



International
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Job Vacancy

National Officer – A (NoA) Gender and Social protection

Background

Created in 2001, *ILO - Better Factories Cambodia* (BFC) is a programme 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 and services.

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% this represents their first full-time job. They migrate to work in the cities in order to support families of 4 to 9 people.

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 specially those of young women at an age where they have or will soon have children.

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

Under the supervision of an ILO technical officer, the incumbent will support the coordination, implementation, monitoring and evaluation of the new ILO programme. The NoA will also participate in building the ILO's stakeholders capacities on gender and social protection issues through organizing meeting, training activities and other relevant activities.

Duties and Responsibilities

Coordination and programme management

- Facilitate the development of annual work plans and budgets in close consultation with the international gender and social protection officer
- Support the coordination mechanism and strategic plans of the ILO's stakeholders inputs in the implementation of the programme
- Monitor progress of programme and activities to ensure timely delivery outputs.
- Facilitate the collaboration with other relevant UN organization and NGOs involved in promoting gender awareness, social protection and entrepreneurship in Cambodia
- Liaise with other ILO relevant programmes in Cambodia and establish programme linkages in the assigned area.
- Identify problematic area including resolutions. Document good practices and solutions developed.
- Prepare briefs, periodic progress reports (technical and financial) and other reports on project activities in the country.

Technical assistance

- Contribute to the development of gender, social protection, entrepreneurship training material and tools for various stakeholders
- Participate in the organization of training sessions along with production of training materials which will be delivered to the ILO's stakeholders.



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- Contribute technical inputs to the improvement of the gender, social protection and entrepreneurship frameworks in Cambodia

Capacity development and networking

- Facilitate the involvement of stakeholders in gender policies and mainstreaming process.
- Establish and maintain strategic networking and partnerships on women's entrepreneur.

Communication

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

Other

- Carry out other duties as may be required by the gender and social protection officer and BFC's Chief technical advisor

Education and Experience

- First level university degree in development studies, social science, public health, occupational health, health economics, gender equality, psychology, or other relevant fields.
- Five years of project management and implementation experience.
- Demonstrated capacity to initiate and implement technical cooperation programmes and activities.
- Operational experience in gender and social protection issues and workplace policies would be an advantage.
- Familiarity with the ILO constituents and structures and Cambodian relevant NGOs are an asset.

Languages

Excellent knowledge of English and Khmer languages. Knowledge of Chinese and Spanish languages are an advantage.

Competencies

1. Excellent knowledge and working experience in the field of gender equality and social protection
2. Capacity to liaise and network with a range of stakeholders including donors, buyers, government officials, United Nation agencies, management, unions and NGOs
3. Excellent programme management experience
4. Good analytical, organisational and inter-personal skills
5. Ability to communicate effectively both orally and in writing
6. Experience of working on public information campaigns
7. Good knowledge of the ILO's offices financial, administrative and personnel rules, regulations and priorities
8. Good knowledge of national (Cambodian) legal framework, institutions and developmental partners would be an asset
9. Ability to manage own work and to take initiative as well as working as part of a team
10. Ability to deal with people with tact and diplomacy
11. Excellent ethical and honest conduct, with high integrity



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Contract duration

This position is for 12 months, renewable. Starting date is scheduled for June 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 ALL 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.**

Only short listed applicants will be contacted for written competency test and interview. Applications should be sent to Ms. Ngan Touch Sophorn at sophorn@ilo.org or to Better Factories Cambodia Office at # 9, Street 322, Boeung Keng Kang 1, Phnom Penh.

Closing date for application is **May 24th 2010, at 17h**