



International  
Labour  
Office

## ILO - INTERNATIONAL LABOUR OFFICE

### Job Description – Junior Professional Officer (JPO) Programme

#### 1. General Information

<b>Title:</b>	<b>JPO in Advocacy and Partnerships –</b> Fundamental Principles and Rights at Work / Alliance 8.7
<b>Department:</b>	Governance and Tripartism Department (GOVERNANCE)
<b>Organization Unit:</b>	Fundamental Principles and Rights at Work Branch (FUNDAMENTALS)
<b>Duty Station:</b>	ILO Headquarters, Geneva
<b>Duration of assignment:</b>	<b>2 years with possibility of extension for another year.</b> The extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance

**Please note that for participants of the JPO-Programme two years work experience are mandatory!** Relevant work experience can be counted. In order to assess the eligibility of the candidates, we review the relevant experience acquired after obtaining the first university degree (usually bachelor's degree).

#### 2. Context

Fundamental Principles and Rights at Work (FPRW) cover four thematic areas: 1) freedom of association and the effective recognition of the right to collective bargaining (FACB); 2) the effective abolition of all forms of forced or compulsory labour; 3) the elimination of child labour; and 4) the elimination of discrimination in respect of employment and occupation. These principles are embodied in the 1998 Declaration on Fundamental Principles and Rights at Work (the 1998 Declaration), which has become one of the most widely referenced ILO instruments and provides a foundation for the

ILO's vision of decent work for all. In June 2017, the International Labour Conference adopted a resolution <sup>1</sup> and framework for action for the effective and universal respect, promotion and realization of fundamental principles and rights at work for the period 2017–23. To implement this resolution, a plan of action was adopted by the ILO's Governing Body in October 2017<sup>2</sup>.

The promotion and implementation of Fundamental Principles and Rights at Work (FPRW) requires strong, inclusive and multi-stakeholder initiatives to be successful. The "Alliance 8.7" has been launched by the ILO in September 2016 as a Global Partnership to support countries in ending forced labour, "modern slavery", human trafficking and child labour (SDG target 8.7 of the Agenda 2030) and to accelerate action. It has now 224 partners and operates with four Action Groups on the global level, addressing root causes of these human rights violations in the context of (1) humanitarian crisis, (2) supply chains, (3) migration and (4) the rule of law and governance. It also supports 15 pathfinder countries in four continents with an acceleration strategy based on the exchange of data, knowledge, good practice and innovative tools. The idea is to mobilize resources and scale up proven, workable and cost-efficient solutions. Four business networks are contributing to the Alliance, dealing with different aspects of target 8.7.

The ILO/FUNDAMENTALS branch has the overall responsibility for implementing the FPRW Action Plan 2017-2023 and acts as the Secretariat of Alliance 8.7. Advocacy and outreach play a key role in supporting these efforts, in raising awareness, and in galvanizing political will to promote the full realization of fundamental principles and rights at work.

### **3. Description of duties:**

The JPO will support the Secretariat of Alliance 8.7 and the Advocacy and Partnerships team within ILO/FUNDAMENTALS in developing initiatives, generating capacity, knowledge, and communicating through targeted and tailored communications both within and outside the Office, by:

1. Supporting the development of key initiatives under the FPRW framework for action, and the plan of action;
2. Supporting the roll-out, consolidation and up-scaling of initiatives under the Alliance 8.7;
3. Supporting the development of respective project and programme proposals for Alliance 8.7, including desk research, drafting project documents and participating in resource mobilization;
4. Contributing to the development of research, measurement and indicator frameworks and other knowledge products for the Alliance 8.7 and on fundamental principles and rights at work;
5. Developing proposals for capacity building initiatives with ILO constituents and other Alliance 8.7 stakeholders for projects in the relevant areas (child labour, forced labour, fair recruitment, human trafficking);
6. Drafting inputs for Alliance 8.7 and FPRW advocacy and communication materials;

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<sup>1</sup> ILO: [Resolution concerning the second recurrent discussion on fundamental principles and rights at work](#), International Labour Conference, 106th Session, Geneva, 2017.

<sup>2</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---relconf/documents/meetingdocument/wcms\\_579684.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_579684.pdf)

7. Participating in planning and organizing Alliance 8.7 events at the national, regional and global level, including pathfinder workshops, conferences, seminars, high-level forums and other meetings aimed at the achievement of SDG targets 8.5, 8.7 and 8.8.3
8. Generating contents for various media channels, including (where applicable) websites, facebook, twitter and blogs;
9. Any other subject related ad-hoc tasks requested by the supervisor and in line with the job description.

#### **4. Required Qualifications**

##### **Education**

**Master's degree** in Political Sciences, Social Sciences, International Law, Labour Law, Human Rights Studies, Labour Economics, or related field.

##### **Experience**

Relevant work experience up to two years either at the national or international level, preferably in at least one of the areas of fundamental principles and rights at work.

##### **Languages**

Fluent in English. A good working knowledge of at least one of the ILO's other official languages (French, Spanish) would be an advantage.

##### **Competencies**

- Good communication (written and oral) skills;
- Good research skills;
- Able to work in a team;
- Able to multi-task.

#### **5. Additional information**

Upon completion of the assignment the JPO will have:

- Developed in-depth knowledge of the principles enshrined in the fundamental Conventions, other relevant International Labour Standards, and the work of the ILO supervisory mechanisms
- Gained experience in developing and using advocacy and communication tools to promote FPRW and the Alliance 8.7
- Gained insights into the working of a Global SDG Partnership (Alliance 8.7)
- Contributed to strengthening the evidence base for policy action
- Gained insight into working across a variety of different organizations, in a multi-stakeholder environment on human rights at work
- Familiarized him/herself with communication and advocacy tools

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<sup>3</sup> <https://sustainabledevelopment.un.org/sdg8>

## **6. Supervision**

The JPO will be based at the ILO's Headquarters in Geneva, and will work with the Senior Technical Officers on Freedom of Association and Collective Bargaining, on Child Labour, on Forced Labour and on Non-Discrimination, under the overall supervision of Head of the Advocacy and Partnerships Unit in the Fundamental Principles and Rights at Work branch (FUNDAMENTALS).

### **Direct supervisor**

Head of Advocacy and Partnerships Unit

### **Content and methodology of supervision**

The supervisor will ensure a good balance of assignments and opportunities of the JPO based on his or her background, capacities and interests, and ensure that the workload is manageable. The supervisor will also ensure that regular feedback meetings are held, and that regular performance reviews are conducted based on established ILO procedures, as applicable to Junior Professional Officers, i.e. an annual review and a mid-term review every six months, to be reviewed by the supervisor and ultimately agreed by the Branch Chief.

## **7. Training Components and Learning Elements**

### **Training components:**

The JPO will have a training budget to be used on training activities relevant to the work being undertaken. In consultation with the supervisor, he/she will undertake training based on the professional development of the JPO and on the needs of the work being carried out in the FUNDAMENTALS Branch, i.e. advocacy and partnerships, communication, project management, developing project proposals and research.

### **Learning elements:**

During the designated period, the JPO will gain experience and develop knowledge and competencies related to the following:

- The UN system as a whole and how the ILO works and collaborates within the UN system
- The role and importance of global partnerships for development
- The tripartite structure and functioning of the ILO
- The standard-setting, and supervisory process of the ILO
- The design and implementation of development cooperation projects and programmes
- Campaigning against child labour and forced labour
- Promoting equality and non-discrimination
- Promoting freedom of association and the effective right to collective bargaining
- The promotion and implementation of International labour standards on fundamental principles and rights at work
- Networking and communicating in a multicultural setting and in an international organization

**Bitte senden Sie Ihre JPO-Bewerbung direkt an das Büro  
Führungskräfte zu Internationalen Organisationen (BFIO)**

**Alle Informationen finden Sie unter [www.bfio.de](http://www.bfio.de)**