

Job Title: Provincial Rural Employment Officer



International
Labour
Organization

Grade: NOA

Vacancy no.: DC/VIENTIANE/NO/2018/04

Publication date: 1 November 2018

Application deadline (midnight Bangkok time): 14 November 2018

Job ID: 769

Department: RO-Asia and the Pacific

Organization Unit: CO-Bangkok

Location: Savannkhet

Contract type: Fixed Term

Contract duration: One year (with possibility of renewal)

Under article 4.2, paragraph (e) of the Staff Regulations, the filling of vacancies in technical cooperation projects does not fall under Annex I of the Staff Regulations and is made by direct selection by the Director-General.

In order to support the best informed process in the filling of the above-mentioned vacancy by direct selection, the ILO invites interested candidates to submit their application online by the above date.

The following are eligible to apply:

- ILO Internal candidates in accordance with paragraphs 31 and 32 of Annex I of the Staff Regulations.
- External candidates*

*The recruitment process for National Officer positions is subject to specific local recruitment criteria. The ILO may only offer a contract to persons who have a valid residency status and work permit in Lao PDR.

Technical cooperation appointments are not expected to lead to a career in the ILO and they do not carry any expectation of renewal or conversion to any other type of appointment in the Organization. A one-year fixed-term contract will be given. Extensions of technical cooperation contracts are subject to various elements including the following: availability of funds, continuing need of the functions and satisfactory conduct and performance.

*Conditions of employment for external candidates: In conformity with existing ILO practice, the appointment of an external candidate will normally be made at the first step of this grade. The entry level salary for this position is US\$18,871 yearly.

Introduction

The current ILO Decent Work Country Programme (DWCP) for Laos has among its objectives the following: "Participatory local development strategies for employment creation and livelihood improvement for rural men and women improved and implemented." To this end, the ILO has been working to gain support for the application of an integrated approach to rural employment creation and livelihood improvement.

Building on lessons learnt in Lao PDR and elsewhere and in relevant technical areas (rural community development and participation; local resource based infrastructure development; small business

development; skills development; local economic development), the advocated approach centres on actions at *kum-ban*, district and provincial level which can have multiplier effects at the national level. The approach foresees short- and medium-term interventions in the technical areas mentioned above.

The proposed strategy was endorsed by the Ministry of Planning and Investment (MPI) which considers the activities as essential to develop a strategy to operationalize a rural employment promotion approach and develop national and local capacity to use the existing ILO tools and practices. MPI has identified the Ministry of Labour and Social Welfare (MoLSW) and the Lao National Committee of Rural Development and Poverty Eradication (LNCRDPE) as the main focal points and ILO counterparts. Sekong Province was selected as a pilot province to demonstrate and pilot test the approach. The implementation of the demonstration was carried out since 2014 up to May 2016.

The pilot project has been acknowledged by policy makers as a way in which rural employment promotion can be formulated and implemented through in a concerted fashion among line agencies and mass organizations. Rural employment promotion continues to be one of the country's priorities in national development plan, specifically, the upcoming 8th National Socio-Economic Development Plan (NSED) 2016-2020, which has as its priority the formulation of a national rural employment strategy that creates jobs and income in rural areas and where (formal) employment promotion is a key indicator in ensuring inclusive economic growth.

The new phase of the rural employment project, spanning 2016 - 2020, is called entitled, "National rural employment strategy in Lao PDR towards increasing opportunities for decent and productive employment in rural areas." It involves scaling up of the pilot strategy in both its reach and policy impact. It will expand to two other provinces and puts an emphasis on national policy implementation and development, with relevance to the implementation of such policies as the labour law, national OSH programme, social protection system, national skills standard and value chain promotion.

Finally, the rural employment experience has led the Lao PDR government to promote rural employment for poverty reduction at 24th Labour Ministerial Meeting (LMM) of 2016 ASEAN, where Lao PDR assumed the ASEAN presidency. The ASEAN Declaration on transition from informal employment to formal employment towards decent in ASEAN was adopted at the meeting. ILO was requested to support the drafting of a declaration for discussion among ASEAN Member States and subsequently, drawing up a workplan. The workplan can be a platform for knowledge sharing among ASEAN countries where agriculture and rural development have played an important economic role.

The project has three Immediate Objective by 2020, with the indicated sub-components:

- Decent rural employment opportunities and income increased through integrated approaches in target communities of selected Sekong and Savannakhet provinces with the following components:
 - Community asset development through community contracting using employment intensive methods
 - Value chain improvement activity for products with consideration for food security, nutrition and economic potential
 - Skills training and employment services
 - Working conditions and occupational safety and health promotion in accordance with the labour law as implemented at the provincial and district level
- National Rural Employment Strategy developed and adopted, linked to support for implementation of the ASEAN Declaration on 'Decent work promotion: Transition to formal economy'
- Increased knowledge base and knowledge sharing enhances decent rural employment creation in Lao PDR

To support activities at the national and local level and provide technical support to the implementation of activities, a Provincial Rural Employment Officer is required. Under the direct supervision of the Project Manager and technical guidance from the ILO Decent Work Technical Advisory Team in Bangkok, the Provincial Rural Employment Officer will be responsible for ensuring the delivery of project outputs in Sekong province.

Description of Duties

The Provincial Project Coordinator will be under the direct supervision of the Project Manager and work in close coordination with the Savannakhet. National Provincial Coordinator, and the ILO Coordinator in Vientiane. Overall technical supervision is provided by the supervision by the ILO DWT in Bangkok, in

particular, and the specialists on Local Strategies for Decent Work, Skills and Employability, Employment Specialist Employment Intensive Investment (and other relevant specialists in DWT Bangkok). He/She will report regularly on the progress and delivery of results to the National Rural Employment Officer. The DWT specialists will provide the overall technical guidance and backstopping.

Under the supervision of relevant Project Manager and technical guidance by the DWT specialists and in coordination with provincial coordinators:

1. Assist ILO in implementing the project in one target province, establishing relations with local authorities, national agencies (especially MOLSW) and other stakeholders.
2. Support the establishment of project advisory committees at the provincial level and oversee their progress.
3. Coordinate the market facilitation component of the project which aims to support producer groups in target areas to meet their development needs.
4. Manage the development of a project work plan based on close consultation with local stakeholders and social partners and on joint assessment of priority needs, gaps, target groups, realistic milestones and relevant budget.
5. Organize and technically support the project activities at the local level in accordance with the project work plan.
6. Plan, design and support the various project components.
7. Work with local stakeholders and help identify, organize and implement the joint activities. Improve the capacity of stakeholders through training and implementation support, such as in strategy development, progress and financial reporting, problem solving, identification of evolving needs.
8. Work with local communities and help to identify, organize and implement the rural employment promotion activities including in the areas of community asset development, value chain upgrading and skills development.
9. Assist in further developing the rural employment promotion approach. Identify new challenges and opportunities in the province in establishing or advancing partnerships, improving strategy, identifying technical inputs, and scaling up to policy frameworks. Assist in identifying gaps in research, training and other need for technical expertise in the province to meet challenges or opportunities.
10. Introduce and promote the integrated rural employment approach and practices.
11. Contribute to the development and management of a project-wide monitoring and evaluation system. Monitor quality of project implementation and report on progress.
12. Assist in develop exchanges, joint activities, strategy development, and sharing of technical inputs among the target provinces to share lessons learned and improve implementation efficiency.
13. Maintain good working relations with government agencies, non-government organizations, community and people's organizations in implementing rural employment activities in the target province.

Required qualifications

Education

Degree in Rural Development, Community Development or other relevant subject.

Experience

Field experience in rural development and community development work. At least 3 years direct work experience in on a project, including in aspects of rural development and community participation. Familiarity with income generation strategies and the use of local resource-based employment generation approaches is an advantage. Experience in working with local authorities on cross cutting issues such as rural employment.

Languages

Adequate command of English and fluency in Lao and/or the local dialects.

Competencies

- Knowledge of programme and budget, project implementation and evaluation concepts and procedures.

- Ability to interpret project information and to identify and analyse problems with implementation.
- Ability to communicate effectively both orally and in writing.
- Ability to clarify information.
- Good computer applications skills.
- Organizational skills.
- Ability to work on own initiative as well as a member of a team.
- Ability to deal with people with tact and diplomacy.

Conditions of employment:

Starting salary: US\$18,871. - per annum
Allowances & benefits: Affiliation to the United Nations Joint Staff Pension Fund
Affiliation to the ILO-ITU Staff Health Insurance Fund
Dependants' allowance
30 working days of annual leave

Recruitment process

Please note that all candidates must complete an on-line application form. To apply, please visit the ILO Jobs website at <https://jobs.ilo.org>. The system provides instructions for online application procedures.

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.