

VACANCY

Global Coordinator: OSH and Technology

Remotely, Global South Country

UNI Global Union is seeking a **Global OSH & Technology Coordinator** to advise, formulate, and coordinate the implementation of policies and measures for the prevention, mitigation, and redress of health and safety risks relating to the introduction of digital technologies, such as algorithmic management or generative AI, or workplaces which are linked to digital platforms, including content moderation.

This position will work closely with affiliate trade unions of UNI Global Union to strengthen efforts at promoting and improving OSH in the workplaces of multinational companies. There will also be opportunities to engage with policymakers, regulators, and other stakeholders to raise the standards for occupational safety and health in the workplaces described above, especially in Colombia, Kenya, and the Philippines.

Job Responsibilities

The job includes the following components:

- 1. Support the negotiation of safety policies for content moderators:** Support UNI Global Union's ICTS sector team in negotiating global health and safety policies for platform content moderators with a multinational company. This process will involve maintaining a relationship with the company and coordinating with UNI affiliate unions who have an interest in content moderation and are involved in the negotiation process.
- 2. Collective bargaining guidelines:** Collaborate with unions internationally to create and publish guidelines that recommend establishing limits against the risks associated with productivity tools, such as algorithmic management and generative AI systems, through collective bargaining. The guidelines will have specific model clauses for collective bargaining agreements that ensure worker safety, especially within warehouse and call center environments.
- 3. Health and safety assessment of productivity tools such as generative AI and algorithmic management:** Ensure that health and safety impact assessments are carried out on specific jobs that are impacted by technology. This work will involve coordinating with subject matter experts when necessary. Work with specialists to generate and publish concrete recommendations on protective measures for workers, advocating for necessary changes either through collective bargaining efforts or legislative reform.
- 4. Support the development of worksite-based and independently elected health and safety committees:** Work with unions and employers to establish a process for ensuring there are elected health and safety committees within defined companies, locations, and occupations—design health and safety training modules to train committee representatives.
- 5. Global coordination:** Lead and coordinate the health and safety work of national coordinators based in the Philippines, Colombia, and Kenya, collaborating with national unions to implement strategies and policies across the three segments listed above (content moderation, algorithmic management, and generative AI). This will involve training country health and safety coordinators.

Experience and competencies

This position is full-time, and the successful candidate should have extensive health and safety experience and be based in a “Global South” country. This job can be done remotely.

1. **Experience:** Proven experience in health and safety advocacy within a union or related field, with a deep understanding of labor rights and safety protocols. Know how to work with, and coordinate, diverse unions and a wide range of other stakeholders. Knowledge of how to deliver health and safety training, and of writing health and safety training modules. Direct experience negotiating and managing relationships with employers.
2. **Strategic Thinking:** Ability to strategize, design, and implement policies, ensuring the protection and well-being of workers in varying industrial environments.
3. **Communication Skills:** Strong communication and negotiation abilities, adept at liaising with multinational companies, government bodies, and unions to drive health and safety policies.
4. **Languages:** Fluency in English, spoken and written, is essential. Knowledge of any other language is an advantage.
5. **Analytical Skills:** Capacity to assess and comprehend the impact of emerging technologies, like the three segments listed in this description, on workers and propose effective mitigation strategies. Keep on top of technological developments, particularly in the assigned segments, and analyze the potential effect on workers of these changes.
6. **Global Perspective:** Knowledge and understanding of global health and safety regulations, particularly within the context of the global south, and an ability to navigate diverse cultural and trade union environments.
7. **Work in a team.** The ability to collaborate in a team on a joint work plan, with colleagues across the organization who are located around the world, including using collaborative digital tools. Good interpersonal and partnership skills and the ability to motivate colleagues. The flexibility to deal with fast-moving events that require a rapid response. The ability to adapt to irregular and unusual hours and strenuous travel commitments.

Note: This full-time position requires global travel, and can be done remotely. The successful candidate will be based in a “Global South” country. The employment contract will be for two years but could be extended subject to funding.

About UNI Global Union

UNI Global Union is the voice of 20 million service sector workers around the world. Working with our affiliated unions, UNI represents workers in over 150 countries in industries such as Cleaning & Security, Commerce, Finance, Telecommunications, and Tech. Our Head Office is based in Nyon, Switzerland. Our mission is to build power for working people through growing strong unions and to change the rules of the game in the global labour market to ensure respect and dignity in the global workplace.

UNI is committed to diversity and strongly encourages applications from women, those with a BIPOC background, the LGBTI community and people with disabilities to apply for this position. The successful candidate should have a strong personal commitment to the ideals and goals of UNI Global Union.

How to apply

Applications to the position must be sent to the Human Resources department, at jobs@uniglobalunion.org no later than March 15th, 2024 and include an application form (available from <https://uniglobalunion.org/jobs/>) CV, as well as relevant work certificates and diplomas.

Data management

For us to comply with new data protection laws, UNI Global Union does not retain unsuccessful candidate applications. If you would like to know about future employment opportunities, please visit our employment website where all our vacancies are posted <https://uniglobalunion.org/jobs/>.