

Decent Work Coordinator - Uzbekistan

Starting date: As soon as possible

Contract Type: Full-time contract for 12 months with potential for renewal

Salary: Competitive according to experience

Location: Tashkent, Uzbekistan

Application closing date: Monday 10th April 2023 – 6.00pm Tashkent Time

Background

Better Cotton is the world's largest cotton sustainability programme. Our mission: to help cotton communities survive and thrive, while protecting and restoring the environment. In challenging times, we are meeting the challenge head on. Through our network of field-level partners we have trained over 2.5 million farmers - from the smallest to the largest - in 26 countries in more sustainable farming practices. A quarter of the world's cotton is now grown under the Better Cotton Standard. We have united the industry's stakeholders behind our efforts, from ginners and spinners to brand owners, civil society organisations and governments. Everyone who cares about cotton and its sustainable future can now be part of something better.

Uzbekistan is the sixth largest cotton producer in the world. Over the recent years Better Cotton has been actively supporting International Finance Corporation (IFC) and Deutsche Gesellschaft fuer International Zusammenarbeit (GIZ) GmbH projects piloting the Better Cotton Standard System (BCSS) in Uzbekistan. Following widespread reform of Uzbekistan's cotton sector, and the lifting of the Uzbek Cotton Pledge, Better Cotton has recently opened a formal programme and is establishing a Branch Office in Tashkent.

About this role

Reporting to the Country Manager, Uzbekistan and under the technical guidance of Standards & Assurance Team, the Decent Work Coordinator will take the lead on the implementation of the decent work workstream in Uzbekistan. While systemic forced labour has been eliminated, pockets of non-compliance may persist making Uzbekistan's cotton production a high-risk for forced labour and child labour. As a result, this role focuses heavily on supporting cotton Clusters to operate in line with internationally accepted standards and principles relating to decent work and putting the systems in place to monitor their progress and performance.

The post holder will coordinate, monitor and analyse the delivery of Enhanced Decent Work Monitoring, and build our Programme Partners' capacities to monitor and address incidents and risks to decent work including through the capacity building, establishment of effective grievance mechanisms and the development of partnerships with social and labour rights expert organisations.

In addition, the post holder will support Country Manager in mobilising local stakeholders and engaging them in establishing and supporting the delivery of the Better Cotton programme. The Decent Work Coordinator will also support colleagues from the wider Better Cotton team to implement the Better Cotton Standard System in Uzbekistan.

Duties and Responsibilities

Stakeholder engagement & management

- Build a network of key stakeholders at country level including labour experts, government agencies, local civil society groups and worker representative structures which can be drawn upon a) to help inform our decent work-related plans and support us with capacity building work, and b) to support the delivery of Enhanced Decent Work Monitoring activities;
- Support the Country Manager with maintaining excellent working relationships with key stakeholders in Uzbekistan
- Work with the Country Manager to mobilise and establish a multi-stakeholder group in Uzbekistan, support to National Consultative Council;
- Work with members of the multi-stakeholder group and National Consultative Council to ensure that the enabling environment in Uzbekistan is conducive to Better Cotton running a credible assurance programme
- Review Producer self-assessments and external assessments for risks, identify specific vulnerable groups and provide recommendations to adapt assurance and capacity building approaches and tools
- Translate Better Cotton's global decent work agenda and associated documents, and lead its adaptation to Uzbekistan specific contexts

Build the capacity of Better Cotton clusters to ensure that all workers enjoy decent working conditions that align with internationally accepted standards and principles

- Lead the delivery of a context-specific decent work risk assessment in Uzbekistan
- Operationalise the Internal Labour Management System framework with Clusters, and in particular support them to improve their recruitment, grievance, and labour management practices
- Build the capacity of Clusters to fully understand, and operate in line with, Better Cotton's decent work standards and the associated compliance requirements
- With support from the Global Decent Work Team, identify appropriate independent and national-level grievance mechanisms, ensure that workers have access to them and where appropriate that they are integrated into Cluster-level policies and procedures
- Monitor the risks and complaints received through existing feedback channels, escalating cases as needed, coordinating corrective action and/or facilitating remediation in collaboration with appropriate external stakeholders

Operationalise a context-appropriate Better Cotton assurance programme in Uzbekistan

- With support from Better Cotton's Senior Decent Work Manager, ensure that the enhanced decent work monitoring approach is consistently evolving to meet changes in the operating environment
- Support with integrating enhanced decent work monitoring into the core Assurance Framework in Uzbekistan
- With support from the global team, identify and on-board decent work monitors
- Oversee the delivery of annual decent work monitoring at all Better Cotton Clusters

Other duties and responsibilities

- Support partners in identifying effective training methods and help them develop relevant training materials on decent work;
- Participate in communication activities relevant to Better Cotton global targets on decent work;
- Provide support with developing fundraising proposals for Uzbekistan
- Ensure that Better Cotton's operations in Uzbekistan are aligned with national legislation and governance requirements
- Any other duties as reasonably requested to support operations in Uzbekistan

Candidate Profile

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

Qualifications, Skills & Knowledge
Essential
University degree, or equivalent higher education qualification, in a relevant field
Demonstrated interest in, and knowledge of, the main social and labour rights issues associated with Uzbekistan's cotton sector
Demonstrated ability to learn new things and apply existing skills and knowledge to new contexts
Excellent IT skills, including confidence with Microsoft Office 365
Organised and proactive attitude, with the ability to multi-task and prioritise a busy workload
Ability to effectively work independently with minimal supervision
Flexible approach to work with a willingness to carry out administrative tasks as required
Excellent written and oral communication skills - with the ability to communicate with a range of audiences in English, Uzbek and Russian. However, fluency in all three languages is not essential
Willingness and ability to travel frequently domestically (unless travel restrictions are in place)
Desirable
Postgraduate qualification in a relevant field such as labour rights or project management
In-depth knowledge and understanding of the Uzbek cotton industry
Experience
Essential
Significant relevant working experience at a senior level – for example in roles focused on project management, decent work or human rights
Experience of organisational capacity building or improving systems or processes in your workplace
Significant project management experience, ideally managing a variety of different types of projects
Experience of leading and managing others – this could be either managing other staff in your workplace, or managing external consultants/project delivery teams
Experience of working with external partners and stakeholders, and building consensus among them
Desirable
Experience of working and engaging with key stakeholders in the Uzbek cotton sector and/or international donors
Experience of conducting external assessments, audits or reviews
Experience of working in the cotton or textile sectors
Experience directly supporting farmers, farm workers and farming communities

Working arrangements

- This is a full time (40 hours per week) position. The successful candidate will receive a one-year contract with Better Cotton, with a three-month initial probationary period.
- This role will be a full time office based role. Office attendance is required 5 days a week.
- Frequent travel (especially during the major production and harvesting months) to cotton production areas will be required. Travelling to the field areas may take up to 30-50% of the total work time, provided no travel restrictions are in place

What makes us different?

- The chance to contribute to transforming the cotton sector and helping cotton communities survive and thrive, while protecting and restoring the environment
- A flexible work environment with colleagues from 14 countries
- The opportunity to become part of a growing business that pushes you to excel every day while having a positive impact on others and on the planet

Think you've got what it takes?

Apply now

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 [via this form](#).

Application deadline: Monday 10th April 2023 – 6.00pm Tashkent Time

In your cover letter, please include an explanation of why your experience is specifically relevant to this role at Better Cotton. We want to see your personal style – what excites you about this role and why you think your next opportunity is here with us.

We thank all applicants for their interest; however, only candidates short-listed for 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.

Better Cotton is currently unable to provide sponsorship for work permits, and candidates need to have a pre-existing right to work in the location where they will be based.

Better Cotton has a zero tolerance approach to any attitudes or behaviours that put children or adults at risk of harm. Safeguarding incidents are acts of serious misconduct and are grounds for disciplinary action, up to and including, dismissal and referral to relevant authorities for criminal prosecution.