

## JOB DESCRIPTION – HEADQUARTER AND FIELD POSITIONS

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### GENERAL INFORMATION:

**Title of the posting:** JPO on Promoting Sustainable Supply Chains

**Duty station:** Bangkok

**Duration of the assignment:** Two years

**Sector or Field Office:** DWT/CO Bangkok

**Organisational unit:** DWT/CO Bangkok

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### SUPERVISION

**Direct Supervision by:** *Kelvin Sergeant, Enterprise Development Specialist, DWT/CO Bangkok*

**Overall Supervision by:** *Graeme Buckley, Director, DWT/CO Bangkok*

**Content and methodology of supervision:**

*Daily contact, joint missions, joint outputs with other team members, etc.*

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### INTRODUCTION

*Globalization means that industrial supply chains are stretching to all corners of the world. In developing and emerging economies, global supply chains offer unprecedented opportunities for enterprises to grow and create jobs. However they also present challenges. The primary objective of the ILO Decent Work Team for East, South East Asia and the Pacific is to provide technical support to the work of ILO Country Offices in assisting Governments, Employers' and Workers' Organisations in East and South-East Asia and the Pacific in their efforts to promote decent work and sustainable development. This technical support covers a wide range of specific subjects within the four core areas of the ILO's mandate; these are rights at work, employment, social protection and social dialogue. Included in this is the promotion of sustainable, responsible business practices in global supply chains, supporting competitiveness and job creation and their linkages to Decent Work, each key priorities for the ILO in Asia and the Pacific*

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### DUTIES AND RESPONSABILITIES

The position would be to assist and further develop the efforts of the ILO to promote responsible and sustainable enterprise level practices in the supply chains of East and South-East Asia, in close collaboration with and under the supervision of the DWT's enterprise development specialist. The ILO's work on responsible practices in global production networks includes promoting

dialogue between governments, employers and workers' organisations and providing tools and assistance to better understand the social / labour and environmental / cleaner production dimensions of corporate responsibility.

There are several key reference points for the ILO's work in this area – including the report of the Committee on Decent work in global supply chains, based on the consultations during the 2016 International labour conference; the ILO's Declaration on Fundamental Principles and Rights at Work which creates a requirement for governments to implement the principles of the ILO's core labour standards; and The Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy ("the MNE Declaration"). The MNE Declaration is a guideline on enterprise behaviour for governments, ILO constituents and enterprises. Most voluntary company initiatives reference principles that can be found in these two documents and have their roots in international labour standards. The environmental component of the ILO's work, and its linkage to good labour practices, is highlighted in its Guidelines on sustainable development, decent work and green jobs, adopted by the ILC in 2015, which provides practical guidance on country-level action.

The expert's responsibilities will link to and encourage linkages between a variety of on-going initiatives related to labour and environmental practices in global supply chains, including in rural economies. The ILO has programmes to support responsible practices in global supply chains, with particular emphasis on the garment sector, including its well known Better Work, SCORE and Green Jobs initiatives. Typically such work highlights the importance of social dialogue and worker involvement for broad based good practice, integrating the 'triple bottom line' of social, environmental and competitive performance in production facilities.

Challenges exist in debunking the myth that adhering to labour standards and promoting good working conditions is too costly for business. Through the work of the DWT efforts are being made to demonstrate the responsible and sustainable business practices are an essential ingredient to sustained growth and prosperity.

**The JPO will carry out the following tasks:**

- Building on previous studies conducted by the ILO, carry out an updated mapping exercise of the current ILO activities in the East and South East Asia region on sustainable, responsible practices in global supply chains, highlighting the strengths and opportunities of the various ILO tools and intervention models related to Business Development Services, including in support of rural employment and enterprise development initiatives. ;
- Assist with the gathering information and helping further develop responsible supply chain management with a view to building and sharing the ILO's knowledge base on the work that is being done, better understanding the impacts of these practices, drafting case

studies and developing tools for ILO constituents to promote responsible workplace practices;

- Carry out a review of the institutions (business advisory firms, development programmes, business schools and research institutions) and their methodologies and tools with a view to establishing a relevant partnership roster / resource group for collaboration and joint initiatives, building on existing tools and approaches, of ILO and others, to promote responsible and competitive supply chain practices;
- Support outreach and development of collaboration, through engagement with identified partners and resource groups. Establish a network of academics, practitioners and others interested in sharing information, tools and materials with a view to promoting responsible workplace practices in the region;
- Explore additional methods of strengthening the community of people involved in work on sustainable and responsible business practices across the South East Asia sub-region, supporting collaboration with social partners and the private sector as well as including through the use of social networking and Internet-facilitated approaches;
- Working with various supply chain initiatives across the region, assist in the development and delivery of learning activities for potential partners, including business associations, private sector firms and their supply chains, business schools/institutions, and other development partners, with a view to expanding the reach and knowledge of the importance of sustainable and responsible business practices with emerging and future business leaders;
- Assist in developing an integrated narrative and presentation of the ILO's supply chain development programmes and products, including social dialogue, workplace cooperation, and the linkage of good management practices to both good labour and good environmental practices, resulting in a coherent and integrated package of informational materials for both internal and external audiences.

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## **QUALIFICATIONS AND EXPERIENCE**

**Education:** A relevant university postgraduate degree, preferably in the area of economics, engineering, development economics, management or business.

**Experience:** Preferably experience in social and environmental responsibility, sustainability and/or supply chain management and public-private partnerships. Additional experience in social dialogue, communications, knowledge management, project management and working in a team environment would be a considerable benefit.

**Skills:** Excellent computer skills, including use of Internet, MS Word, Excel and PowerPoint.

**Languages:** Fluency in English, working knowledge of one other language in the region would be beneficial.

**Competencies:**

The Expert will be expected to be self-motivated and be comfortable dealing with a variety of parties both inside and outside the ILO. They should be able to comfortably present to groups and working at high levels with both employers, workers and their representatives.

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## **TRAINING COMPONENTS AND LEARNING ELEMENTS**

### **Training components:**

Through the JPO programme the expert will receive exposure to:

- Key developments taking place in the field of responsibility and sustainability management, and supply chain management;
- Working in a cross-cultural and multi-disciplinary environment;
- International labour and industrial relations with special emphasis on corporate social responsibility and good labour practices at the enterprise level;
- The structures and functions of the International Labour Office in Asia, as well as the various components of the ILO globally;
- The design, preparation and introduction of training approaches and supporting materials in cooperation with counterpart institutions.

During the course of the assignment, the expert would be expected to assist and help develop and deliver training tools with social partners, business associations, other private sector actors, development institutions, governments, business schools and other leading institutions in the region. S/he would also obtain an in-depth understanding of the challenges associated with multi-stakeholder initiatives, the process of technical cooperation implementation and support as well as stakeholder relations.

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## **BACKGROUND INFORMATION**

- The position would be to support the office's support to responsible supply chain practices, under the direct supervision of the ILO's enterprise specialist and close collaboration with other specialists on the DWT Bangkok, covering 17 countries in East and South East Asia and the Pacific;
- Bangkok is home to the ILO's largest office outside of headquarters, comprised of the Asia regional headquarters, the technical offices supporting East and South East Asia and the Pacific, and programme officers responsible for various countries of the region. Supporting the most populous and diverse sub-region in the world, with more than a quarter of the world's population, the DWT's specialists provide

technical support to countries with levels of development ranging from LDC (for example, Cambodia, East Timor, Samoa) to the highly industrialized nations of Japan, Republic of Korea and Singapore.

The ILO values diversity among its staff. We welcome applications from qualified women and men, including those with disabilities as well as applications from non and under-represented countries.