



Global Decent Work/ Human Rights Coordinator

Starting Date: As soon as possible
Contract type: Full-time, permanent role
Location: London or Geneva preferred (flexible working)
Application closing date: 24 October 2021
Salary: £34,900 or CHF 70,400

Background

The Better Cotton Initiative is a multi-stakeholder initiative and the largest cotton sustainability programme in the world. Better Cotton and its partners currently support over 2.3 million farmers in 23 countries in adopting more sustainable agricultural practices. Thanks to these efforts, Better Cotton accounts for around 22% of global cotton production. Better Cotton works closely with stakeholders all the way from farms to fashion brands and civil society organisations, driving the cotton sector toward sustainability.

The Better Cotton Standard System (BCSS) is at the heart of our approach and includes six main components: the farm standard (Principles & Criteria), assurance programme, capacity building, chain of custody, monitoring and evaluation, and the claims framework.

Decent work is one of the seven Principles covered by the Principles & Criteria, and Better Cotton has a strong commitment to improving working conditions across all cotton farms. The agricultural sector and cotton growing specifically, is considered high-risk for forms of labour rights violations, including child labour and forced labour.

Better Cotton is currently in the process of implementing an ambitious decent work strategy, which focuses on a risk-based approach to identify, prevent, mitigate, and remediate risks of forced and child labour. Already in 2021, Better Cotton has carried out two decent work country pilots in India and in Pakistan, commissioned decent work risk assessment studies across 14 countries, piloted an innovative farm-level Worker Voice Technology, strengthened our assurance approach, and established a dedicated Decent Work Advisory Committee.

There is much more to accomplish in the area of decent work over the coming years. To carry the strategy forward, Better Cotton is looking to recruit a Global Decent Work Coordinator with the right skills, expertise, and ambition to help us make a positive change for millions of cotton farmers and workers worldwide.

About this role

Better Cotton is seeking a **motivated and highly skilled Global Decent Work Coordinator with extensive knowledge of human rights and labour rights**, specifically on the topic of child labour and forced labour. The Global Decent Work Coordinator will report to the Decent Work Focal Point based in London and work closely with the Decent Work Coordinators in India and Pakistan, who all together form the Decent Work Team. The team is convened virtually, and this role will be expected to lead on the remote coordination of this virtual team.

Key responsibilities will include strategic planning and oversight over the implementation of the decent work strategy, building partnerships and stakeholder engagement, strengthening of the assurance processes, capacity building and fundraising. The immediate focus of the role will be supporting the operationalisation of the recommendations of the decent work risk assessments studies in India, Pakistan and 12 Sub-Saharan African countries.

This role is embedded within the Better Cotton Standards & Assurance function.

Responsibilities

Decent Work (DW) Strategy Implementation

- Support the implementation of the DW strategy including ongoing prioritisation of efforts
- Identify high-priority partners for BCI to collaborate with at global level around the decent work strategy, and support country teams in prioritising local partnerships
- In collaboration with the MEL team establish the Decent Work monitoring and evaluation framework
- Coordinate across functions to ensure that decent work concerns are well embedded in the key areas, including implementation, traceability, safeguarding, etc.

Coordinate Decent Work team (remotely)

- Support the coordination of the Better Cotton Decent Work team (remotely), including developing a global work plan, arranging, and facilitating meetings, and ensuring actions are followed up
- Ensure that the country-level operational plans are coherent and feasible
- Track implementation progress of the global and country-level operational plans, adapt plans as needed over time

Assurance

- Support further strengthening of the global assurance tools and processes including farmer and worker interview guides, and their country-level adaptations accounting for context-specific risks related to child labour and forced labour
- Analyse self-assessment data (collected annually from all farms/ farmer groups), and provide an overview of the worker profiles and decent work risks
- Adapt the self-assessment process to enable a more effective decent work risks identification, informing decent work strategy implementation and licensing assessments

Capacity Building

- Lead the development of the global decent work training module and support further adaptation of training materials to country level, based on localised context
- Support on decent work-focused training for third-party verifiers and BCI second-party assessors

- Work with the Better Cotton Global Implementation Team and Decent Work Focal Point to develop a global strategy for Implementing Partner capacity building, and a process to assess their decent work competencies, capitalising on the work already done by the country Decent Work Coordinators in India and Pakistan, and the outcomes of the risk assessments
- Provide oversight over the development and roll-out of improved labour recruitment and management processes at Producer level, and other appropriate interventions in response to the known risks

Fundraising

- Support fundraising efforts through identifying potential donors and working with fundraising team on proposal developments related to decent work, along with grant monitoring and reporting

Communication

- Respond to ad-hoc requests for information from Better Cotton members and brands around our decent work strategy and progress
- Produce blog posts, input into annual reports and website communications, and deliver webinars on the progress against Better Cotton’s decent work strategy

Innovation

- Explore innovative ways to improve the link to farm workers, including through worker voice technology, social media, mass communication channels, etc., and bring worker voice into programme design, monitoring and evaluation
- Help Better Cotton further its aim of establishing grievance mechanisms at local level covering farmers and farm labour through exploring worker feedback mechanisms, designing and planning implementation of new solutions as needed

The Global Decent Work Coordinator will be expected to support on other activities and cross-functional organisational priorities, as capacity allows.

Profile

To be successful, candidates for the Decent Work Coordinator role will have the following attributes:

| Qualification, Skills & Knowledge |
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| <i>Essential</i> |
| University degree at a Master’s level, or equivalent higher education qualification, in human rights, international development, sustainability or relevant field |
| Expertise in human rights and labour rights |
| Excellent understanding of the UN Global Compact principles, UN Guiding Principles on Business and Human Rights and corporate human rights due diligence |
| Excellent organisational skills and ability to manage conflicting priorities |
| Excellent project development and management skills, including designing theories of change and M&E frameworks, and overseeing agile project implementation |
| IT literacy, including proficiency in Microsoft Office Suite, surveys, project management platforms, etc. |
| Fluency in English; ability to communicate clearly and concisely in verbal and written work |
| Ability to work remotely with minimal supervision |

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| Ability to learn and adapt to a dynamic working environment |
| <i>Desirable</i> |
| Ability to multitask |
| Willingness to travel (unless travel restrictions are in place) and to carry out administrative tasks as necessary |
| Demonstrated qualitative research skills (i.e. focus groups discussions, stakeholder interviews, survey development) |
| Knowledge of best practices in social auditing, including worker interviews, safeguarding, etc. |
| Knowledge of the salient human rights issues in the agricultural supply chains |

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| <i>Experience</i> |
| <i>Essential</i> |
| At least 7 years working experience, with project management experience |
| Experience managing complex projects |
| Experience in stakeholder coordination, participatory project design, working groups, workshops, and discussions |
| <i>Desirable</i> |
| Good understanding of agricultural production and textile supply chains |
| Understanding of feedback mechanisms (for farmer/worker grievances) and labour management systems in agricultural supply chains |
| Experience engaging directly with the rights holders while working with/in NGOs, international development, or humanitarian aid actors |

Working arrangements

- This is a full time (40 hours per week) position; although could be pro-rated to 80% or 90% part time.
- The successful candidate will be offered a permanent role with a 3-month initial trial period
- The position is based at the London Office; Geneva Office can be an alternative.

Applications

Interested applicants with the required attributes are asked to send, in English, a detailed CV and a brief cover letter (2 pages maximum) to Better Cotton by email with subject "Application for Decent Work Coordinator – Global" to: recruitment@bettercotton.org

Application deadline: 24 October 2021

We thank all applicants for their interest; however, only candidates short-listed for a telephone interview will be contacted. Better Cotton is an equal opportunity employer and is committed to good practice and transparency in the management of natural, human, and financial resources.