



International
Labour
Organization

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VACANCY PROPOSAL FOR JUNIOR PROFESSIONAL OFFICERS (JPO)

GENERAL INFORMATION:

Title: Junior Professional Officer in inclusive labour relations

Duty station: Geneva, Switzerland

Duration of the assignment: 12 months, renewable

Grade: P2

Department/ Field Office: Governance Department

Organisational unit: Social Dialogue, Labour Relations and Governance of Work Branch (LABGOV)

INTRODUCTION

The position is located in the Social Dialogue, Labour Relations and Governance of Work Branch (LABGOV). The Branch's mandate is to promote the effective and inclusive governance of work and sound labour relations, through the enhancement of legal and regulatory frameworks, the promotion of collective bargaining and social dialogue, as well as the strengthening of labour administration, labour inspection and labour dispute prevention and resolution systems.

The Branch provides policy guidance, technical support and capacity-building to constituents in developing sound legal and regulatory frameworks, based on international labour standards, that provide the necessary protection and ensure access to labour justice for all and the rule of law. It supports them in promoting an effective and inclusive social dialogue to enhance its impact in policy making, strengthening and promoting collective bargaining processes and outcomes and sound labour relations, together with strong labour administration, as key institutions for an effective and inclusive governance of work. Through a strategic compliance approach, the Branch also supports labour inspectorates to enhance enforcement of national laws and regulations, as well as collective agreements, for an effective workplace compliance.

The position is responsible for supporting the ILO's work on collective bargaining and labour relations, with a focus on promoting inclusiveness and expanding coverage to excluded worker groups. It involves conducting legal research, managing and updating comparative industrial relations databases, contributing to country-level technical

assistance, and supporting knowledge-sharing initiatives. The role also includes assisting in the preparation of key reports, such as the Recurrent Item discussion on Social Dialogue (ILC 20260).

The incumbent works under direct supervision of the Senior Labour Relations and Collective Bargaining Specialist of LABGOV.

KEY DUTIES AND RESPONSIBILITIES

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

- Contribute to the effective implementation of the ILO strategy on collective bargaining, notably regarding the components related to foster the inclusiveness of labour relations.
- Conduct research on legal trends (legislative and judicial) and existing practices regarding the application and extension of collective agreements to cover excluded groups of workers.
- Gather data and information for evidence-based bargaining and making it available to social partners. Such data may include, for example, GDP growth (including sectoral composition), changes in productivity, inflation, employment and unemployment, income and wage distribution, and trends in compensation, disaggregated by sex, age and other characteristics, as applicable.
- Develop and disseminate evidence-based promotional and capacity-building products to demonstrate how collective bargaining can be used as a complementary measure in labour market governance and as a regulatory response to emerging challenges and opportunities, such as technological and environmental transitions.
- Assist in expanding, updating and disseminating comparative industrial relations legal database (IR Lex), including backstopping of external collaborators' work.
- In collaboration with relevant field specialists, contribute to the assistance provided at country level by the ILO to its constituents on labour relations and collective bargaining and assist with the collection and analysis of CBAs from around the world
- Organize meetings, knowledge-sharing events and webinars
- Prepare presentations, thematic briefs and other materials.
- Perform other relevant duties as assigned.

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

- Contribute to the Report for the Recurrent Item discussion on Social Dialogue (ILC 2026).
 - Training materials and other information and knowledge products
 - Inputs on Project documents, materials
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QUALIFICATIONS AND EXPERIENCE

Education:

An advanced university degree in labour law or economics

Work experience:

Minimum:

Relevant work experience of 2 to a maximum of 4 years either at national or international level.

Desirable:

Work experience with governments or social partners, multi-national enterprises and multi-stakeholder initiatives on social responsibility, development cooperation, research and/or in an international organisation.

Languages:

Minimum:

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

Desirable:

A working knowledge of a second working language of the ILO would be an asset.

ILO competencies:

1. Good communication skills, both written and verbal.
2. Capacity to work on own initiative as well as cooperate as a team member.
3. The ability to work in a multicultural environment, and gender-sensitive behaviour and attitudes are also required.

In addition to the ILO core competencies, the following is required:

- Strong analytical and research skills regarding labour markets and social inclusion
- Good skills in the use of qualitative research methods, skills in quantitative research methods would be an advantage

- Knowledge of IT applications for information collection, management and dissemination.
- Ability to identify sources and develop methods for data collection.
- Ability to prepare and deliver internal presentations and messages, using a range of techniques and technologies.

TRAINING COMPONENTS AND LEARNING ELEMENTS

Training components:

Through the work in contributing to global products get trained to develop an understanding of applied knowledge generation..... Through guidance of the supervisor and senior colleagues get trained in how collective bargaining can help to regulate the labour market and reduce inequalities.....

Learning elements:

- Become familiar with the mandate and functions of ILO, its tripartite structure and Governing Organs (International Labour Conference and Governing Body)
- Become familiar with Results Based Management (strategic planning and resources)
- Gain experience in project design
- Gain experience on policy-oriented research
- Gain experience in consensus building through facilitation of dialogues and negotiations
- Get acquainted with the work of a multi-disciplinary and multi-cultural team.

BACKGROUND INFORMATION

The [ILO integrated strategy for the promotion and implementation of the right to collective bargaining](#), as adopted by the Governing Body in November 2023. The integrated strategy for the promotion and implementation of the right to collective bargaining as a voluntary means of determining terms and conditions of employment and an important mechanism to foster more inclusive, sustainable and fair societies. The objective of the proposed strategy is twofold, namely, to enhance:

- (a) the coherence and effectiveness of the ILO's approach towards collective bargaining, including within the Office; and
- (b) the Organization's capacity to foster policy coherence on this subject within the multilateral system. The future establishment of the Global Coalition for Social Justice and the need for the ILO to contribute to the United Nations Common Agenda offer important opportunities. The proposed strategy suggests priorities for action as well as the range of services and activities that the Office could carry out.

The CB/LR team primarily contributes to Outcome 2 of the ILO's 2024-2025 Programme and Budget: *"Strong, representative, and influential tripartite constituents and effective social dialogue"*. Specifically, it supports Output 2.3: "Increased capacity of Member States to make social dialogue more influential and labour relations institutions and processes more effective."

Additionally, in collaboration with other teams in LABGOV, the CB/LR team also contributes to Output 2.4: "Increased institutional capacity of labour administrations."

The ILO values diversity. We welcome applications from qualified women and men, particularly those with disabilities and from non – or under - represented member States. If needed, reasonable accommodation will be provided in the recruitment phase as well as during the JPO assignment to ensure equality of opportunities.

The ILO has a smoke-free environment.