**Formulaire de description et de demande de publication de profil d'expert individuel**

## Informations à publier sur le site d'Expertise France :

**Title :** Resident Twinning Advisor

**Pays ou zone géographique :** Israël

**Nombre de jours / durée de la mission :** 18 mois

**Date limite de réponse :** 24/03/2023

**Référence du projet : Improve the protection of foreign workers’ labour rights in the caregiving sector in Israel**

**Description du projet :**

The Foreign Workers' Labour Rights Commissioner is a unit within the Ministry of Economy in Israel, whose mandate originates from the Foreign Workers Law No 5751-1991. This unit is tasked with promoting awareness and implementation of the labour rights of foreign workers employed in the Israeli working fields. As part of its mandate, the unit is tasked, *inter alia*, with investigating complaints where suspicion of violation of foreign workers' labour rights arises, and cultivating public awareness on matters within its area of activities through education, instruction and advocacy. Furthermore, the unit is authorized to promote collaboration within and outside the government, for, *inter alia*, promoting the establishment of protocols and actions, managing legal proceedings, and participating in them.

The caregiving field of employment has the largest number of foreign workers in Israel with over 57,000 legal workers and some 12,000 illegal workers. The main issues related to these workers are as follows:

* Insufficient regulatory coverage of the foreign workers’ rights in the legislation concerning the length of the working day, vacation, holidays, payments, pensions etc.
* Insufficient knowledge of the migrant workers of the legislation and institutions protecting their rights.
* Sensitivity of the sector, where employer and employee relationships are not ordinary and are subject to many personalized or individualized circumstances.

The Twinning Project intervention is aimed at helping the unit to learn from the best practices effective in EU Member States. Building on the establishment of a well-functioning Unit, the Commissionership now needs to acquire further expertise to move from the individual response it provides to employees, to establishing and disseminating best practices to create a working environment that in itself protects workers’ rights by, *inter alia*, also raising awareness and perception among the relevant stakeholders.

The overall objective (expected impact) of the Project is to improve the protection of foreign workers’ labour rights in the caregiving sector. The specific objective (expected outcome) is to enhance the Commissioner’s efficiency in the empowerment of foreign employees and their employers for self-enforcement of the labour rights in the caregiving sector.

Therefore, the Twinning Project will consist of two main components: (i) Institutional capacity building and improvements and (ii) Improved awareness of stakeholders on best practices and improvement of employee wellbeing.

The Mandatory Results of the project per component would be the following:

* Component 1: Institutional capacity building and improvements
  + Report on the analysis of Israel’s current legal and institutional framework vs best practices in the field, with recommendations to amend currently effective legislation
  + Communication strategy for raising the awareness of the target groups in 2023-2025
  + Improved professional and technical capacity of the Unit and related state agencies (PIBA, Ministry of Welfare, and others)
  + Enhance the Unit’s information platform for increasing the knowledge of target groups on legislation and best practices
* Component 2: Improved awareness of the stakeholders on best practices in the caregiving sector
  + Improved awareness of state agencies on best practices effective in the EU MS caregiving sector
  + Improved awareness of caregiving sector participants

We are looking for a candidate fulfilling the below criterions:

**Job Title: Resident Twinning Advisor (RTA)**

**Full time position based in Israel for 18 month starting approximatively in July 2023**

**Requirements:**

* University degree in law, social science, public policy or other relevant areas, or eight years of equivalent professional experience
* At least three years of working experience in relevant field
* Experience in the labour migration sector
* Experience in EU policies/regulations in relation with labour rights and rights of workers
* Proven experience in project management and monitoring of results
* Proven experience in developing institutional structures and working methods intended for state agencies in charge of labour migrants and their rights
* Fluent in spoken and written English

**Assets:**

* Previous experience of Twinning projects or international cooperation projects

**Tasks:**

* Coordinate and supervise the activities of all experts and ensure overall coordination within the project through steering the assignment of experts, training measures, conferences, internships, et cetera;
* Ensure timely and effective implementation of the project in accordance with the time schedule;
* Establish and maintain links with the beneficiary and all players involved in the implementation of the project and other related projects, in close coordination with the Project Leaders;
* Ensure day-to-day implementation of all project activities in the country;
* Ensure smooth correlation between activities, deadlines, and the envisioned results listed in the work plan;
* Set up monitoring mechanisms and prepare materials and documentation for regular monitoring and reporting;

**Additional information:**

* Applicants shall be civil-servants or serving in semi-public entities in France
* Proficiency in office computers and the most commonly used software (Office Suite);
* Interpersonal skills and ability to manage a multicultural team;
* Excellent oral and written communication skills;
* Confidentiality and availability

**Documents to submit:**

* Europass CV (in the English language)

**Contacts:**

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***Le processus de sélection des manifestations d’intérêt se fera en deux temps :***

* ***Dans un premier temps, une liste restreinte sera établie librement par Expertise France.***
* ***Dans un deuxième temps, les candidats sélectionnés pourront être conviés à un entretien.***

***Les honoraires seront négociés avec le candidat retenu.***