu@ilo.org](mailto:ipec-psu@ilo.org))

ATTN: Associate Expert Programme  
ILO Sub-regional office, Dakar, Senegal

### How to Apply:

<https://erecruit.ilo.org/public/>

**The deadline for application is 12 November 2010.** Applications received after this date will not be considered. In view of the volume of applications, only candidates being invited to an interview will be contacted thereafter.