

JOB DESCRIPTION – HEADQUARTER AND FIELD POSITIONS

GENERAL INFORMATION:

Title of the posting: Junior Professional Officer in Fundamental Principles and Rights at Work and Labour Law

Duty station: Lima

Duration of the assignment: 12 months, renewable

Grade: P1/P2

Sector or Field Office: ILO Office for the Andean countries

Organisational unit: F

SUPERVISION

Direct Super vision:

Italo Cardona, Director ILO Office for the Andean countries, cardona@ilo.org

Content and methodology of supervision:

An initial time-bound work plan will be agreed between the JPO and the supervisor, in relation to the initial requirements of the position. Regular meetings between the JPO and the supervisor will be scheduled every two weeks to monitor the work plan implementation and make adjustments, if necessary. Frequent meetings will take place with the supervisor – on a daily basis – to discuss and review individual assignments. The supervisor provides detailed instructions, advice and adequate support.

Since one of the objectives is to assist the JPO to acquire relevant work experience, he or she will receive support on how to establish objectives and define activities according to the ILO procedures, to coordinate and implement projects, to review, analyse and discuss documents, and to assist in the revision of technical documents. Additional coaching will be offered by the supervisor in relation to career development opportunities and initiatives.

The JPO will accompany and assist the supervision in missions and he/she will participate in seminars, workshops, relevant meetings, alone or together with the supervisor or other senior staff. Performance management will be reviewed in accordance with ILO's Performance Management Framework, as applicable to Junior Professional Officers.

INTRODUCTION

The current global economy has grown to a scale unprecedented in creating an interdependent global economic network. Despite the clear benefits, globalization has not ushered in an era of prosperity for all, income inequality also grew dramatically in most regions and many countries of the world. In view of this, the international community has recognized the need to establish some basic rules to ensure that globalization offers a fair chance at prosperity for everyone. As argued in the 2013 World Development Report, “the rule of law includes [...] the progressive realization of rights at work, to avoid a situation where growth co-exists with unacceptable forms of employment”. Respect for fundamental rights is the starting point for a virtuous circle of better conditions for workers, rising enterprise productivity, increased consumer demand, more and better jobs and social protection, and for formalizing the informal economy.

The Sustainable Development Goals (SDGs), 2015, have recognized the importance of Fundamental Principles and Rights at work (Conventions on Freedom of Association and Collective Bargaining, 98 and 87, Forced Labour 29, 105 and the 2014 Protocol, Child Labour 138 and 182 and the non-discrimination 100 and 111). by including specific targets related to the elimination of child labour, forced labour, discrimination at work and fundamental freedoms, which encompass freedom of association and collective bargaining.

The ILO has a number of important functions related to promoting the realization and effective implementation of human rights and International Labour Standards, particular the Fundamental Labour Standards

The Associate Expert/ Young Professional Officer will be assigned to work in the Office for the Andean countries and will work under the direct supervision of the Director of the Office to support member States covered by the Office for the Andean countries to fulfil their commitment to respect, to promote and to realize, in good faith, the fundamental principles and rights at work. The geographical coverage for his/her services will be the Andean region, which include Colombia, Perú, Ecuador, Bolivia and Venezuela.

DUTIES AND RESPONSABILITIES

The Associate Expert will carry out the following tasks:

1. Participate in technical assistance activities organized for ILO constituents to build their capacity to respect and fully implement fundamental principles and rights at work (freedom of association and collective bargain; the elimination of forced labour; the abolition of child labour; and the elimination of discrimination at work) and other key conventions for which there is violation of fundamental principles and rights or workers are particularly vulnerable such as C. 169 on Indigenous and Tribal people, C. 189 on Domestic Workers and R 204 informal workers.
2. Participate in action-oriented analytical research on a wide range of policy questions related to the effective promotion of fundamental rights at work, especially in high risk sectors or for the protection of vulnerable categories of workers.

3. Support training activities for ILO constituents (i.e. governments and organizations of employers and workers) on fundamental principles and rights, International Labour standards and the ILO supervisory system.
4. Prepare brief research notes on matters relating to fundamental principles and rights.
5. Provide support on policy advice to labour administrations with a view to strengthening and improving their organizational capacity to design, develop and implement comprehensive fundamental rights at work policies and programmes including with respect to prevention, protection and remediation strategies.
6. Provide support to the establishment and/or expansion of the cooperation with other relevant organizations, institutions or donor agencies for the formulation and implementation of fundamental rights at work technical cooperation programmes.
7. Contribute to the monitoring of trends and progress of the region towards achieving the relevant targets of the Agenda 2030 Sustainable Development Goals.
8. Participate in seminars, workshops and round-table discussions on topical issues related to fundamental principles and rights at work with tripartite constituents and other relevant stakeholders in the member States.
9. Contribute to the mobilization of extra-budgetary resources and to overseeing the implementation of technical cooperation projects aiming to promote fundamental rights at work, including in response to the recommendations made by the ILO's supervisory mechanisms and south-south cooperation.
10. Participate in several UN coordinating bodies such as the Working Group on Human Rights, the Working Group on Inter cultural and indigenous issues and in inter-ministerial coordination bodies set up by the government such as Inter-ministerial working group on human trafficking set up by the government of Peru.
11. Provide other technical assistance at the request of the Office Director or the Senior Specialist.

QUALIFICATIONS AND EXPERIENCE

Level of Education –Degree in law and Master in International Law, International Relations, Labour Law or similar degrees.

Experience– At least two years of professional experience are required. Experience working with institutions in public sector is desirable. Previous experience working with ILO or their constituents will be highly appreciated.

Skills – The positions requires a strong research and analytical skills. Good drafting, editing and proofreading skills in Spanish and English. Excellent computer skills are required, including use of the Internet. Good communication skills.

Professional skills and competencies:

1. Demonstrated ability to respond quickly and flexibly to diverse tasks and deadlines;
2. Ability to organize and prioritize tasks;
3. Strong interpersonal skills and ability to work well in team;
4. Strong oral and written communication skills; proven ability to draft clearly and concisely; Ability to prepare studies and comments.
5. Ability to work independently

TRAINING COMPONENTS AND LEARNING ELEMENTS

Through this experience, the Associate Expert/ Young professional Officer will develop expertise in the areas of human rights, labour law and international law, in particular fundamental principles and rights and international labour standards as well as in the design, programming, monitoring and evaluation of technical cooperation projects and human rights institutions in the region.

In addition, the Associate Expert/ Young Professional officer will acquire a better understanding of the economic, political and social issues of the 5 countries in the Andean region, Colombia, Peru, Bolivia, Ecuador and Venezuela and the challenges they face in addressing human rights and meeting the SDG goals.

More specifically, the Associate Expert will be exposed to:

- Human rights, and the UN and national mechanisms for promotion and enforcement.
- Knowledge of the SDGs and the UN system in the countries.
- Understanding of fundamental principles and rights (Freedom of Association, Elimination of Child Labour and Forced Labour, Non Discrimination) and other related ILO conventions such as C. 169 on Indigenous and Tribal People and C. 189 on Domestic Workers; also recommendation 204 related informal workers.
- Improved knowledge of other ILO Conventions and the e supervisory mechanisms of the ILO and international labour conventions;
- Improving knowledge and understanding in the fields of human rights, labour law, international labour conventions, workers’ rights, indigenous people and women rights.

- Opportunity to improve their professional skills at different levels: technical assistance to public and private institutions, trade unions and employers organizations
- Experience with the design, monitoring and evaluation of technical cooperation projects.
- Opportunity to interact with other United Nations organizations and their officials
- The opportunity to work in a multi-disciplinary working environment and therefore the development of their creativity and their ability to function in the group in a multi-cultural and multidisciplinary;

He or she will also work with the Decent Work specialists of the ILO Office in Lima as well as workers and employers in the region.
