



International Organization for Migration (IOM)
The UN Migration Agency

Internship Vacancy

I. POSITION INFORMATION	
Position title	Intern-Migrant Empowerment
Duty station	Geneva - Switzerland
Organizational unit	Labour Mobility and Human Development (LHD) Division, Department of Migration Management (DMM)
Is this a Regional, HQ, MAC, PAC, Liaison Office or Country Office based position?	IOM Headquarters
Appointment type	Intern, Six months
Reports directly to (<i>Full Name of Supervisor and Position Title</i>)	Philip Hunter Senior Labour Migration Specialist
VACANCY-SPECIFIC INFORMATION	
Estimated closing date	TBD
Estimated start date	TBD
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<u>Background Information</u> <p>The Labour Mobility and Human Development (LHD) Division in the Department of Migration Management (DMM) is the focal point for IOM's policy and operational engagement in the areas of labour migration, integration, migrant training, and migration and development. The LHD Division has the institutional responsibility for overseeing programme development and implementation in relevant thematic areas through a team of experts in Geneva, supported by a network of thematic specialists posted in IOM's regional offices. To ensure the coherence of purpose and strategy among the various activities within the organization, LHD specialists work in close coordination with other divisions of the DMM, as well as colleagues in the Department of Emergencies (DOE) and the Department of International Cooperation and Partnership (ICP). Through research and dissemination of good practices, the LHD Division also keeps the organization, its partners and beneficiaries up-to-date on labour migration, integration and development trends in order to improve project development and the delivery of services to governments and migrants.</p> <p>In order to respond to growing interest in labour migration and, in particular, strategies to enhance migrant worker voice, LHD will hire an intern for an initial period of 6 months. The intern will support the work of the labour migration unit across a variety of topics and conduct tasks ranging from research, stakeholder engagement and drafting of policy and operational resources.</p> <u>Supervision</u> <p>The Intern will work under the guidance and supervision of the Senior Labour Migration Specialist at IOM Headquarters.</p>	

III. RESPONSIBILITIES AND ACCOUNTABILITIES

DUTIES AND RESPONSIBILITIES

The Intern will have the following duties and responsibilities:

1. Conduct a **desk review** of international standards, national laws, regulations and policies related to the rights of migrant workers and promotion of migrant worker voice, empowerment and protection. Where relevant, the review will include multilateral instruments, non-binding agreements, bilateral labour agreements, memoranda of understanding and principles adopted in the context of regional consultative processes as well as legal and policy infrastructure established to regulate temporary or circular migration programs and national action plans against trafficking in persons. The desk review will be supplemented by expert interviews within IOM.
2. Prepare a **research report** based on the desk review, with annotated bibliography. The report will assess the strengths and weaknesses of existing binding and voluntary mechanisms to promote migrant voice, including in the context of supply chains. Examples of effective grievance mechanisms and successful initiatives to promote access to remedy and justice shall be considered, including in the case of domestic workers, migrants working in agriculture and services, and migrant seafarers. Likewise, the report will consider technology solutions, use of social media, community and grassroots campaigns, mapping of legal aid and services, and more forms of collective organization and representation.
3. Prepare a **stakeholder mapping** of relevant global organizations, initiatives, projects and donors active in promoting migrant worker voice and empowerment. This will include civil society organizations, the labour movement, information technology platforms, global brands, public policy makers, academia and the donor community, and serve as a foundation for a **strategic roadmap** to promote migrant empowerment across IOM programming on labour migration.
4. Collect and catalogue relevant resources to support a **global knowledge hub** and internal IOM knowledge management systems.
5. Prepare an IOM **policy brief** on migrant worker voice and empowerment.
6. Assist the Senior Labour Migration Specialist in **stakeholder engagement**, including participation in meetings, workshops and other events, as needed, with a view to establishing an IOM-supported network of thought leaders, experts and leading stakeholders to promote good practice in worker voice.

7. Support the Senior Labour Migration Specialist to design global IOM programming on migrant worker voice, including the preparation of a **draft project proposal** to circulate to potential donors.
8. Undertake any other tasks as may be required.

Training components and learning elements

The internship will provide the following training and learning elements:

- Enhanced understanding of international, national and sub-national normative and regulatory infrastructure governing labour migration and the rights of migrant workers as well as mechanisms to enhance respect for rights during recruitment, migration and employment.
- Insights into global policy development vis-à-vis labour migration, ethical recruitment and related topics, multilateralism and bilateral cooperation as well as emerging multi-stakeholder strategies to enhance migrant protections in the context of global supply chains
- Introduction and network building with leading stakeholders in the field, cutting across government, private sector and civil society

IV. REQUIRED QUALIFICATIONS AND EXPERIENCE

EDUCATION

- University degree in Economics, International Relations, Business Administration, the Social Sciences, Law, Development Studies, International Affairs or any related discipline;

EXPERIENCE

- Strong background in business and human rights, voluntary initiatives in global supply chains, and rights and protections of migrant workers
- Computer literacy, including proficiency in MS Office programmes, social media, knowledge of SharePoint or other collaboration and knowledge management platforms is an advantage;
- Strong organizational skills;
- Ability to timely understand the Organization’s structure and portfolios;
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds;
- Proven ability to produce quality work accurately and concisely according to set deadlines;
- Practical experience of how to multi-task, prioritize and work independently;
- Excellent knowledge of spoken and written English; working knowledge of French and/or Spanish is highly desirable;

V. LANGUAGES

Required <i>(specify the required knowledge)</i>	Advantageous
Fluency in English is required.	Working knowledge of Spanish or Arabic can be an advantage.

VI. COMPETENCIES¹

The successful candidate is expected to demonstrate the following values and competencies:

Values

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **Integrity and transparency:** maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- **Professionalism:** demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioural indicators

- **Teamwork:** develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- **Delivering results:** produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- **Managing and sharing knowledge:** continuously seeks to learn, share knowledge and innovate.
- **Accountability:** takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- **Communication:** encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

Notes²

Eligibility and Selection

In general, the Internship Programme aims at attracting talented students and graduates who:

- a) have a specific interest in, or whose studies have covered, areas relevant to IOM programmes and activities;
 - b) are either students approaching the end of their studies and preparing a thesis, or recently graduated, who have less than two years of relevant working experience.
- Only shortlisted candidates will be contacted, and additional enquiries

¹ Competencies and respective levels should be drawn from the Competency Framework of the Organization.

will only be addressed if the candidate is shortlisted.

- Applications must be submitted by

Appointment will be subject to certification that the candidate is medically fit for appointment.

No late applications will be accepted.