



Ref 2369
Sept 2023

Terms of Reference

Job Description: **JPO - Agribusiness Productivity Ecosystems Development for Decent Work (AGRIPED)**

Background

Achieving higher productivity and decent work is a particular challenge to most emerging and developing economies. Key constraints range from insufficient structural transformation in production sectors, and the challenges of enterprise formalization that tend to impede newly created jobs linked to global and regional value chains in providing the needed protection and incomes for workers.

The ILO ProAgro initiative in Ethiopia on promoting decent work in agribusiness sector adopts the ecosystems approach to improve productivity and working conditions at enterprise level. Best practices are mainstreamed to bolster market competitiveness, adherence to occupational standards, and improving management processes aimed at generating productivity. At policy level, the project supports government on investment attraction.

ProAgro is funded within the German Cooperation Special Initiative on training and job creation in the agribusiness sector. As higher productivity is key to achieving these objectives, the project is supporting a selection of agribusiness enterprises both within and outside of the Government established Integrated Agro Industrial parks to adopt state of the art productivity improvement procedures. The interventions have made significant impact on the participating enterprises in the food processing sector, and a mapping of 50 Medium, Small and micro enterprises that have signed up to the ProAgro Keizen support for Productivity Improvement will be considered.

Current focus of the ProAgro support include: -

- To replicate some good examples on Productivity in other interventions of ILO for the agro-processing sector . .
- Expand the current successes under ProAgro interventions to more enterprises, including informal sectors with particular emphasis on women owned agro-processing SMEs.
- Contribute to the policy dialogues on the benefits of improved Productivity ecosystem and the links to decent employment . The involvement of the social partners, industry and Government in the process is key to ProAgro in convening regular policy discussions, debates, and knowledge sharing to link the work on productivity ecosystems development with policy.
- Facilitating industry-to-industry engagements to share experiences, promote best practices.

The services of a JPO are therefore required to complement the ProAgro team and implementing partners in this process. The responsibilities of the prospective JOO are:-

- i. Support the ProAgro project in mapping, synthesizing trends, issues and priorities for support .**
- ii. Contribute to the Country Office thematic Working Group on Productivity and identify synergies for scaling up project outreach and collaborations.**
- iii. Support the ProAgro Implementing agency on Productivity and Enterprise in the regular monitoring at industry level (SMEs, Cooperatives,).**
- iv. Support in design, stakeholder identification, launch and coordination of the Agribusiness Productivity Ecosystems and Decent work partners Platform**



Ref 2369
Sept 2023

Required Competencies and Experience

Education:

- Advanced university degree (Master's Degree or equivalent) in Business Administration; Agriculture/ Enterprise Development /Investment; Production, Quality systems/ Labour studies, or closely related field considerations required.

Experience:

- Knowledge of the ILO mandate and ability to facilitate operational engagements with the relevant constituents.
- Relevant experience in working with Governments, Public Sector private sector entities in the manufacturing, agro-processing or service sectors .
- Experience related to labour standards: especially in agriculture sector and MSME development, work place standards, Occupational safety and Health, and decent work conditions
- Exposure in Agri value chain employment is an added advantage
- Demonstrates integrity and ethical standards, promotes the vision, mission, and strategic goals of the ILO.
- A perfect knowledge of the current industrial policy and employment drive of Ethiopia's industrialisation and job creation agenda.
- Possesse the capacity for strategic planning, result – based management and reporting.
- Strong knowledge in analysis and application of gender dimensions in productivity

Language Requirement:

- Excellent oral and writing skills in English.