

# Advertisement

Junior Professional Officer

Decent Work in Global Supply Chains

International Labour  
Office

Closing date:  
17<sup>th</sup> March 2019



International  
Labour  
Office

## I General information

<b>Title:</b>	<b>Junior Professional Officer, Decent Work in Global Supply Chains</b>
<b>Sector of Assignment:</b>	Sectoral Policies Department (SECTOR), Extractives and Energy (E <sup>2</sup> M) Unit
<b>Country:</b>	Switzerland, for two years and then a duty station in Africa or Asia
<b>Location (City):</b>	Geneva, Switzerland, for two years and then a duty station in Africa or Asia
<b>Agency:</b>	International Labour Organization
<b>Duration of Assignment:</b>	12 months, renewable up to 36 months max
<b>Grade:</b>	P2 step I

**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 to both **PEOPLE WITH THE DUTCH NATIONALITY AS WELL AS NATIONALS OF DEVELOPING COUNTRIES THAT APPEAR ON THE LIST OF THE FOLLOWING COUNTRIES ELIGIBLE FOR THE DUTCH JPO PROGRAMME:**

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20countries%20%20November%202018.pdf>

For criteria see the website of Nedworc Foundation:

<http://www.nedworcfoundation.nl/NL/JPO/General%20Information.htm>

**Please read the criteria and FAQ section carefully before considering applying**

## II Duties and responsibilities

### Research and policy documents on decent work in specific global supply chains

- Conduct research and contribute to building the ILO's knowledge base on challenges and opportunities in these sectors, particularly in relation to technological advances and other drivers that will shape the future of work
- Prepare presentations, briefs and other materials

### Development and implementation of programmes and project to improve decent work in specific supply chains

- Assist in the development and implementation of programmes and projects on agri-food, cobalt, electronics, gold, natural stones, textiles and ship recycling
- Assist in the implementation of the ILO roadmap on decent work in global supply chains
- Participate and assist in meetings with the OECD on responsible business conduct and due diligence, as well as with other international organizations

- Help organize strategic dialogues with Geneva-based organizations on trade, labour and responsible business conduct in specific supply chains

**Strategies and mechanisms for more systematic and better coordination with the OECD, UNCTAD, UN HUMAN RIGHTS and other international organizations**

- Contribute to discussions about the future of work at the ILO’s Centennial Conference in June 2019
- Support follow-up work that SECTOR will be asked to carry out to shape a future that works for all in specific sectors and supply chains
- Organize meetings, knowledge-sharing events and webinars
- Perform other tasks that may be assigned by the supervisor or a designated staff member

**III Training component: Learning elements and expectations**

Through guidance of the supervisor and senior colleagues the JPO will get trained in preparing policy papers, concept notes and work plans, conducting policy-oriented research and implementation of projects.

The JPO training programme includes the following learning elements:

- Become familiar with the mandate and functions of ILO, its tripartite structure and governing organs (International Labour Conference and Governing Body)
- Learn about the opportunities and challenges regarding the future of work, global supply chains and decent work
- Gain experience on the promotion of decent work in specific supply chains
- Gain experience on policy oriented research, including the future of work
- Gain experience in consensus building through facilitation of dialogue and negotiations
- Get acquainted with the work of a multi-disciplinary and multi-cultural

The JPO position includes a Duty travel and training allowance (DTTA) of \$ 4.000 per year which may be used for learning activities related to the assignment and career development.

**IV Supervision**

**Title of supervisor:**

**Casper N. Edmonds** Head of the E<sup>2</sup>M Unit and Business & Human rights focal point, Sectoral Policies Department (SECTOR) [edmonds@ilo.org](mailto:edmonds@ilo.org).

**Content and methodology of supervision**

- A time-bound work plan will be agreed between the JPO and the supervisor on specific deliverables of the department work plan concerning the future of work as well as decent work in global supply chains.
- Regular meetings between the JPO and the supervisor will be scheduled every two months to discuss progress of work.
- As necessary, detailed instructions, guidance and coaching will be provided by the supervisor throughout the assignment.
- The JPO will accompany and assist the supervisor or another assigned staff member in selected missions, seminars, workshops and meetings.
- Performance management will be reviewed in accordance with ILO’s Performance Management Framework, as applicable to Junior Professional Officers.

**V Required Qualifications and Experience**

**Education:**

**For all applicants:**

An advanced university degree, Master's degree, Post Graduate Diploma or equivalent in economics, industrial relations, social science, law or other relevant and related field.

**In addition for applicant from a Developing Country:**

Part of the candidates' academic training must have taken place in a developing country that appears on the following list of eligible countries of the Dutch JPO Programme.

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20countries%20%20November%202018.pdf>

**Work experience:**

Minimum: Relevant work experience of two to a maximum of four years either at national or international level.

Desirable: Work experience in a manufacturing industry, think tank, academia or in an international organization would be an advantage.

**Skills required for the assignment:**

Minimum: Strong analytical and research skills in industrial policy, economics, business and human rights, or other relevant fields; Good skills in the use of qualitative and quantitative research methods; Good computer skills.

Desirable: Good knowledge of the issues concerning decent work, global supply chains, responsible business conduct in specific sectors and the future of work would be an asset.

**Languages:**

Minimum: Excellent command of one working language of the ILO (English, French, and Spanish).

Desirable: Working knowledge of a second and/or third working language of the ILO would be an asset.

**Key competencies**

The candidate is expected to demonstrate and be guided by ILO competencies, specifically:

- **Sensitivity to diversity:** Is sensitive to, and adapts own behaviour to accommodate, the differences found in diverse work environments; treats all individuals and groups fairly and with respect, irrespective of cultural background, gender, religious belief, age, sexual orientation, marital status, physical disability or political conviction.
- **Communication:** Communicates in a clear and effective manner, adapting language, tone and style to match the audience; ensures messages are understood; is attentive to others, and encourages open, two-way communication.
- **Quality orientation:** Sets high quality standards; is structured, methodical, systematic and thorough; monitors and maintains quality; addresses quality issues and does not compromise quality standards.

**VI Background information on Agency/Department/Section**

The Sectoral Policies Department (SECTOR) is the ILO's platform for addressing all aspects of work in a wide range of sectors, from agriculture to electronics. Bringing together governments, employers and workers at the international, regional, country and company levels to address challenges and opportunities in specific sectors, the Department supports the ILO constituents in their work to advance decent work in specific supply chains such as agri-food, electronics, gold, natural stones and textiles.

In 2016, some 6,000 participants at the International Labour Conference witnessed the adoption of a Resolution on Decent Work in Global Supply Chains. The Governing Body of the ILO subsequently adopted a plan of action and roadmap on decent work in global supply chains, which underscores the importance of advancing and better coordinating the work of the ILO to promote decent work in specific sectors.

SECTOR plays an important role in implementing this roadmap. The Department works closely with employers' associations, trade unions and governments in specific sectors; with global union federations and business alliances; and with other international organizations such as the OECD, the World Bank, UNCTAD and the World Economic Forum. With the OECD's Responsible Business Conduct Unit, for instance, SECTOR has elaborated a joint programme of work on promoting decent work and responsible business in agri-food, mining and textiles supply chains.

The work of SECTOR encompasses some of the most important policy debates concerning decent work in global supply chains, trade, human rights and business, due diligence and responsible business conduct. At the same time, the solutions that SECTOR offers are rooted in reality and help make a difference on the ground – be it safer workplaces, more sustainable enterprises, stronger trade unions and employers' associations, better industrial policies, regulation and legislation. The JPO will contribute to advancing decent work in global supply chains, initially focusing on the sectors in which the ILO and OECD are working most closely.

SECTOR also leads the ILO's work on decent work in the rural economy, and it contributes to the ILO's Centenary Initiative on the Future of Work so as to help shape a future that works for all in all sectors and supply chains. The JPO will also help coordinate SECTOR's contribution to discussions about the future of work at the ILO's Centennial Conference in June 2019, and support the work that the ILO will be called to implement afterwards with its constituents and partners in specific sectors.

### **BACKGROUND INFORMATION**

International trade has been an engine of growth and yielded important benefits for economies overall. However, while most regions, sectors and individuals have prospered from trade, others have lost out. At a time in which the international trade system is under increasing scrutiny it has become more important than ever to demonstrate how trade and global supply chains can contribute to inclusive growth, decent work and sustainable development.

Global supply chains are significant vehicles of job creation worldwide. They have contributed to poverty reduction and represent a significant share of global trade. At the same time, failures at all levels within global supply chains have contributed to decent work deficits. Support for better governance and enforcement alongside responsible business conduct must be scaled up massively.

Technology – a driver of productivity, growth and welfare – is now increasingly met with trepidation. It has become critical to confront this challenge from the conviction that the future of work is not decided in advance, but in accordance with the values, preferences and policies that governments, businesses and individuals choose.

Since the ILO World Commission on the Social Dimension of Globalization released its Report "A Fair Globalization: Creating Opportunities for All" in February 2004, the ILO has been assisting its constituents in finding common ground when it comes to globalization, global supply chains and the impact of technological advances. The work has continued in recent years and is increasingly focused on advancing decent work in specific economic sectors and global supply chains. The future of work debates at the International Labour Conference in June 2019 are expected to result in new guidance on how to advance decent work in a global and interconnected world and shape a future that works for all.

## **VIII How to apply**

Please note that all candidates must complete an on-line application form. To apply, please visit the ILO Jobs website at <https://jobs.ilo.org/>. The system provides instructions for online application procedures.

Evaluation (which may include one or several written tests and a pre-interview competency-based assessment centre) and the interviews will tentatively take place during the 3 to 4 months following the application deadline. Candidates are requested to ensure their availability should they be short listed for further consideration.

Depending on the location and availability of candidates, assessors and interview panel members, the ILO may use communication technologies such as Skype, Video or teleconference, e-mail, etc for the assessment and evaluation of candidates at the different stages of the recruitment process, including assessment centres, technical tests or interviews.

### **Fraud warning**

The ILO does not charge any fee at any stage of the recruitment process whether at the application, interview, processing or training stage. Messages originating from a non ILO e-mail account - @ilo.org - should be disregarded. In addition, the ILO does not require or need to know any information relating to the bank account details of applicants.

For more information on conditions of employment, please visit: [https://jobs.ilo.org/content/International/?locale=en\\_GB](https://jobs.ilo.org/content/International/?locale=en_GB)

Only shortlisted candidates will be contacted.