



FAIRTRADE LABELLING ORGANIZATIONS INTERNATIONAL

JOB DESCRIPTION

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| TITLE | Head of Worker Rights & Trade Union Relations |
| DIVISION/TEAM | Strategy & Policy Unit |
| REPORTS TO: | Director of Strategy & Policy |

OVERVIEW

The mission of Fairtrade Labelling is to connect consumers and disadvantaged producers through a label which guarantees fairer trade conditions, thus providing more capacity for disadvantaged producers to combat poverty by themselves, strengthen their position and take more control over their future

Fairtrade Labelling Organizations International (FLO) unites the producer-, market- and business-facing activities within the Fairtrade Labelling system⁽¹⁾ and is responsible for developing Fairtrade Standards and supporting producers to gain and maintain Fairtrade Certification. These operating units are supported by Strategy & Policy and Finance and Central Services teams.

In a recently concluded strategic review, Fairtrade has restated its commitment to landless labourers as among those in greatest need of a better deal from international trade. We have worked with plantations employing workers in products like tea and bananas for most of our history and in recent years this aspect of our work has also brought benefits to growers of grapes, citrus and flowers. We plan to strengthen our hired labour model to ensure that it complements the work of others seeking to secure and enhance labour rights in the Global South. In particular we shall develop a stronger partnership with independent trade unions, recognising that freedom of association and collective bargaining are the best means by which workers can secure their basic rights, and that Fairtrade is a complementary tool to promote further empowerment and development. The post of Head of Worker Rights & Trade Union Relations is central to those plans.

(1) The Fairtrade Labelling system comprises FLO eV, the Fairtrade Labelling Initiatives and Fairtrade Producer Networks and FLO-Cert GmbH.

OBJECTIVE/PURPOSE

To provide leadership to the Fairtrade Labelling system on all aspects of its work with hired labour producers and in particular through strengthening relationships at all levels between the Fairtrade Labelling system and the independent trade union movement.

The postholder will develop proposals for Fairtrade's strategy and policy in the area of worker rights and empowerment and trade union relations and secure agreement from senior management and the FLO Board. S/he will also be responsible for overseeing the implementation of those policies, providing guidance and support where needed to other units in the system, and monitoring and reporting on outcomes.

PRINCIPAL ROLES AND RESPONSIBILITIES

Overall Responsibilities

- Build on the activities of the Trade Union Working Group, established by a group of FLO Labelling Initiatives in 2007, in developing a strategic approach to strengthening Fairtrade's relationships with trade unions and improving the Fairtrade Labelling system's impact on strengthening workers' rights to freedom of association and collective bargaining.
- Develop, maintain and strengthen Fairtrade's relationships with the trade union movement, including global bodies (e.g. IUF, ITGLWF & ITUC), regional networks (e.g. COLSIBA) and individual trade unions representing workers in the countries/products in which Fairtrade certifies producers. Manage these relationships through constructive and critical dialogue that ensures FLO obtains feedback from trade unions on its work in hired labour situations.

- Develop and maintain policy positions relating to Fairtrade's work with hired labour and ensure these are agreed with senior management and the FLO Board as required, and support the FLO Communications team in ensuring that internal units and external stakeholders understand and support those positions.
- Develop clear plans for improving Fairtrade Labelling's impact on workers' rights and empowerment, and secure the support of other operating units to implement these plans and provide feedback on outcomes.
- Provide support and guidance as required to staff and committee members across the Fairtrade Labelling system on matters relating to workers' rights, particularly in relation to trade union activities.
- Oversee the implementation of joint projects between FLO and the international trade unions.
- Provide regular reports to the Director of Strategy & Policy on the achievements of the Worker Rights and Trade Union Relations programme against agreed targets.

Specific tasks will include –

- Building awareness of workers' rights and trade union issues within FLO on a generic basis (with particular regard to the need for an understanding of respective roles and responsibilities and the need for complementary activities) but also taking account of specific national and product sector issues.
- Negotiating and drafting agreements with trade unions and trade union networks that underpin FLO's work in this area.
- Supporting FLO Standards Unit in incorporating the system's worker rights strategies into standards and facilitating consultation with stakeholders in the trade union movement.
- Providing guidance as required to FLO-Cert on workers' rights and trade union issues, and supporting their efforts to secure input from trade unions to certification decisions.
- Providing guidance and support as required to FLO's Producer Services and Relations Unit on matter relating to workers' rights and trade union issues.
- Ensuring FLO Liaison Officers and FLO-Cert auditors receive adequate and regular training on workers' rights issues relevant to their work and their territory; devising and delivering such training where necessary or desirable.
- Attending meetings of FLO eV and FLO-Cert committees as required, including the FLO Board, Standards Committee, and FLO-Cert Certification Committee.
- Writing papers and reports for internal and external use, liaising with FLO Communications team to ensure FLO's policies are accurately and effectively represented.
- Acting as an external spokesperson for Fairtrade Labelling on workers' rights and trade union issues at public events and to the media, as required.
- Managing budget lines agreed for FLO's work on labour rights and trade union relations.

PERSON SPECIFICATION

(E= Essential; D=Desirable)

Knowledge / Job Specific Competencies

- In-depth understanding of the trade union movement and its work in developing countries gained through direct experience of working for a trade union or a trade union related organisation (E)
- Knowledge and awareness of development issues in the context of labour relations in international trading relationships (E)
- Understanding of the role of international standard-setting and certification systems preferably gained through direct engagement or involvement (D)
- Good level of education, sufficient to cope with the complexities of the work (E)

Professional Skills

- Outstanding relationship management skills gained in a multi-stakeholder environment (E);

- Excellent written and verbal communication skills with high levels of persuasion and influencing abilities (E)
- Previous experience of delivering training to field-based personnel in the South (D)
- Fluent English (E). Ability to work effectively in Spanish (E) and French (D)
- Self-serving administratively with good IT skills (E)

Personal Qualities

- Demonstrable ability to drive forward work on own initiative and with limited guidance (E)
- Demonstrable personal commitment to trade union rights and to the work of Fairtrade (E)
- Ability to operate in multicultural environments (D)
- Relevant contacts and institutional relationships in the trade union and labour rights movements (D).

TERMS AND CONDITIONS

- An initial one-year contract is offered. It is envisaged that the contract will be renewable after the initial one year period. This is a full-time position although part-time or job-share arrangements will be considered.
- Location is flexible but regular attendance at FLO eV offices in Bonn, Germany will be required as will regular international travel
- The working language is English
- Salary as per Collective Bargaining Agreement, around 53-55.000 Euro per annum, commensurate to qualifications and experience plus attractive benefits package.
- 30 days annual leave per annum

APPLICATIONS

Applications, in the form a letter of motivation (including earliest availability to start and salary expectations) and Curriculum Vitae, should be submitted via e-mail to applications@fairtrade.net, citing "Head of Workers' Rights and Trade Union Relations" in the subject field.

The deadline for completed applications is 30 April 2009