



International
Labour
Office

ILO - INTERNATIONAL LABOUR OFFICE

Junior Professional Officer Program (JPO) Chiffre Nr. 2022-2-45

1. General Information

Title: JPO in Social protection and climate change

Department: Social Protection Department (SOCPRO)

Organisational unit: Programming, Partnerships and Knowledge sharing Unit (SOC/PPKS)

Duty Station: Geneva, Switzerland

Duration of assignment: 2 years with possibility of extension for another year. 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. Supervision

Direct Supervision by:

Head, Programming, Partnerships and Knowledge-sharing Unit, Social Protection Department (SOCPRO)

Content and methodology of supervision:

Within the framework of a work plan for the programme, the supervisor will be responsible for assigning tasks, providing the necessary guidance and training, and verifying the accuracy of the work to be accomplished. Performance management will be reviewed in accordance with ILO's Performance Management Framework, as applicable to Junior Professional Officers.

3. Introduction

Climate change is one of the main drivers of structural transformative change in the world of work today – as well as of poverty and inequality, critically affecting incomes, jobs and the health of millions of people around the planet. According to the ILO more than 1.2 billion jobs rely on a stable environment and ecosystems.

On the one hand, the direct effects of climate change, including rising temperatures and sea levels, changing precipitation patterns and extreme weather events, have negative impacts on populations, particularly those living (and working) below the poverty line, informal economy workers and vulnerable communities. On the other hand, policy response measures developed to mitigate climate change, including efforts to reduce greenhouse gas (GHG) emissions, can have, at least temporarily, a negative impact on certain population groups. Both the physical effects of climate change and the impact of policy responses can exacerbate risks over the course of people's lives, such as unemployment, sickness, employment injury, loss of livelihoods and income, or climate-related displacement.

Comprehensive social protection systems – offering coverage against life-cycle risks even during shocks and crises, and constituting key drivers for economic and social development – are at the heart of a just transition, including strategies to mitigate and adapt to climate change. Social protection is, for example, critical to support workers and employers in transitioning from carbon-intensive sectors towards a greener and more sustainable economy. Unless transition policy packages include green, employment and social protection measures (such as e.g. unemployment protection and social assistance), policies will be hard to sustain in the medium to long term.

The ILO's Social Protection Department (SOCPRO) contributes to the achievement of the ILO's mandate "to enhance the coverage and effectiveness of social protection for all" by supporting the creation of comprehensive social security systems including social protection floors, in line also with SDG 1.3 but also contributing to SDGs 3.8, 5.4, 8.4 and 10.4. This includes support to the development of national social protection strategies, and support to the design, implementation and good governance of schemes. Social protection is part of outcome 8, namely 'Comprehensive and sustainable social protection for all', of the ILO's Programme and Budget (P&B) for 2022 – 2023 and its Global Flagship Programme on Building Social Protection Floors for All (Flagship Programme). The strategy of the Office in the framework of Outcome 8 and its Flagship Programme includes supporting the adaptation of social protection systems to systemic shocks and to ensure a just transition to environmentally sustainable economies. Furthermore, the Resolution concerning the recurrent discussion on social protection (social security) adopted by the International Labour Conference at its 109th Session in June 2021 and its accompanying Plan of Action for 2021-26 endorsed by the ILO's Governing Body at its 343th Session in November 2021, have reinforced this commitment. The UN Secretary-General's initiative of a Global Accelerator on Jobs and Social Protection for Just Transitions also calls for integrated policy responses to accelerate climate action.

SOCPRO is strengthening its thematic programme on social protection and climate change as part of the second phase of its Flagship Programme and in line with Programme and Budget Output 8.3, under which the ILO supports its Members to integrate social protection in comprehensive policy responses to support and protect workers and employers during their life and work transitions.

The JPO will be located in the Social Protection Department and more specifically in the Programming, Partnerships and Knowledge-sharing Unit (SOC/PPKS). The JPO will work

under the supervision of the Head of the Unit and the technical guidance of the Social Protection and Climate Change Specialist in charge of the thematic area.

The JPO will contribute to the social protection outcomes of the ILO and more specifically to the work on social protection and climate change. The JPO will contribute to Outcome 8 on social protection, namely 'Comprehensive and sustainable social protection for all' within the ILO's Strategic Policy Framework 2022-2025.

4. Duties and Responsibilities

Under the direct supervision of the Head of the SOC/PPKS Unit and the technical guidance of the Social Protection and Climate Change Specialist, the JPO will contribute to the development and operations of the thematic work on social protection and climate change under the Flagship Programme:

- 1) Support efforts on the thematic area at global and country level to assist ILO Members in developing and implementing integrated just transition, green growth and/or climate policies and strategies that include social protection, including in the framework of the Global Accelerator on Jobs and Social Protection for Just Transitions.
- 2) Support efforts on this thematic area at global and country level to assist ILO Members in developing and implementing social protection policies/strategies that include climate (change) considerations, including through action-oriented research, such as social protection assessments.
- 3) Map and document experiences of integrated policies and strategies for a just transition, green growth and climate action that include social protection, in close collaboration with ILO country offices and HQ colleagues, including the Green Jobs Programme and the Climate Action for Jobs Initiative. Capitalize on these experiences to facilitate cross-country learning and the development of knowledge around the enabling role of social protection for a just transition.
- 4) Contribute to the development of thematic briefs with technical and policy arguments to support the integration of social protection as a key enabler of a just transition based on International Labour Standards.
- 5) Contribute to designing training modules and related guiding materials for constituents at global and country level to support capacity building for the design and implementation of integrated policies on social protection and climate change.
- 6) Support the backstopping of development cooperation projects in the area, including e.g. assisting in the development of project proposals, identifying and liaising with partners.
- 7) Assist in developing and maintaining strategic networks and partnerships in the field of social protection and climate change. This most notably includes supporting the secretariat of the inter-agency Social Protection and Climate Change Working Group, including coordination of meetings, development/consolidation of related documents and communication.
- 8) Assist both internal and external communication efforts on social protection and climate change, including systematic knowledge management, maintenance of the thematic websites, design of communication materials and support in the organisation of dissemination events.

- 9) Contribute to reporting, monitoring and communication efforts under the Flagship Programme, including the use and promotion of the social-protection platform and its thematic and country pages, data dashboards and the results monitoring tool as relevant.
- 10) Perform other relevant duties that may be assigned by the supervisor.

5. Qualifications and Experience

Education:

Minimum:

Master's degree in environmental studies, economics, public policy, sociology, development studies, political or social sciences.

Work experience:

Minimum:

At least two years of experience in social security/protection issues or just transition/ climate action at the national/international level

Desirable:

Work experience in a developing country in the field of social protection, or work experience in the field of just transition or increasing resilience of climate vulnerable populations.

Skills required for the assignment:

Minimum:

Strong analytical and research skills in social security/protection, climate action/resilience, poverty reduction, development economics or related issues;

Ability to adapt communication skills to a variety of target audiences with varying degrees of knowledge on social protection concepts, terminology and approaches;

Ability to work independently and plan complex activities;

Good listening and dialogue skills;

Ability to work in a team, share ideas, resolve challenges and take initiative;

Ability to establish and facilitate partnerships;

Ability to effectively contribute to and participate in technical workshops, trainings, regional conferences and events;

Very good oral and written communication skills, including for technical reports, information notes and designing communication support materials (e.g. brochures, presentations), website and social media contents;

Digital skills including proficiency in Microsoft Office, collaboration tools, social media and blogs.

Languages:

Minimum:

Excellent command of English.

Desirable:

Good knowledge of a second working language of the ILO would be an asset (French or Spanish).

ILO competencies:

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

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.

6. Training Components and Learning Elements

On completion of the assignment, the JPO will have gained:

- Familiarity with ILO's mandate on OSH issues
- Valuable professional experience in preparation of international events on OSH
- In-depth knowledge of applicable standards, good practices and technologies on OSH

Training components:

Through the work in the department, seminars, workshops and interaction with specialists in the field, the JPO will be trained on providing advisory services in the field of social protection and its technical application in particular in the context of climate change and a just transition.

Through guidance of the supervisor, the Social Protection and Climate Change Specialist as well as other senior colleagues, the JPO will be trained on policies, strategies and approaches for the extension of social protection, with a focus on rights-based implementation, progressive universalization of social protection, social dialogue and tripartite participation, coherence across institutions for the delivery of social protection, linkages with active labour-market and other policies, and project design, implementation, monitoring and evaluation, particularly in the context of climate change and a just transition.

Learning elements:

The JPO will have the opportunity: to enhance his/her technical knowledge in the field of the extension of social protection as well as in the design and implementation of social protection floors;

To gain knowledge of international legal social security instruments and their practical implementation, namely the ILO Social Protection Floors Recommendation, 2012 (No. 202) and the ILO Social Security (Minimum Standards) Convention, 1952 (No.102);

To enhance his/her knowledge on the role of employers' and workers' organizations in social protection dialogue, implementation and monitoring;

To enhance his/her knowledge about knowledge management techniques and methods, such as identifying key experiences concerning social protection and recording, capitalizing

on and disseminating this information, communicating, networking, connecting actors and conducting training sessions;

To improve his/her professional skills at various levels, including on applied training methodology, reflecting on strategy and policy, using pedagogical and methodological tools, conducting and coordinating research, establishing contacts and networking;

To improve his/her professional skills in development cooperation project design, implementation, monitoring and evaluation as well as partnerships with donors and partners;

To become familiar with the ILO's mandate and institutional functioning;

To become acquainted with the UN system; its regional bodies, coordination and inter-agency mechanisms and frameworks, and in its inter-action with government counterparts and other development partners;

To work in a cross-disciplinary team, thereby developing his/her creativity and ability to function within a group in a multicultural setting.

7. Background Information

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.

**Bitte senden Sie Ihre JPO-Bewerbung direkt an das
Büro Führungskräfte zu Internationalen Organisationen (BFIO)
unter Angabe der Chiffre Nr. 2022-2-45 auf dem Bewerbungsbogen**

Alle Informationen finden Sie unter www.bfio.de