



International
Labour
Office

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VACANCY PROPOSAL FOR JUNIOR PROFESSIONAL OFFICERS (JPO)

GENERAL INFORMATION

Title:	JPO on decent work in the transport and maritime sectors, including a just transition in freight logistics and urban mobility
Duty station:	Geneva, Switzerland
Duration of the assignment:	12 months, renewable
Grade:	P2
Department/ Field Office:	Sectoral Policies Department (SECTOR)
Organisational unit:	Transport and Maritime Unit (MARITRANS)

SUPERVISION

Direct supervision by:

Mr. Tariq Haq, Head, Transport and Maritime Unit (MARITRANS), Sectoral Policies Department (SECTOR), haq@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 in the maritime and transport sectors.

Regular meetings between the JPO and the supervisor will be scheduled every 2 weeks minimum to discuss progress. The JPO will also participate in regular team and Department meetings.

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.

INTRODUCTION

The Sectoral Policies Department (SECTOR) is located within the Cluster on Governance, Dialogue and Rights of the International Labour Organization. It is the ILO's platform for addressing all aspects of work in various sectors of economic activity. It provides an important window on the world of work, bringing together ILO constituents at the international, regional and national levels. This approach integrates all of the ILO's strategic objectives and allows for real, practical outcomes to the ILO's work in specific sectors. SECTOR's workplan includes research, tripartite meetings, national activities, standards promotion, and cross-sectoral activities. Sectoral social dialogue provides the ILO's constituents with opportunities for interaction on issues of concern in their sector.

SECTOR leads Office work on Output 1.5 - Increased capacity of Member States to implement sectoral international labour standards, codes of practice, guidelines and tools, as well as well as Output 3.3 - Increased capacity of Member States to formulate and implement policies and strategies for creating decent work in rural areas.

SECTOR's Transport and Maritime Unit (MARITRANS) closely follows emerging trends and challenges linked to supply chains, logistics and urban mobility, and all aspects of work in the maritime context, and includes the following industrial sectors: civil aviation, fishing, inland waterways, ports, railways, road transport and maritime shipping. The unit also works closely with employers' associations, trade unions and governments in specific sectors; with global union federations and business alliances; and with other international organizations or mechanisms such as the Global Compact, FAO, ICAO, IMO, OECD, UNECE, and UN OCEANS. MARITRANS actively participates in a range of task forces, working groups and collaborative arrangements, including the Just Transition Maritime Task Force, the UN Task Force on the impact of COVID-19 on seafarers, Joint Action Group for transport workers, Joint FAO/IMO ad hoc Working Group on IUU fishing, the ILO/IMO Joint Tripartite Working Group to identify and address seafarers' issues and the human element and ICAO's CAPSCA, to name a few.

In the follow up of mandates provided by ILO meetings, MARITRANS is also focusing on attraction and retention, and providing solutions to its constituents for upping the quality of employment in the transport and maritime sectors. This as during and after the COVID-19 pandemic, labour shortages have been rampant in a number of transport and maritime occupations. MARITRANS activities are also geared towards the improvement of industry image, including by promoting inclusivity and gender equality.

DUTIES AND RESPONSIBILITIES

Under the direct supervision of the Head of the Transport and Maritime Unit, the JPO will perform the following duties and responsibilities:

1. Contribute towards the development, drafting, promotion, implementation and enforcement of the ILO's sectoral international standards (in particular the Work in Fishing Convention, 2007 (No. 188) and the Maritime Labour Convention, 2006, as amended) and regulatory tools for the maritime and transport sectors;
2. Undertake research, and produce or contribute to, draft: reports for discussion, working papers, inputs, concept notes, proposals, presentations, talking points, scripts, and media content or press releases;
3. Participate as a member of secretariat in ILO meetings (including note-taking and report writing) to build consensus among sectoral constituents at global, regional and national levels and to reach policy and action-oriented recommendations in relation to emerging topics of special importance for the MARITRANS sectors;
4. Assist in development, promotion, dissemination and knowledge sharing activities with regard to emerging trends and challenges in the MARITRANS industries through the collection and analysis of sector-specific data, focused research, and production of inputs for draft reports and working papers;
5. Assist in technical backstopping, project implementation and monitoring of projects and programmes related to strengthening the capacity of governments, employers' and workers' organizations, for advancing the decent work agenda at country level; and
6. Contribute to the promotion of decent work and social justice at sectoral level, through partnerships with other United Nations agencies and multilateral organizations.

During the period of assignment, the JPO will contribute to the following key outputs:

- the implementation of promotional campaigns of ILO instruments and regulatory tools (guidelines, codes of practice) for the MARITRANS transport modes (including the Work in Fishing Convention, 2007 (No. 188) and fishing sector tools);

- the support of the ILO's participation and influence in international initiatives and efforts related to **decarbonization of the transport** and maritime sectors, by undertaking research, and drafting papers, inputs, presentations, scripts, with respect to the **social aspects of a just transition** in MARITRANS' sectors, and taking into consideration a more tailored application of the ILO's *Guidelines for a just transition towards environmentally sustainable economies and societies for all* and any related International Labour Conference outcomes;
- the development of research to follow up on recurrent work included in ILO mandates in conclusions, and resolutions, in particular, focused on providing solutions and documenting best practices on decent work, to support sectoral constituents in their efforts to **attract and retain workforce** to combat labour shortages, by fighting against forced labour, abusive recruitment practices, poor working conditions, violence and harassment, abandonment and criminalization among others, and improve the **social sustainability, attractiveness and gender equality** of the maritime and transport sectors. The impacts in the transport and maritime sectors of the adoption of *safe and healthy working environment* as a "fifth" FPRW as well as the blue economy may also be subjects of research; and
- preparations for and servicing of SECTOR global and regional meetings.

QUALIFICATIONS AND EXPERIENCE

Education:

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.

Work experience:

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

Desirable: Work experience in maritime or transport issues.

Skills required for the assignment:

Minimum: Ability to carry out assignments in accordance with instructions and guidelines; ability to conceptualize, plan, coordinate and conduct straightforward research work; ability to draft papers, reports; good computer skills; ability to effectively participate in multi-disciplinary teams; and ability to work with strict deadlines.

Desirable: Good knowledge of industrial relations or responsible business conduct in transport and maritime issues with respect to the ILO Decent Work Agenda would be an asset.

Languages:

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

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

ILO competencies:

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

1. **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.

2. **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.

3. **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.

TRAINING COMPONENTS AND LEARNING ELEMENTS

Training components:

The JPO will have regular meetings with the supervisor, on the job training and participate in relevant department/team meetings, joint staff development initiatives, and in training and knowledge sharing events on selected topics related to the transport and maritime sectors.

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.

Learning elements:

1. To become familiar with ILO's mandate and the institutional and informal coordination mechanisms;
2. To interact with relevant national and international institutions working on transport and maritime issues with respect to the Decent Work agenda, including within and outside the UN system;

3. To get acquainted with the work of a multi-disciplinary and multi-cultural team;
 4. To gain in-depth knowledge of decent work in the transport and maritime sectors;
and
 5. To draft technical reports and materials for publication.
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The ILO values diversity among its staff. We welcome applications from qualified women and men, including those with disabilities.

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.

The ILO has a smoke-free environment.

