

INTERNATIONAL LABOUR OFFICE

ASSOCIATE EXPERT

International Technical Cooperation Programme

Post no:10/02

Vacancy announcement

Date of issue: July 2010

JOB DESCRIPTION

GENERAL INFORMATION

Title of the post: **Associate Expert in the UN “Social protection floor” SPF global initiative**

Location: ILO headquarters Geneva

Duration: 1 year contract (12 months) with a possibility of extension

Starting date: 2st half of 2010

Grade: P1 step I or P2 step I the first year, depending on the level of education and experience

Duration of the assignment: Initially one year with the possibility to extend up to 3 years

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 **Dutch and European Union nationals or permanent residents of the Netherlands** (see for criteria the website of the Netherlands Ministry of Foreign Affairs

http://www.minbuza.nl/en/Key_Topics/Development_Cooperation/Associate_Experts_Programme

SUPERVISION

General supervision by: The Director of the ILO Social Security Department

Direct supervision by: The Chief of Technical Cooperation of the Social Security Department – Christian Jacquier

Content and methodology: The incumbent will work as part of a team and under the close supervision of the Chief of Technical Cooperation of the Social Security Department, responsible for the coordination of the “social protection floor” (SPF) support team. Within the framework of a work plan for the programme, the supervisor will be responsible for assigning tasks, providing the necessary guidance and training, and verifying the accuracy of the work to be accomplished. Weekly contact, joint missions, and joint outputs in collaboration with members of the SPF support team and technical ILO units and projects involved in SPF global initiative are foreseen.

BACKGROUND

The UN Social Protection Floor (SPF-I) Initiative promotes universal access to essential social transfers and services. Presently 80% of the global population do not enjoy a set of social guarantees that allow them to deal with life's risks. Ensuring basic social protection for these people, many of whom are struggling just to survive, is a necessity.

To have an education, to be healthy and have enough income to take part in cultural life, to express oneself freely and share knowledge and ideas – these are all human rights that should be enjoyed by everyone all the time. This creates stronger, fairer and more cohesive societies, which in turn are the foundations for longer term peace and prosperity.

SPF is a social and economic necessity

Investing in a SPF is investing in social justice and economic development. Social protection contributes to economic growth by raising labour productivity and enhancing social stability. In times of crisis, a SPF acts as an automatic stabilizer for the economy by alleviating the drop in aggregate demand.

Ensuring a SPF for the entire world population represents a considerable challenge, but calculations by various UN agencies show that a basic floor of social transfers is globally affordable at virtually any stage of economic development, even if the funding is not yet available everywhere.

Recognizing the importance and necessity of adequate social protection systems, the United Nations System Chief Executives Board (CEB) recently adopted (April 2009), "the Social Protection Floor Initiative" (SPF-I) as one of its nine key priorities to cope with the current global crisis. In the context of the "One UN", all United Nations' agencies join forces and adopt common priorities and solutions for a larger impact in support of effective national responses.

The SPF corresponds to a set of essential transfers, services and facilities that all citizens everywhere should enjoy to ensure the realization of the rights embodied in human right treaties. By working on both supply and demand side measures, the SPF takes a holistic approach to social protection including:

- 1) Services: Ensuring the availability, continuity, and geographical and financial access to essential services, such as water and sanitation, food and adequate nutrition, health, education, housing, life and asset saving information and other social services.
- 2) Transfers: Realizing access by ensuring a basic set of essential social transfers, in cash and in kind, to provide a minimum income and livelihood security for poor and vulnerable populations and to facilitate access to essential services. It includes social transfers (but also information, entitlements and policies) to children, people in active age groups with insufficient income and older persons.

There are no best solutions or 'one-size-fits-all' formulas to set up the SPF. Each country has different social needs, development objectives and fiscal capacity to achieve them, and will choose a different set of policies. Through a coordinated country response, the SPF facilitates and accelerates the introduction or strengthening of sustainable context-specific social protection

systems. The Initiative supports countries in their efforts in building, expanding, extending or reorienting their social protection systems by offering high quality/ low-cost technical assistance to countries through a mechanism of increased interagency collaboration.

The Initiative has national, regional and global dimensions. The national SPF task forces support the development of national SPF definitions that will be integrated into existing national development planning frameworks like UN Development Assistance Frameworks, Decent Work Country Programmes, Poverty Reduction Strategy Papers (PRSP) or Accelerated Growth Strategies. Upon request, SPF partners also provide technical assistance for all other activities related to the implementation of the SPF including raising awareness/advocacy at national level, undertaking of first quantitative diagnosis at the country level and setting the basis for the monitoring and evaluation system, identifying viable policy options and concrete proposals, elaborating country-specific measures, evaluating the cost and long-term financial sustainability, carrying out fiscal space analysis, supporting and monitoring the implementation of identified policy measures,...

The global Technical SPF Advisory Network provides technical support to the country teams and they advocate for the SPF at the global and regional level.

The Initiative is owned by national stakeholders, including governments (Ministries of labour, health, finance, agriculture ...), social partners and national NGOs, with support from the UN system.

ILO and WHO are the two lead agencies at the global level. Leading and cooperating agencies may vary at the country level based on which agencies are best equipped to lead the SPF Initiative in concrete country contexts. Collaboration is also sought from development partners: i.e. bilateral donor agencies, development banks and NGOs working in social protection.

Lead agencies: ILO and WHO

Coalition of cooperating agencies: FAO, IMF, OHCHR, UN Regional Commissions, UNAIDS, UNDP, UNDESA, UNESCO, UNFPA, UNICEF, UNHABITAT, UNHCR, UNODC, UNRWA, WFP, WMO, World Bank.

The ILO social security Department is in charge of the implementation of the SPF-I. A specific team in that Department is in particular in charge to coordinate the knowledge management strategy of the SPF-I. The Associate Expert will join that team.

DUTIES AND RESPONSIBILITIES

The Associate Expert will work under the direct supervision of the Chief of country operations and technical cooperation at the ILO Social Security Department in Geneva and be part of the SPF-I team. He (She) will work in coordination with similar teams in the coalition of cooperating agencies.

The Associate Expert will contribute to the following tasks:

1. Building up a knowledge base (including some quantitative data and indicators) on the social protection floor in the world, by identifying and documenting key experiences in key countries.
2. Developing the knowledge sharing electronic (web-based) platform for the SPF (GESS “Global extension of social security”).
3. Participating in further development of a the ILO quantitative knowledge base on existing social security programmes (the ILO inquiry security database and the related indicators) and of other complementary analytical tools and methods of direct use for the implementation of the social protection floor (SPF rapid assessment tool, system of SPF indicators, etc.);
4. Developing a comprehensive tool kit for the SPF.
5. Identify best practices, produce documentation and share information on the social protection floor;
 - a. Identify and document transversal technical issues and strategies relevant to the design and implementation of the social protection floor in the countries of the region (e.g., targeting, costing, budgeting, training, education, monitoring & evaluation, impact assessment, IT systems, etc.).
 - b. Document the process and findings of the work on integrated social protection systems, draw conclusions and identify useful applications of the experience in other countries and contexts.
 - c. Make this information available on GESS.
 - d. Make this information visible and relevant by coordinating with the global advisory network on the Social Protection Floor and field specialists.

TRAINING COMPONENTS AND LEARNING ELEMENTS

The Associate Expert will have the opportunity:

- to enhance his/her technical knowledge in the field of extension of social protection as well as design and implementation of the social protection floor
- to enhance his/her knowledge about knowledge management techniques and methods, such

as identifying key experiences concerning social protection and recording, capitalizing on and disseminating this information, communicating, connecting actors and conducting training sessions;

- to improve his/her professional skills at various levels, such as getting to know training methodology, reflecting on strategy and policy, using pedagogical and methodological tools, conducting and coordinating research, establishing contacts and networking;
- to know the functioning of the ILO and its regional bodies as well as the UN system;
- to work in a cross-disciplinary team, thereby developing his/her creativity and ability to function within a group in a multicultural setting.

QUALIFICATIONS, COMPETENCIES AND EXPERIENCE

- University degree (master's level) in economics, statistics, actuarial science, development economics, or degree from a management or business school/graduate school of social sciences. Preferably 2 years of relevant experience
- Ability to work independently and plan complex activities;
- Good listening and dialogue skills, ability to have talks and deal with populations in varied social environments in various countries in Asia;
- Ability to work in a team, share ideas and resolve challenges, as well as initiative;
- Appreciation of establishing partnerships;
- Ability to effectively contribute to and participate in technical workshops, trainings, regional conferences and events;
- Ability to write technical reports, information notes and summaries, design communication support (e.g., brochures, presentations) and produce website contents;
- Proficiency in IT (WORD, POWERPOINT, EXCEL, etc.) and internet usage, including blogs, forums and wikis. Minimum knowledge of HTML would be a plus;
- Educational/university or professional experiences abroad would be a plus.

LANGUAGES

- Excellent spoken and written English and French; knowledge of Spanish would be a plus.

How to Apply:

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

The deadline for application is 13th September 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.