



VACANCY

Legal Director / Advisor



Goal

UNI and IndustriALL Global Unions are announcing an exciting opportunity for an experienced trade union advocate to support the development of a new mechanism for settling disputes between global unions and MNCs.

Financed through IndustriALL and UNI's joint Supply Chain Worker Support Fund, the goal of the Legal Director/Advisor is to lead the process towards the achievement of an International Labour Conciliation and Arbitration (ILCA) mechanism. This will involve analysing existing models of conciliation and arbitration currently used by unions, as well as other models of international arbitration, and extensive consultation with expert persons and organizations in the field. The successful candidate will develop the framework for the ILCA and build support for it among trade unions, companies and other key institutions.

UNI and IndustriALL

UNI and IndustriALL are committed to pursuing genuine global industrial relations through binding agreements with multinational corporations with effective enforcement mechanisms.

While a growing number of agreements are being signed between MNCs and global unions, no mechanism yet exists through which disputes under the agreements can be resolved through conciliation and binding arbitration at global level.

We made history with the Bangladesh Accord and its ground-breaking arbitration provisions which have delivered settlements with two multinational garment brands through cases brought under the UNCITRAL rules at the Permanent Court of Arbitration. This experience has underlined the urgent need for the development of a mechanism that is specifically designed for the speedy and affordable resolution of labour disputes and that can be used to enforce not only the Accord, but any other binding agreements between global unions and MNCs.

Key responsibilities

- Develop a comprehensive understanding of existing labour and other arbitration models and institutions at national and international level
- Identify and consult with experts among union practitioners, especially among UNI and IndustriALL affiliates, to define the key elements of an effective model for resolving industrial disputes at global level
- Consult with existing arbitration bodies, such as the PCA, on the feasibility of hosting or administering the ILCA
- Convene experts and practitioners to develop a proposal for, initially, the 2018 Accord, leading towards a model for use with other global union agreements
- Manage outreach to potential donors for the Fund, who wish to support binding global agreements to protect worker rights

- Provide expert advice and support in negotiations between global unions and Accord signatory brands in order to reach final agreement on a new Accord arbitration model
- Give visibility to the work among key actors and organisations with an interest in the development of global industrial relations, including within the legal and business and human rights communities
- Develop a plan to ensure that the ILCA proposal has widespread recognition and credibility among key stakeholders.

Qualifications and competencies

- A minimum of five years' experience as a trade union legal counsel or advocate, preferably with direct experience in arbitration
- Outstanding written and verbal communications skills in English are essential, including strong advocacy, negotiation, presentation and drafting skills
- A strong personal and professional commitment to the objectives as described
- Excellent research, strategic planning and analytical skills
- Leadership skills and organizational ability; honesty, integrity and trust; good inter-personal skills, and the ability to work in a purpose-driven values-based team environment
- Demonstrated ability to work independently, within the context of a strategy with measurable outcomes, as well as having a track record in achieving targets and meeting deadlines
- Familiarity with the arbitration and/or industrial relations systems of various countries is an advantage
- It is expected that the successful candidate will have experience or familiarity with international labor standards and the growing expectations for multinational companies to take responsibility for workers' rights in their supply chains, including in context of the business and human rights framework
- Knowledge of languages other than English is an advantage.

Terms & conditions and application process

The successful candidate will be working closely with UNI and IndustriALL and must therefore be located in the Geneva region or another location in Europe. The position has been made possible by a tied funding commitment. Accordingly, the position is subject to a one-year fixed term contract (with a possible extension) with a mutual three-month trial period from commencement, and with the possibility for extension if additional funding is secured.

Any candidate wishing to apply should complete the application form (available from www.uniglobalunion.org/about-us/jobs) and return it with relevant information to alke.boessiger@uniglobalunion.org.

DEADLINE FOR APPLICATIONS: 9am (CET), 30 November 2018