Title: Labour Migration and Mobility Specialist

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Grade: P4
Vacancy no.: CALL/P/2021/07
Publication date: 19 March 2021
Application deadline (midnight Geneva time): 8 April 2021

Job ID: 5855
Department: RO-Africa
Organization Unit: CO-Algiers
Location: Algiers
Contract type: Fixed Term

The ILO is issuing (rerun) a call for expression of interest for the above position. This is an assignment of a purely temporary nature, not expected to lead to a career in the ILO. Duration is 12 months renewable.

The selection process is not subject to the rules and procedures defined in Annex I of the ILO Staff Regulations.

The following are eligible to apply:

- Internal candidates in accordance with paragraphs 31 and 32 of Annex I of the Staff Regulations. The Office will facilitate the temporary re-assignment of a selected internal candidate to this position.
- External candidates. A selected external candidate will be issued with a 4.2 (e) contract.

Staff members with at least five years of continuous service with the Office are encouraged to apply.

Applications from officials who have reached their age of retirement as defined in Article 11.3 of the Staff Regulations on or before 31 December 2017, or who have already separated from ILO service upon retirement or early retirement, will not be considered.

The ILO values diversity among its staff. We welcome applications from qualified women and men, including those with disabilities. If you are unable to complete our online application form due to a disability, please send an email to ilojobs@ilo.org.

The ILO welcomes applicants with experience in working within ILO constituents (governments, employers’ and business membership organizations, and workers’ organizations).

Applications from qualified candidates from non- or under-represented member States, or from those member States which staffing forecasts indicate will become non- or under-represented in the near future, would be particularly welcome. A list of these countries can be found here: http://ilo.plateau.com/icontent/CUSTOM/Ilo/HRD_PMDOCS/Non_Under_States_EN.pdf

Introduction
The position is located in the ILO Country Office for Algeria, Libya, Mauritania, Morocco and Tunisia (CO-Algiers). The International Labour Organization’s (ILO) strategy on labour migration and mobility in the African region is steered by its international labour standards and Decent Work Agenda, and implemented in close collaboration with the world of work actors (ministries of labour, employers’ and workers’
organisations from the 54 African countries) and other relevant stakeholders. Improving labour migration governance, particularly by fostering fair and effective labour migration frameworks, and work with labour market institutions and services to protect migrant workers, constitutes a high priority for all countries covered by ILO’s Decent Work Technical Support Team in Cairo (DWT-Cairo). ILO action in these countries is carried out in accordance with the provisions of ILO Conventions No 97 “Migration for Employment Convention” and No 143 “Migrant Workers Convention” and Recommendations No 86 “Migration for Employment Recommendation” and No 151 “Migrant Workers Recommendation”, and of other relevant international labour standards.

The Labour Migration and Mobility Specialist will support North Africa and the Horn of Africa’s work on labour migration governance. The primary focus of the specialist will be to provide technical advisory services on the promotion of fair and effective labour migration governance to ILO tripartite constituents (ministries of labour, employers’ and workers organizations) and other concerned stakeholders. He/she will provide direct technical backstopping to ongoing development cooperation projects on labour migration, and will engage in resource mobilization efforts. He/she will provide technical guidance, including as needed to ensure good coordination among development cooperation project teams, and respond to constituents’ requests arising in all countries serviced by the DWT-Cairo which include Egypt and Eritrea, as well as those covered by CO-Algiers and CO-Addis Ababa (Ethiopia, Djibouti, Somalia, Sudan and South Sudan). The position will be carrying out analytical work on the economic, employment and social aspects of international labour migration with emphasis on its implications for development, labour markets and workers’ protection; organize policy forums and meetings on labour migration issues; and publish and disseminate related information and good practice. He/she will be expected to contribute to policy development activities and country technical assistance in the field of labour migration.

The Specialist will work under the supervision of the Director of CO-Algiers for operational and administrative issues, under the technical guidance of the Labour Migration Branch (MIGRANT) and the Regional Labour Migration and Mobility Specialist for Africa, and will work in close collaboration with DWT-Cairo for all technical-related outputs.

**Specific Duties**

1. Design comprehensive labour migration programmes that include policy packages in North Africa and the Horn of Africa’s countries of origin and destination to promote fair and effective labour migration governance and the protection of migrant workers as well as fostering linkages between migration and employment policies, and other labour market issues.

2. Undertake and coordinate technical work on activities and programmes dealing with labour migration, labour mobility and labour market integration of migrant workers and refugees in North Africa and the Horn of Africa, including through facilitating national, and sub-regional dialogue on fair labour migration governance. In doing so, coordinate with the relevant ILO technical structures and programmes in order to: (i) foster discussions and analysis; (ii), provide advisory services; (iii) support development cooperation activities; (iv) develop tools and packages; (v) develop joint projects; and (vi) participate in joint advisory teams.

3. Provide policy advice to member States and provide support in strengthening the capacity of Regional Economic Communities (the Arab Maghreb Union and the Intergovernmental Authority on Development) on labour migration governance and its linkages to the labour market dimensions of forced displacements due to economic, environmental and/or conflict-related crises.

4. Contribute to and coordinate the production of gender-sensitive policy-oriented research on labour migration, labour mobility and its interactions with economic and social policy. Carry out research and write comprehensive, technically advanced studies and reports that identify problems, outline alternative policy considerations and strategies, and make recommendations.

5. Undertake the planning, organisation and carrying out of training and technical workshops and conferences on labour migration issues, and present the results of activities in different events. Identify and document good practices and participate in ILO research initiatives on labour migration as relevant.

6. Represent the ILO and coordinate with senior officials in other organizations of the UN system to discuss changes in social, economic and labour policies affecting labour migration.
governance and the labour market integration of migrant workers in countries of destination as well as their re-integration in countries of origin, and review policy proposals and their likely consequences. Participate in, and contribute to meetings of experts.

7. Represent the ILO as a specialist in labour migration policy in the North and Horn of the Africa region and foster effective partnerships with ILO constituents and inter-governmental or non-governmental bodies on issues relating to the inter-linkages of labour migration with economic planning and development activities. Provide technical assistance, including on crisis-driven migration.

8. Ensure that ILO’s work contributes to the following policy agendas: the UN 2020 Agenda Sustainable Development Goals; the UN Global Compact for Safe, Orderly and Regular Migration; the AU Ouagadougou + 10 Declaration and Plan of Action on Employment; Poverty Eradication and Inclusive Development in Africa; the AU Agenda 2063; the AU Revised Migration Policy Framework for Africa; and the AU Free Movement of Persons, Right of Residence and Right of Establishment Protocol.

9. Promote and disseminate the labour migration and mobility policy frameworks.

10. Formulate and submit project proposals/seek funding for other initiatives as appropriate.

11. Draft manuals and/or training guides on related topics.

12. Monitor and coordinate research carried out by junior technical officers and external collaborators.

**Required qualifications**

**Education**

Advanced university degree in social sciences, economics, migration, demography, international relations or international law, with expertise in the field of labour migration.

**Experience**

Eight years of experience working on international labour migration policy issues or other related areas at the national level or five years at the international level.

**Languages**

Excellent command of French and a working knowledge of English. A knowledge of Arabic would be an advantage.

**Competencies**

In addition to the ILO core competencies, this position requires:

- Knowledge of ILO policies and procedures. Ability to participate effectively in technical missions and multi-disciplinary teams; capacity to provide first-line technical advice in the area of specialisation; capability to guide and coordinate the work of external collaborators, general service staff or young professionals.
- Ability to provide credible implementation assistance to senior specialists in carrying out research, project formulation and implementation; the ability to synthesize large bodies of research and analytical documents and reach empirically based conclusions on policy recommendations and/or institutional capacity building in the labour migration field and on related subjects, and to do so quickly, accurately and efficiently with a high level of professionalism; provide seasoned advice on good practices to address broader issues outside the field of specialization; develop training materials, alternative courses of action, project proposals, policy, procedural matters and present them at high-level meetings; design and synthesize strategies for programme development in member States; prepare or contribute to reports (e.g. reports for global and regional meetings, including ILO meetings such as the International Labour Conference), technical publications of a high quality, technically sound with conclusions leading to an action plan and programme development; prepare training manuals and draft resolutions; and evaluate and monitor development cooperation activities and projects. Ability to work in a multicultural environment and to demonstrate gender-sensitive and non-discriminatory behaviour and attitudes.
Recruitment process

Please note that all candidates must complete an on-line application form. To apply, please visit ILO People. The system provides instructions for online application procedures.

Evaluation (which may include one or several written tests and a pre-interview competency-based assessment centre) and the interviews will tentatively take place during the 2 to 4 weeks following the application deadline. Candidates are requested to ensure their availability should they be short listed for further consideration.

Depending on the location and availability of candidates, assessors and interview panel members, the ILO may use communication technologies such as Skype, Video or teleconference, e-mail, etc for the assessment and evaluation of candidates at the different stages of the recruitment process, including assessment centres, technical tests or interviews.

In the context of the current COVID-19 pandemic and in view of border and travel restrictions as well as ILO teleworking arrangements, the start date of contracts or transfers to temporary positions will have to be reconfirmed in the context of the evolution of the pandemic.

Fraud warning

The ILO does not charge any fee at any stage of the recruitment process whether at the application, interview, processing or training stage. Messages originating from a non ILO e-mail account - @ilo.org - should be disregarded. In addition, the ILO does not require or need to know any information relating to the bank account details of applicants.