



International
Labour
Organization



Job Vacancy

Fixed term Contract

P3

Gender and Social protection Officer

Background

Better Factories Cambodia (BFC) is an innovative program which seeks to improve working conditions in the export garment industry in Cambodia. It is based on a model of continuing improvement which includes monitoring for compliance with the Cambodian labour law and core international labour standards, and remediation training activities. Through training and advisory services, the program emphasizes the link between improving working conditions and the competitiveness of the industry, with a focus on quality and productivity. Better Factories Cambodia works closely with its partner organizations (Ministry of Labour and Vocational Training, Garment Manufacturers Association of Cambodia and unions) and other stakeholders such as NGOs and international buyers.

Nearly 300 000 workers are employed in the Cambodian export garment sector. These are mostly young women from the provinces. They come from rural areas where it is unlikely that they or their families have direct experience in formal employment – for 75% it is their first full-time job. They migrate to work in the cities in order to support families of 4-9 people.

The ILO has been monitoring working conditions in export garment factories since 2001. While international and local attention has been cast on working conditions and on fundamental rights at work, less attention has been given to address workers health needs and social skills to adopt to the rigor of factory work and to prepare for life after garments.

Better Factories Cambodia has recently been granted resources by the Spanish government Agencia Espanola de Cooperacion Internacional para el Desarrollo (AECID) to improve gender awareness and social protection for the Cambodian garment workers.

Function

The technical officer will support the ILO Better Factories Cambodia gender equality and social protection programme. She or he will be the focal point technical advice on gender and social protection and for the coordination, implementation, monitoring and evaluation of the programme component. The technical officer will also participate in building BFC's stakeholders capacity on gender and social protection issues and for ensuring sustainability of the programme activities.

The programme component aims at improving the well-being and health of women workers and enhancing gender responsive workplace policies. Programme activities will

also include promotion of women's participation in workplace level decision making and assistance to workers in pre- induction to work and creation of post-factory employment opportunities and networks.

The officer reports to BFC's Chief technical advisor and receives technical guidance from the ILO Sub-regional specialists on Gender and Social Protection and other relevant specialists. Technical backstopping from the ILO in Geneva will be provided by TRAVAIL and WED specialists.

Description of duties

Coordination and Programme Management

- Provide technical backstopping for the project implementation and monitoring to national staff, as well as national and international consultants to ensure successful and timely delivery of programme activities with special emphasis on sustainability.
- Facilitate and coordinate the participation of BFC's stakeholders (Employers, Trade Unions and Government) inputs to the implementation of the programme
- Liaise with other relevant UN organizations and NGO's involved in promoting social protection in Cambodia
- Draft budgets, expenditure forecasts and follow-up on financial operations of the programme with the BFC finance unit
- Draft and provide technical inputs to the programme's progress review and final evaluation and technical reports and as requested by relevant ILO backstopping units.

Technical assistance

- Provide technical advice to ILO constituents on gender equality and social protection at the work place level, with specific emphasis on the Cambodian garment industry
- Provide technical guidance in the design of appropriate research and impact assessment methodologies in the field of gender equality and improved social protection in Cambodia.
- Develop gender and social protection training material and tools for the various stakeholders
- Document and disseminate good practices and lessons learned
- Act as the programme gender and social protection focal point in Cambodia and prepare briefs, background information and strategy papers as needed.

Capacity Development and Networking

- Provide information to stakeholders on current gender and social protection issues facing garment workers at the workplace and outside the workplace.
- Participate in capacity building and technical guidance to programme partners including government, employers and trade unions and other relevant stakeholders for the successful uptake and implementation of the programme
- Assist in the strengthening and/or development of women's entrepreneurs and leaders' networks

- Coordinate and share information with the BFC's staff and stakeholders

Donor relations and resource mobilization

- Ensure fluid communication with donors
- Support resource mobilization activities to ensure the sustainability of the programme's objectives

Communication

- Participate in implementation of advocacy and communication plans for the advancement of gender equality and social protection issues
- Contribute to the visibility of ILO's and BFC's work on gender awareness and social protection

Other

- Carry out other duties as may be required by the Chief technical Advisor of BFC

Required qualifications

Competencies

1. Excellent knowledge and working experience in the field of gender equality and social protection
2. Excellent programme management experience
3. Excellent analytical skills
4. Ability to communicate effectively both orally and in writing.
5. Good knowledge of the ILO's offices financial, administrative and personnel rules, regulations and priorities
6. Good knowledge of national (Cambodian) legal framework, institutions and developmental partners would be an asset.
7. Good organizational skills
8. Ability to guide staff
9. Ability work independently
10. Ability to deal with people with tact and diplomacy
11. Excellent ethical and honest conduct, with high integrity

Education and experience

- Advanced university degree in social science, international development, economics, business management or related fields.
- Three years experience at the national level and two years at the international level. Practical working experience in Cambodia would be an asset.
- Experience in working with the garment industry is a valuable asset

Languages

- Excellent spoken and written English. Khmer, Chinese and/or Spanish would be an asset.

Contract duration

This position is for 12 months, renewable. Starting date is scheduled for April 2010.

Location

Phnom Penh, Cambodia

The ILO is an equal opportunity employer. Women are particularly encouraged to apply. All applicants must attach a two page statement addressing their claims against the required competencies. The statement should explain to the interview panel how your skills and experience show you have the relevant competency. Applicants who do not attach this statement will not be considered for interview.

Deadline for application is Friday, February 19th 2010

To consult the notice and apply as an external candidate, please use the following links: "Employment opportunities" / "Current vacancies", from www.ilo.org/hrd .