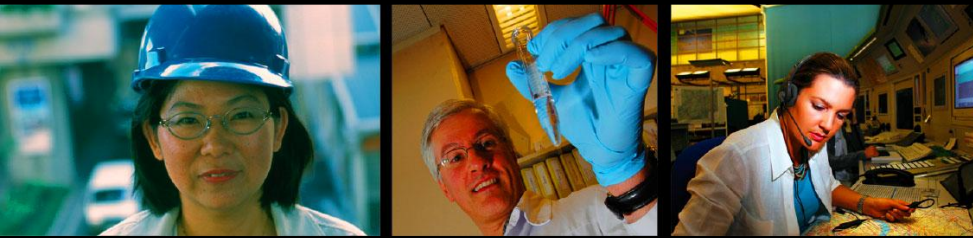


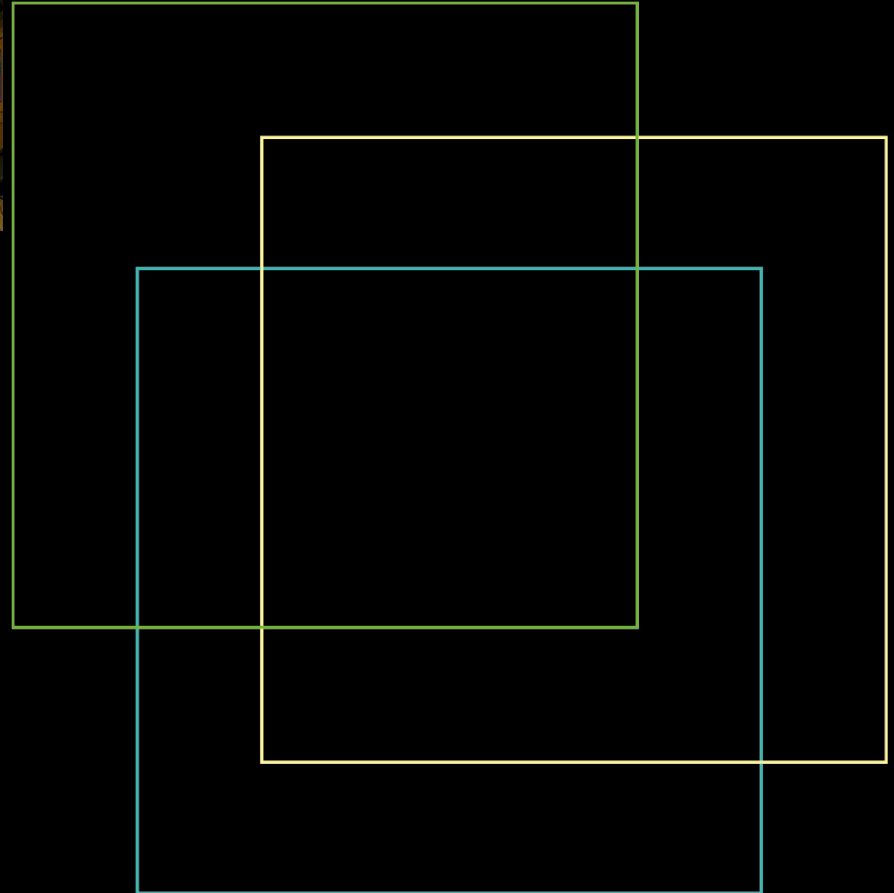


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Working at the International Labour Office (ILO)



Marc Fillieux
Head, Resourcing Unit
ILO Geneva (May 2014)

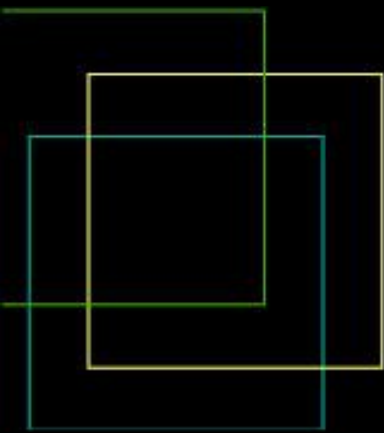




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Agenda

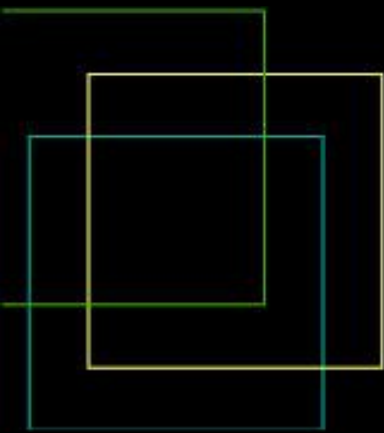
- Basics about the ILO...
- Who are we looking for...
- Career opportunities – Building an ILO Talent Pipeline...
- Q&A





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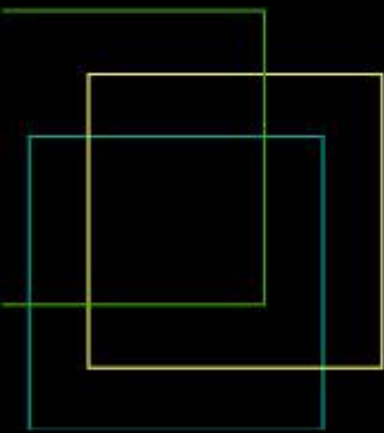
Some basics facts about the ILO...





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ILO Headquarters, Geneva





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Basics about the ILO

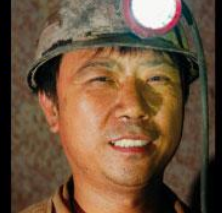
One of the oldest UN
institutions

Standard-setting organization

Unique tripartite structure

- 185 Member States
- 40 field offices
- Total Budget (Assessed contributions) : 864 m\$



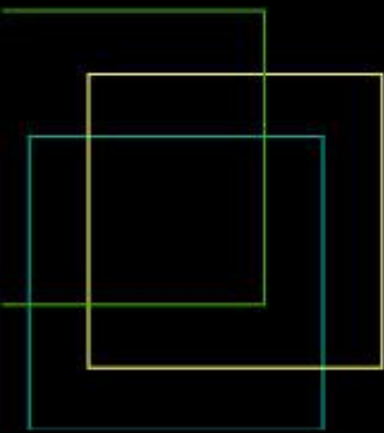


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The ILO's Decent Work Agenda

“Promoting opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity”

- Work central to people's well being
- Employment at the heart of sustainable development
- Inclusive and fair Globalisation



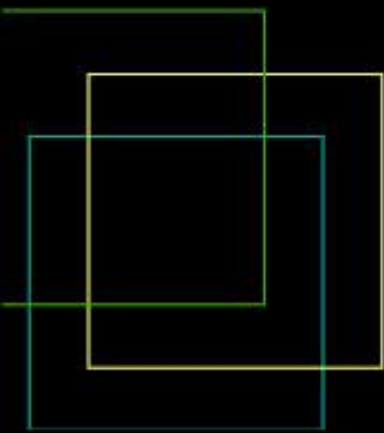


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The ILO's Decent Work Agenda

Provides technical assistance primarily in the fields of:

- employment policy;
- vocational training and vocational rehabilitation;
- labour administration;
- labour law and industrial relations;
- working conditions;
- management development;
- cooperatives;
- social security;
- labour statistics; and
- occupational safety and health.

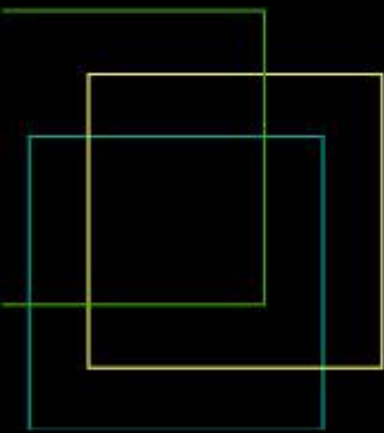




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Number of employees at the ILO

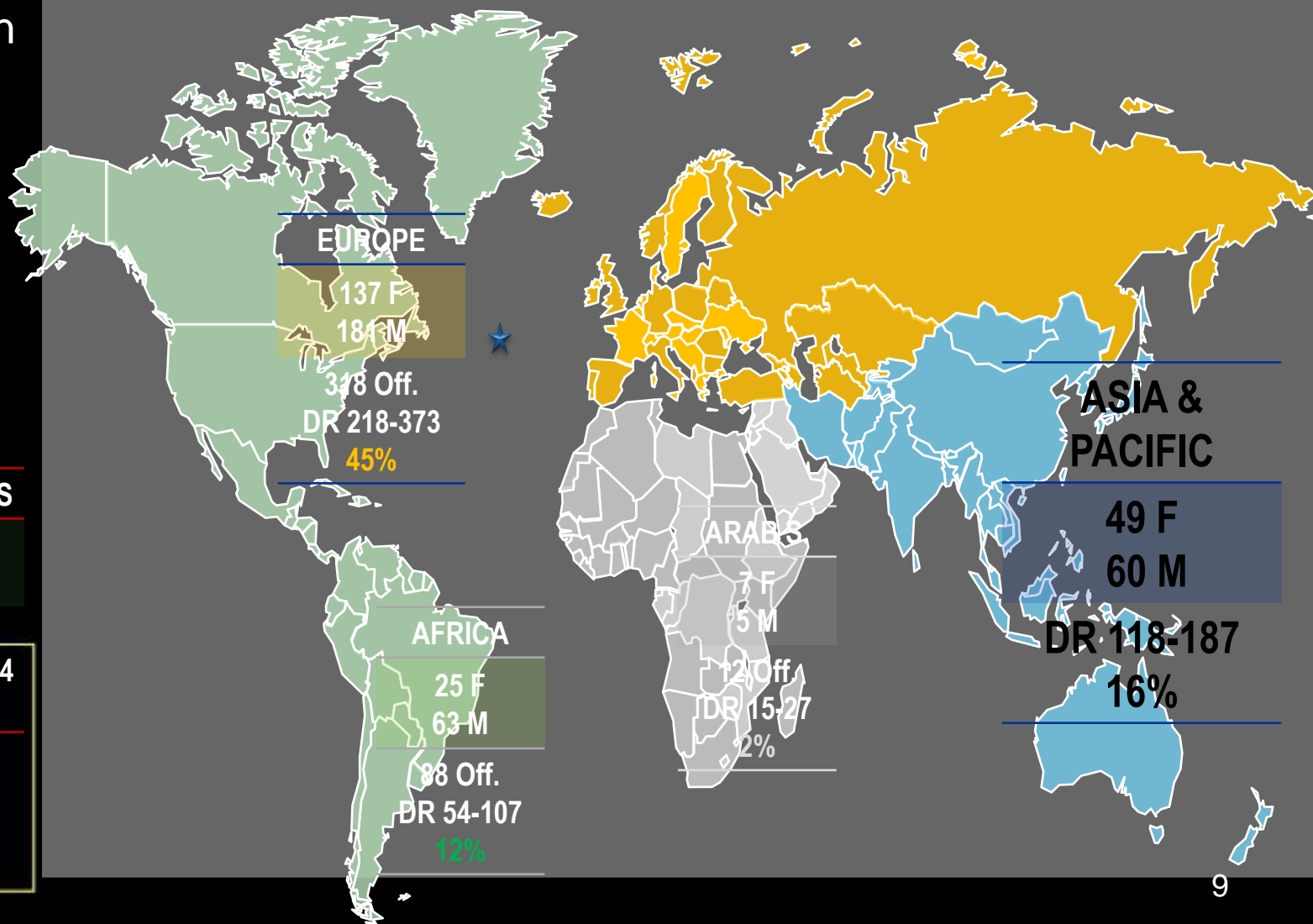
- Total staffing: 2,851 at end 2013
- 1,172 at Headquarters, Geneva – 1,679 in Regions
- Professional staff 1,116
- National officers: 466
- General Services staff: 1,269
- 53.9 percent women
- Global average age: 45.3 !





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Geographical representation by Region....

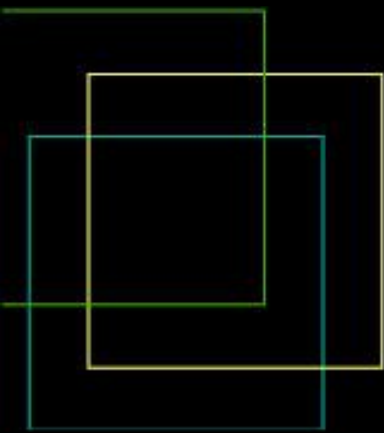




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Koreans at the ILO...

- Currently 7 staff members from the Republic of Korea:
 - Research Department, ILO Geneva
 - Working Inclusive Labour Markets, Labour Relations and Working Conditions Department, ILO Geneva
 - Decent Work Team in Bangkok, Thailand
 - Country Office in Beijing, China
 - Regional Office in Lima, Peru
- Over past 9 years:
 - 6 JPOs (two remained with ILO)
 - 45 interns



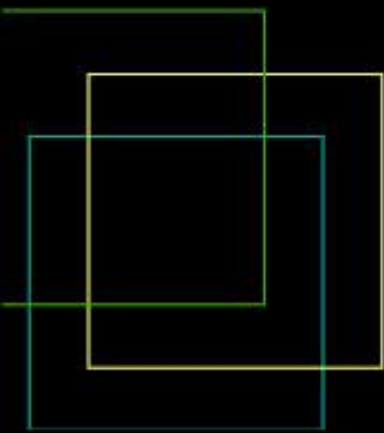


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Experiences of Koreans working at the ILO...

<https://www.youtube.com/watch?v=ol1hL3uYZoI>

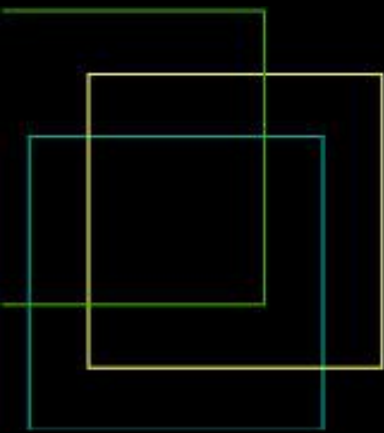
[F:\Video of ILO Korean Staff
2014\Korean_ILO.mp4](#)





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Who are we looking for...

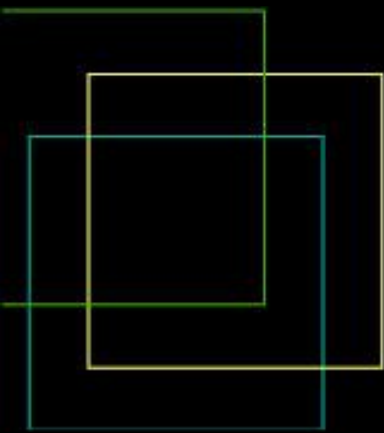




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Who are we
looking for...

- Graduates and post-graduates with vision and commitment to the values of social justice
- Top talent with cutting edge proven experience in the following:
 - **Labour related areas:** Economics, Business or Public Administration, Social Sciences, Law, Sociology, Industrial and International Relations
 - **Non Labour related areas:** Finance, Human Resources, Information Technology; General Administration, Languages





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Basic requirements for Professional staff...

Grade	Language	No. Years experience	Minimum Qualifications
P.2	Excellent command of one working language and good knowledge of another. (E, F, S)	2 years in the occupational area	First university degree in a relevant field
P.3	Idem	5 years in the occupational area. 3 years at international level	Advanced university degree in a relevant field
P.4	Idem	7 years in the occupational area. 5 years at international level	Idem
P.5	Idem	10 to 15 years in the occupational area. 7 years at international level	Idem

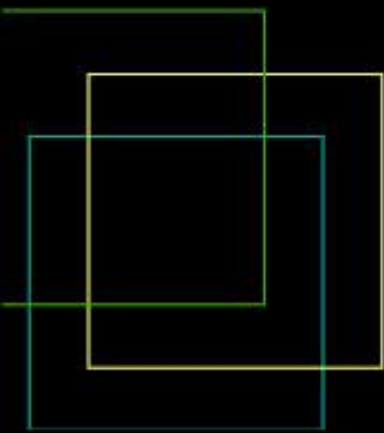


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Career
opportunities

Building an ILO
talent
pipeline...

- Need to renew ILO to a leaner, efficient and more flexible organisation
- Fostered talent management
- ILO to develop pipeline of excellence to provide the ILO with the necessary talents of tomorrow
 - Commitment to the values of social justice
 - Cutting edge proven experience
 - Flexible and adaptable
 - Vision/Leadership potential



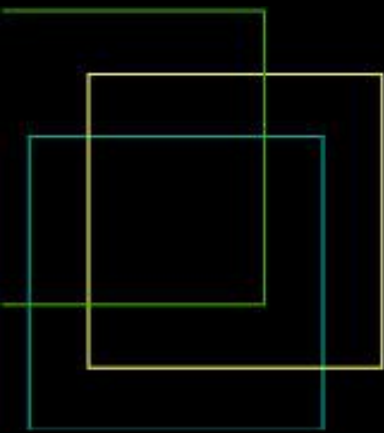


Career
opportunities

Building an ILO
talent
pipeline...



- Flagship internship programme
(350 interns per year)
- JPO programme (30 JPOs per year)
- Regular vacancies

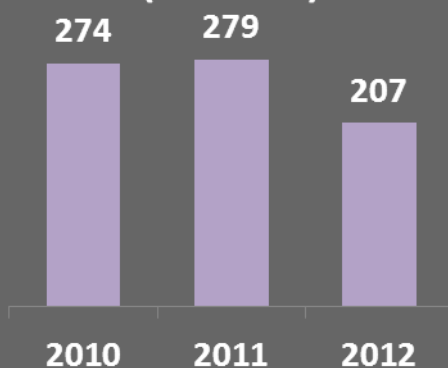




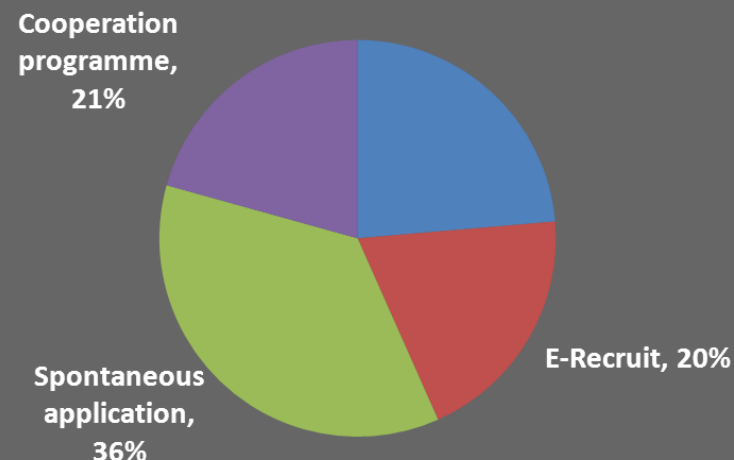
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The ILO internship programme, some statistics...

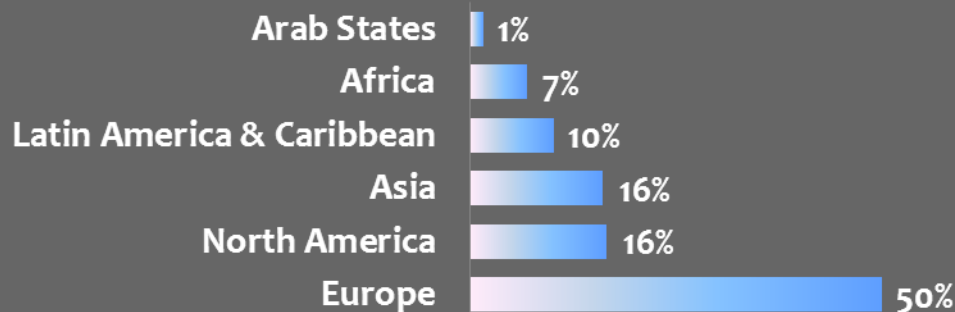
Number of Interns (Geneva)

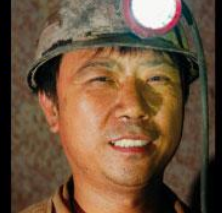


Recruitment Channels



Interns by Region of Origin





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The ILO internship Programme...

- An opportunity to familiarize yourself with the daily issues of the United Nations
- Programme allows to build knowledge about the ILO amongst young professionals
- Foster cooperation between national institutions and ILO
- Duration: 3 to 6 months maximum
- Stipend: 1,820 Sf/month (Geneva)
- Requirements:
 - Enrolled in Graduate/postgraduate studies or be in the final year of undergraduate studies relevant to the ILO.
 - Working knowledge of at least one of the official working languages of the ILO are English, French and Spanish.

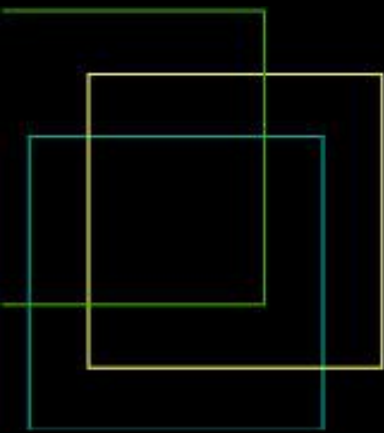
IMPORTANT: cost of travel, insurance and accommodation, as well as living expenses, to be borne by the intern or the sponsoring institution.



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Internships, how to apply?

- Carefully search our website for the department and projects that interest you:
<http://www.ilo.org/public/english/bureau/pers/vacancy/intern.htm>
- Internship profiles are published 3 times a year on the “roster” (online recruitment platform)
- Check in **January/May/September** for advertised Internship positions on the Website:
<https://erecruit.ilo.org/public/index.asp>





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Rosters 2014 Profiles available

- Promotion via email to HQ, universities, missions....
- January : 3,683 applicants, 52% pre-selected
- May : 3,497 applicants, pre-selection ongoing

	Legal services	Translation Services	SME Development and Entrepreneurship Promotion
	Development Cooperation	IT	CSR
	Statistics	Monitoring and Evaluation	Social Protection
	Finance	Skills and Employability	Sectoral Activities
	HR	Knowledge Management	OSH
	Communication and Public Information	Working Conditions and Labour Protection	Child Labour
	Library and Information Management	Facilities Management	Research and Statistics
	Collective bargaining and Industrial Relations	Comparative Labour Law	Donor Relations



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The ILO/JPO Programme...

Programme funded by a series of donor countries for over 35 years

Entry programme for young professionals to a UN career

Give young professional the opportunity to participate in the UN technical cooperation programmes for 2 to 4 years

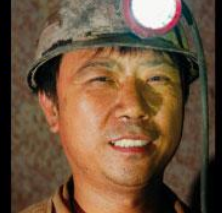
Source of potential future experts and officials for the UN system

Duration: 2-4 years

Requirements:

- Master or Bachelor degree or an equivalent technical qualification
- 1-3 years of experience
- Up to 32 years old at point of application

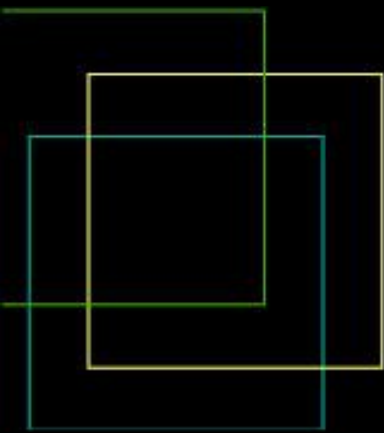
Application: through the websites of the Ministry of Foreign affairs



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Regular Vacancies

- Announcements available in Feb & Aug each year through the ILO website
- Steps:
 1. Application screening (HR and technical department)
 2. Test & Interview
 - Assessment Centre:
 - Behaviour based Interview & Analytical Exercise
 - Technical Evaluation:
 - Technical Test followed by panel interview
- Specific efforts to recruit candidates from inadequately represented countries (Incl. Republic of Korea)



dignity work justice
rights freedom
jobs equity
growth



International
Labour
Organization



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A better world starts here

There has never been a more exciting time to be part of the ILO!

The International Labour Organization (ILO), a specialized agency of the United Nations, has the mandate to promote social justice, employment and internationally recognized human and labour rights in the context of inclusive and equitable economic growth. It is the only tripartite UN agency, bringing together representatives of governments, employers and workers.

If you would like to work within an internationally diverse, globally challenging, highly principled environment and you have a proven track record of high performance, then the ILO is the right place for you.

The ILO values diversity among its staff and aims at achieving gender parity. We welcome applications from qualified women and men, including those with disabilities.

The ILO is hiring professionals in the following technical and managerial areas mentioned below. For further information and details on how to apply, please visit <https://erecruit.ilo.org>

The closing date for applications is **11 May, 2014**.

International Labour Standards • Enterprise Development • Social Protection
Conditions of Work and Equality • Governance and Tripartism • Statistics
Safety and Security • Skills and Employability • Youth Employment • Finance
Labour Administration and Inspection • Occupational Safety and Health
Employment Policy • Labour Market and Economics • IT • Administration
Programme Analysis • Research • Translation and Document Coordination





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For more
information...

TO CONSULT VACANCIES OR GENERAL INFORMATION:

- [ILO website](http://www.ilo.org/global/about-the-ilo/employment-opportunities/lang--en/index.htm), section “About the ILO” / “Employment opportunities” (<http://www.ilo.org/global/about-the-ilo/employment-opportunities/lang--en/index.htm>)

or

- www.ilo.org/hrd

TO APPLY:

- <https://erecruit.ilo.org>

HR CONTACT:

- erecruit@ilo.org
- JPO@ilo.org
- Internship@ilo.org



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Q&A time...

- Thank you for time!
- Any questions?

