

Senior Social Development Specialist - Labor Specialist

Job #:	req22982
Organization:	IFC
Sector:	Social Development
Grade:	GG
Term Duration:	3 years 0 months
Recruitment Type:	International Recruitment
Location:	New Delhi,India; Mumbai,India; Colombo,Sri Lanka
Required Language(s):	English
Preferred Language(s):	
Closing Date:	6/16/2023 (MM/DD/YYYY) at 11:59pm UTC

Description

IFC—a member of the World Bank Group—is the largest global development institution focused on the private sector in emerging markets. We work in more than 100 countries, using our capital, expertise, and influence to create markets and opportunities in developing countries. In fiscal year 2022, IFC committed a record \$32.8 billion to private companies and financial institutions in developing countries, leveraging the power of the private sector to end extreme poverty and boost shared prosperity as economies grapple with the impacts of global compounding crises such as the post covid recovery, war in Ukraine and food scarcity. For more information, visit www.ifc.org.

The Environmental, Social and Governance Sustainability Advice and Solutions Department (CEG) includes c. 300 staff and consultants, 70 percent of whom are deployed across IFC's regions, who work to deliver on two themes:

- Developing ESG solutions for clients, partnering with industry to manage ESG risks and address common issues.
- Leveraging ESG expertise and operational experience in emerging markets to maintain IFC's leadership in sustainability through ESG standards, i.e. IFC's Environmental & Social Performance Standards (PSs) and IFC's Corporate Governance (CG) Methodology.

CEG supports IFC's Investment, Advisory Services and Upstream departments to manage ESG risks and find solutions to client issues based on the IFC PS and CG Methodology. CEG works in close collaboration with the E&S Risk and Policy Department (CES), IFC's investment departments and the Legal Department. CEG further leverages this expertise and operational experience in emerging markets to encourage the effective adoption of these standards by companies and investors across emerging markets. More details can be found at www.ifc.org/sustainability.

IFC's CEG Asia Pacific team is looking for a motivated and detail-oriented Environmental & Social (E&S) professional with specific experience in assessing and managing labor and working conditions risks in accordance with IFC Performance Standard 2 (PS2). The Labor & Working Conditions Specialist will be expected to work on the E&S aspects of regional projects, in addition to providing PS 2-focused transaction support to other regional E&S specialists during E&S due diligence of new projects and monitoring of portfolio projects.

Additional tasks will include supporting the regional team leads for South Asia and East Asia and Pacific and the global senior labor specialist on portfolio review, staff and consultant training, good practice/lessons learned identification and dissemination, engagement with relevant international organizations, contextual analyses, and trend analysis at a sector level. The Labor Specialist will report to CEG's Regional Manager for Asia and the Regional Team Leads for South Asia and will work closely with global Senior Labor Specialist.

Roles & Responsibilities

- Lead or contribute to assessment of E&S issues/risks in new investment, upstream and select advisory services engagements in multiple sectors (infrastructure, manufacturing, agribusiness, services, financial intermediaries), in accordance with IFC PS.
- Lead or contribute to identification and development of E&S risk mitigation measures and value-add solutions that support clients in addressing identified issues; advise on structuring, appropriate mitigation measures and contractual alignment of interest to address risks and impacts.
- Provide specialist labor and working conditions support to CEG E&S specialists, and project teams in Asia Pacific for investment, upstream and advisory services projects against the requirements of IFC PS2.
- Structure appropriate mitigation measures and contractual requirements to promote client action to address labor and working conditions risks and impacts in a timely manner.
- Provide support to CEG regional team leads, E&S specialists and project teams on portfolio monitoring by reviewing client reporting, client's E&S monitoring reports (and supporting documentation) and performing periodic analysis of the regional portfolio, in coordination with the global senior labor specialist.
- Participate in calls, conduct desk reviews of material provided by clients and/or IFC specialists (e.g. ESIA and ESMPs, HR policies and procedures, labor grievance mechanisms, collective bargaining agreements, etc.), and undertake site visits in the context of E&S due diligence and supervision of projects;
- Support teams in developing solutions and responses to CAO and non-CAO cases with PS 2 issues at the project and systemic levels and follow up on PS 2 commitments related to complaints response.
- In coordination with the global senior labor specialist, identify, develop and disseminate knowledge, lessons learned, international good practices on trends, case studies and good practices and support other research needs in connection with pipeline and portfolio projects and relevant issues arising under PS2.
- Develop materials for and provide in-depth training and advice to advisory clients on labor issues as requested.
- Support the global senior labor specialist in the preparation, update, review of policies and internal procedures, knowledge products and E&S tools produced for both internal and external consumption, consistent with IFC's Sustainability Framework and other IFC policies as needed;
- Support the global senior labor specialist in the development of training and capacity building programs for IFC's staff and consultants for key themes, including labor review and audits, supply chain risks, labor management, worker's rights, etc. and implement the programs at the regional level.

Selection Criteria

- Advanced degree (Masters or equivalent) in labor law, human resource management, industrial relations, environmental studies, social studies/social work or another relevant discipline.
- Minimum of 12 years of professional experience working on E&S and/or labor & working conditions due diligence in the international context, with strong preference for experience in the private sector working across different industry sectors. Work experience in South and/or East Asia will be an advantage.
- Experience working on E&S Policies and Standards. Experience with international financial institutions (IFI) and/or World Bank Group Standards preferred.
- Working experience in emerging markets, ideally in fragile and conflict environments. Willingness to travel regularly in emerging market countries.
- Demonstrated experience and understanding of labor-related supply chain issues, including issues around child, and forced labour, preferably in relation to World Bank Group, ILO or other international standards.
- Demonstrated experience in labor assessments, audits, and industrial relations of private sector companies in agribusiness, infrastructure, and manufacturing projects to identify potential risks and issues and advise on mitigation measures and possible pragmatic solutions in accordance with international standards related to labour and working conditions.
- Direct experience with the application of IFC PS2 and/or similar Good International Industry Practices and standards (e.g., International Labour Organisation Conventions) will be an advantage.
- Track record conducting interviews and face-to-face engagements with workers, workers' representatives, human resources, and other relevant stakeholders in emerging markets.
- Fluency in English is required with ability to communicate ideas clearly and confidently, articulate issues and recommend solutions. Other language skills, such as Chinese, Hindi and languages of the region, are a plus.
- Strong analytical skills, ability to think strategically, analyze and synthesize diverse information sources, and draw conclusions from sometimes limited data.
- Pragmatic, solution-oriented, problem solver with a high degree of responsiveness and proactivity, coupled with the ability to recognize when a solution is not available; and,
- Excellent interpersonal, listening and communication skills and ability to work effectively as a member of a multi-disciplinary, multi-cultural team.

[World Bank Group Core Competencies](#)

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