



International
Labour
Office

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Note for supervisors: Please complete the vacancy proposal form and submit it to the Director of the department/office for endorsement. For field positions additional approval is required by mail from the regional HR Partner before final submission to jpo@ilo.org.

VACANCY PROPOSAL FOR JUNIOR PROFESSIONAL OFFICERS (JPO)

Job Description Template – Headquarters and field positions

GENERAL INFORMATION:

Title: Protecting jobs, enterprises and livelihoods in Fragile States

Duty station: Pretoria, RSA

Duration of the assignment: 12 months, renewable

Grade: P2

Department/ Field Office: DWT Pretoria

Organisational unit: ACTEMP

SUPERVISION

Direct Supervision by: Mr. Gary Rynhart rynhart@ilo.org

Overall Supervision by: Director DWT Pretoria

Supervision will cover the identification of tasks to be carried out, their links to the Programmes' overall work plans and deliverables as well as to the significance to the Office's Strategic Policy Framework. A time-bound work plan will be elaborated between the JPO and the supervisor in the first month of the assignment and regular meetings between the JPO and the supervisor will be scheduled as part thereof to monitor accomplishment of agreed milestones.

As necessary, the supervisor will provide detailed instructions, guidance and coaching for carrying out each assignment. The work is reviewed by or discussed with the supervisor at various stages before completion in order to verify general accuracy of facts, soundness of analysis and findings, conformity with instructions and policy, and

accomplishment of assigned objectives and assignments. Besides bilateral dialogue, feedback to draft documents and regular programme/unit meetings, the JPO will accompany and assist the supervisor in joint missions, workshops and other relevant meetings where necessary/appropriate.

Performance management will be reviewed in accordance with ILO's Performance Management Framework, as applicable to Junior Professional Officers.

INTRODUCTION

While conflict between nations are less frequent than they were in past decades, conflict within states is increasing. The world is a more violent place than ever before. The resulting deterioration in social conditions in Fragile States can destabilize neighbouring States into which problems overflow, in the form of refugees, trafficking, criminality and related manifestations.

The new global framework for development, the "Sustainable Development Goals (SDGs)" has responded to these challenges in four critically new ways. First, the importance of decent work as a means of supporting families and communities is explicitly highlighted (SDG 8). Second, building and promoting positive peace is a central objective, rather than just containing conflict and its consequences (SDG 16). Third, preventing crisis along with building resilience to face them, are guiding implementation principles. Finally, the role of the private sector in making these objectives a reality is newly accentuated.

By 2030, the endpoint of the SDGs, an estimated 80 per cent of the world's extreme poor will live in Fragile States. On average, 35 per cent of low- and middle-income countries are 'on track' to meet selected SDG targets (those relating to meeting basic needs). Just 18 per cent of fragile states are 'on track'. The number of undernourished people will rise by 84.5 million, the number lacking improved sanitation by 45 million, and the number living in slums by at least 106 million. This means that, as of 2030, a larger number of people in crisis, most of whom live in Fragile States, are likely to face these unmet basic needs.

Despite global progress in poverty reduction, health, education, and the economy, Fragile States will be left behind by the Sustainable Development Goals (SDGs) without major efforts. This is where the SDGs will succeed or fail.

As the UN embarks on process of major reforms, responding to these stark challenges is first and foremost.

A Key principle of the reform process, is the strengthening the inter-linkages between sustainable development, humanitarian action and peacebuilding.

"Implementing the Sustainable Development Goals universally is the most effective strategy to mitigate risks, prevent crises and build the resilience of communities

and institutions. Conversely, the 2030 Agenda will not be achieved without effective and integrated responses in countries emerging from conflict or facing humanitarian emergencies and other crises. As stated repeatedly, a strengthened focus on the humanitarian-development nexus, including, as relevant, its linkages to peace, must not lead to a diversion of funds or shift in focus from development to other objectives.” (Report of Un SG “Implementation of General Assembly resolution 71/243 on the quadrennial comprehensive policy review of operational activities for development of the United Nations system, 2019 Report of the Secretary-General” (April 2019)

In response to these developments and in line with the SDG framework, the ILO has developed a **Sustainable and Resilient Enterprises (SRE)** Platform and together with GiZ a “SRE Development Group” made up of international practitioners.

The SRE Development Group has been designed as a space to bring together multiple partners including other UN agencies to promote decent work and sustainable & resilient enterprises. It is a new and innovative approach to support enterprises and their workers in fragile settings.

To support business resilience, the SRE Group has developed four work streams:

- Group 1: Micro Home-Based Enterprises (MHBE): Identifying the target group, developing indicators that define their specific situation as well as proposing measures and activities to support MHBEs.
- Group 2: Beyond Economic Growth Group (BEGG): Developing the potential and capacities of SMEs to enable their transition out fragility beyond the economic growth dimension.
- Group 3: Business Continuity Management: Developing an incentive based (pilot) programme to enhance SMEs resilience to fragility through tailored/localized business continuity management tools
- Group 4: SME’s Impact on Peace: Formulating theories of change that explain the contribution of private sector development/ SME Development to peace

The workstreams will advance in 2020/21 and in particular advance research projects (on these themes) and also the development of technical projects to enable the ILO, GIZ and partnering organizations to support the business community in fragile settings.

The JPO will work directly (with ILO specialists that work across diverse disciplines including enterprise and private sector development, peace and resilience, business representative organizations and partnership development) with the SRE group as it advances these work streams. The JPO will also support ILO colleagues across the Africa region on developing and following up on developed concept notes, producing key material to support the SRE group, and assisting engagement opportunities with the SRE, stakeholders and potential donors.

DUTIES AND RESPONSIBILITIES

Under the direct supervision of the supervisor, the JPO will perform the following duties and responsibilities:

- Support the further development of the SRE Group
- Help with the development of further tools, products and training materials
- Promote and coordinate dissemination and use of [the SRE platform](#) tools, products and training materials within ILO structures across the region;
- Undertake related research on the role of the private sector and social partners in fragile settings in Africa and its connection to spill over issues of migration and refugee flows;
- Participate in the development and implementation of a broader programme to enhance capacities of ILO constituents in fragile settings;
- Contribute to the formulation of project proposals with a focus on resilience and sustainability;
- Assist in the organization of consultation events with ILO constituents, other ILO programmes and field offices, and development partners focussing on the role of the private sector in fragile situations and related issues of migration and refugees flows;
- Contribute to generate and disseminate knowledge and evidence on innovative practices of supporting enterprises and workers in fragile settings;
- Assist in liaising with ILO constituents, other ILO programmes and field offices, and development partners focussing on resilience and sustainability strategies in fragile settings.
- Undertake missions as necessary.
- Perform other duties as may be assigned.

QUALIFICATIONS AND EXPERIENCE

Education:

Advanced university degree in Development Economics, Politics, Enterprise development, Business Management or development studies

Work experience:

Two years of working experience in a related field, preferably some experience related to developmental/fragility issues in low-income countries. Good research skills a plus.

Skills required for the assignment:

Strong research and analytical skills.

Good drafting, editing and proofreading skills.

Good computer skills.

Excellent communication skills.

The incumbent will benefit from previous exposure to teamwork in a multicultural environment.

Languages:

Minimum – Excellent command of English.

Desirable – Good knowledge of French and/or Portuguese would be an asset.

ILO competencies:

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

- Ability to communicate effectively, both in written and oral form.
- Proven ability to take initiative and work independently as well as cooperate as an effective team member.
- Ability to identify and meet internal and external client needs and build productive relationships.
- Ability to work in a multicultural environment, and gender-sensitive behaviour and attitudes are also required.

TRAINING COMPONENTS AND LEARNING ELEMENTS

Training components:

The position requires a variety of technical and transferable skills which can be developed on the job. Through the hands-on work on the SRE, the JPO will develop skills in conceptualising research, products, tools and development cooperation opportunities which are critical skills to successfully working in an international organization. . Through guidance of the supervisor and senior colleagues the JPO will be able to further improve presentation and training skills. The JPO will be extensively trained on the job and be able to attend a wide range of training courses inter alia in collaboration with the International Training Centre of the ILO in Turin.

Learning elements:

- Become familiar with ILO's institutional and informal coordination mechanisms.
- Become familiar with ILO's mandate and the positioning of ILO's Technical Cooperation work.
- Interact with a variety of stakeholders including ILO colleagues, constituents and private sector partners at national and international levels.

- Get acquainted with the work of an interdisciplinary and intercultural team.
 - Acquire in-depth knowledge on resilience and sustainability strategies in fragile settings.
 - Participate regularly in ILO technical missions
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BACKGROUND INFORMATION

1. Introductory video explaining the SRE platform here: <https://conflictdisaster.org/news/videos/>
2. The SRE tools can be accessed at this location along with further information: www.conflictdisaster.org
3. Link to ACTEMP website: <https://www.ilo.org/actemp/lang--en/index.htm>
4. link to DWT Pretoria website: <https://www.ilo.org/addisababa/about-us/offices/pretoria/lang--en/index.htm>