

Job Description: Decent work Adviser/Corporate Social Responsibility (CSR) - Speculative	Responsible to: CFYE Implementing Partners and VSO CFYE Program Manager
Uganda	
Start date & Duration: start date between October 2020 and March 2021 for 3, 6 or 12 Months	
Type of placement and mode of delivery:	Time commitment:
<ul style="list-style-type: none"> - International volunteer placement (In-country volunteer), open for all candidates <i>not</i> residing in Uganda. <i>Note: Due to Covid the assignment may involve an initial stage of remote working until international and national travel restrictions are lifted</i> 	<ul style="list-style-type: none"> - Full time
Job Purpose: Support Challenge Fund Implementing partners to develop and implement appropriate strategic approaches on Decent work and Corporate Social Responsibility.	

Programme information

The Challenge Fund for Youth Employment (CFYE) <https://fundforyouthemployment.nl/>, initiated by the Dutch Ministry of Foreign Affairs (MOFA), aims to create decent work and make jobs more accessible for 200.000 youth (half of these for women) in the ministry's priority focus countries in the Middle East, North Africa, Sahe l & West Africa and the Horn of Africa. The fund is open to Private sector and (I)NGO applications (or mixed consortia). VSO will strengthen the work of the selected Implementing Partners through strategic VSO volunteer engagements.

The aim of the Fund will be achieved by supporting youth employment initiatives in these regions. Initiatives will offer youth, particularly young women, oppor tunities for decent work that delivers better prospects for personal development, is productive, and offers a stable income, social protection and safe working conditions.

ILO's Decent Work agenda is a guiding principle in all CFYE programmes: "Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men." Decent work will be defined and addressed as relevant for each project context. It may not always be a static assessment, but rather a process towards improvement across various specific areas such as working hou rs, productivity, income, better prospects, etc.

Expected Responsibilities (to be confirmed and refined):

As a Corporate Social Responsibility/ Decent Work Adviser you will:

- Support implementing partners in developing and implementing strategies to improve the working conditions of young people in Uganda.
- Advise on systems to monitor working conditions, work-processes, career pathways and job motivation, -satisfaction.

Skills, Knowledge and Experience

Essential criteria

Knowledge/qualifications:

- A Bachelor/master's degree in sustainable development, employment law, behavioral and Social Science/Anthropology/ HR/ Business or another relevant field.

- Monitor the use and results of the implementation of these systems and if necessary, provide further support and guidance on how they should be used.
- Coordinate the baseline assessments in company and action plan settings to improve the labor conditions.
- Work together in a multidimensional project team with additional knowledge and skills.

- Knowledge of the landscape of rules, regulations and guidelines that set standards for working conditions, such as ILO conventions, the OECD Guidelines for Multinational Enterprises, the Guiding Principles on Business and Human Rights and national labour law.
- Knowledge on gender equality and social inclusion, particularly in relation to the workplace .

Experience:

- Extensive (5+ years) work experience in the field of labour rights, corporate social responsibility (CSR), design and implementation of CSR policies, corporate accountability, business ethics, sustainable private sector development, social auditing, business advisory, employability management and/or job satisfaction or -motivation.
- Strong experience working with private sector partners and a variety of stakeholders.
- Experience in working with monitoring and evaluation .

Skills/Abilities:

- open minded and respectful
- resilient and adaptive to new situations
- facilitate positive change and build sustainable working relationships
- seek and share knowledge

Desirable:

- Familiarity with the concept of living wage / income .

VSO has zero tolerance of abuse and exploitation of vulnerable people. We expect all our employees/volunteers to ensure we are protecting children, young people and vulnerable adults from harm and abide by our safeguarding policy