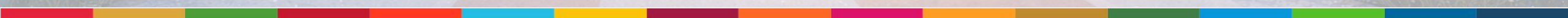




Youth Engagement: Put in Practice! (Young Talents in the UN System)

OHCHR & ILO



Today's Presenters



Malak Usubova

Human Resources Officer

ILO



Sean Bregy

Associate Human Resources Officer

OHCHR

Zoom Support Team



Emanuela Goerick

Human Resources
Officer



Hui Qu

Human Resources
Officer



Octavio Lara

Associate Programme
Management Officer

House Keeping Rules

You are muted by default. The chat function is disabled.

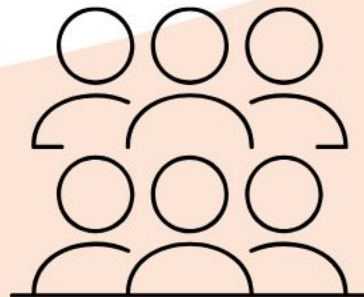
If you have any questions, please submit them through **Zoom Q&A button**.

The session will be **recorded**. The recording and presentation will be available on: [Inter-Agency Career Week 2026 webpage](#)



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

Thank you for your understanding.

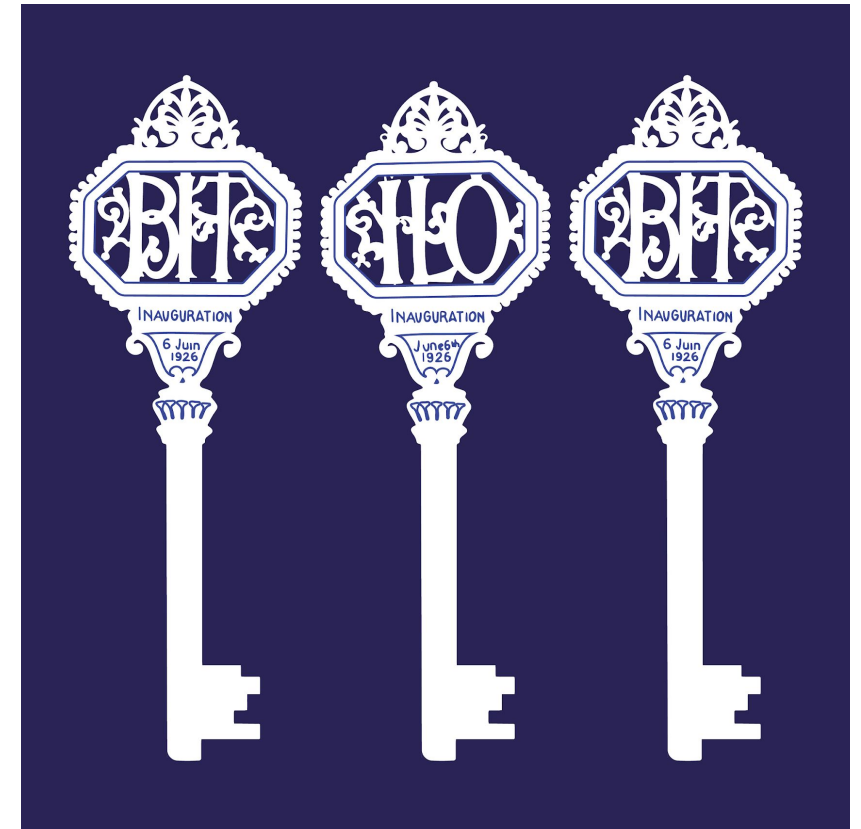


What is the International Labour Organization?

Advancing social justice, promoting decent work

The International Labour Organization is the United Nations agency for the world of work.

We bring together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue.



Office of the High Commissioner for Human Rights (OHCHR)



- Part of the UN Secretariat
- Staffed by international civil servants
- Headed by the High Commissioner
- Established in 1993
- Lead global human rights efforts
- Work with governments
- Speak out objectively in the face of human rights violations

The High Commissioner for Human Rights



- Principal Human Rights Official of the UN
- Global authority on human rights
- Since October 2022: **Volker Turk**
- Predecessors:
 - 2018 – 2022 Michelle Bachelet
 - 2014 – 2018 Zeid Ra'ad Al Hussein
 - 2008 – 2014 Navanethem Pillay
 - 2004 – 2008 Louise Arbour
 - 2002 – 2003 Sergio Vieira de Mello
 - 1997 – 2002 Mary Robinson
 - 1994 – 1997 José Ayala Lasso

The ILO at a Glance

1919

Founded by the
Treaty of Versailles

1968

Nobel Peace
Prize

5

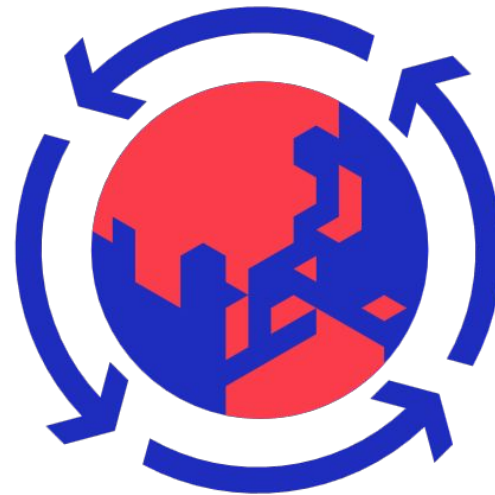
Regional
Offices

100+

Countries in
which the ILO
works

187

Member
States



US\$ 879.8 million
Budget 2024-25

3,454

Staff worldwide
(Dec. 2025)

HQ 1,175

Regions 2,279

156

Nationalities
(Dec. 2025)

45%:55%

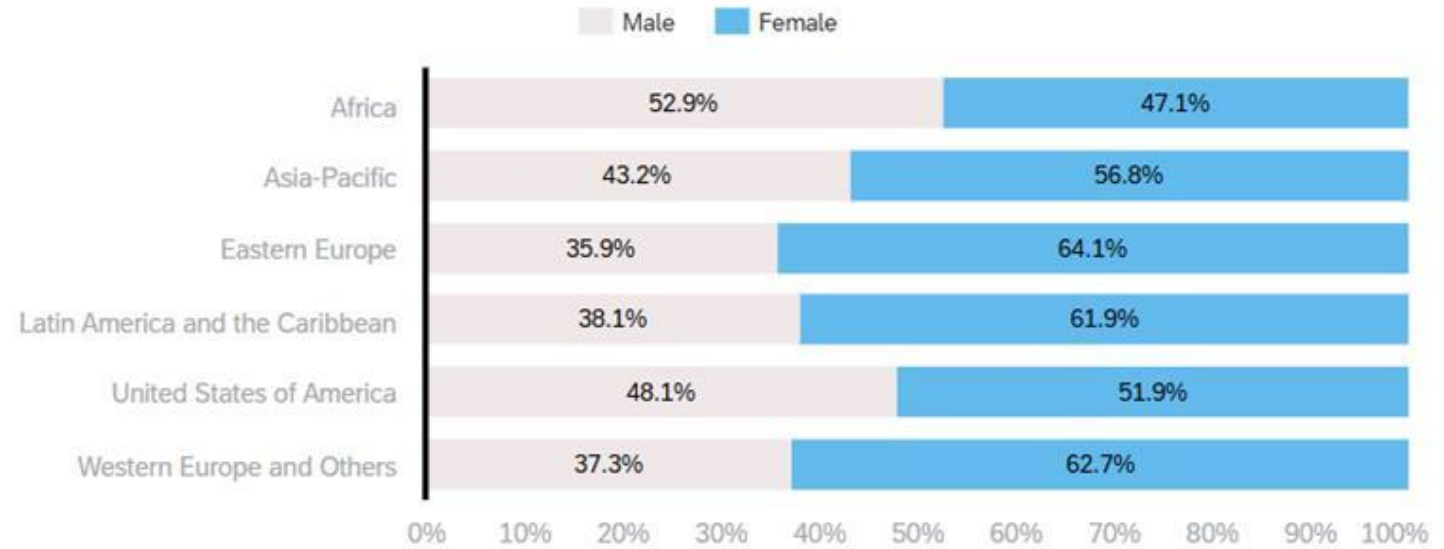
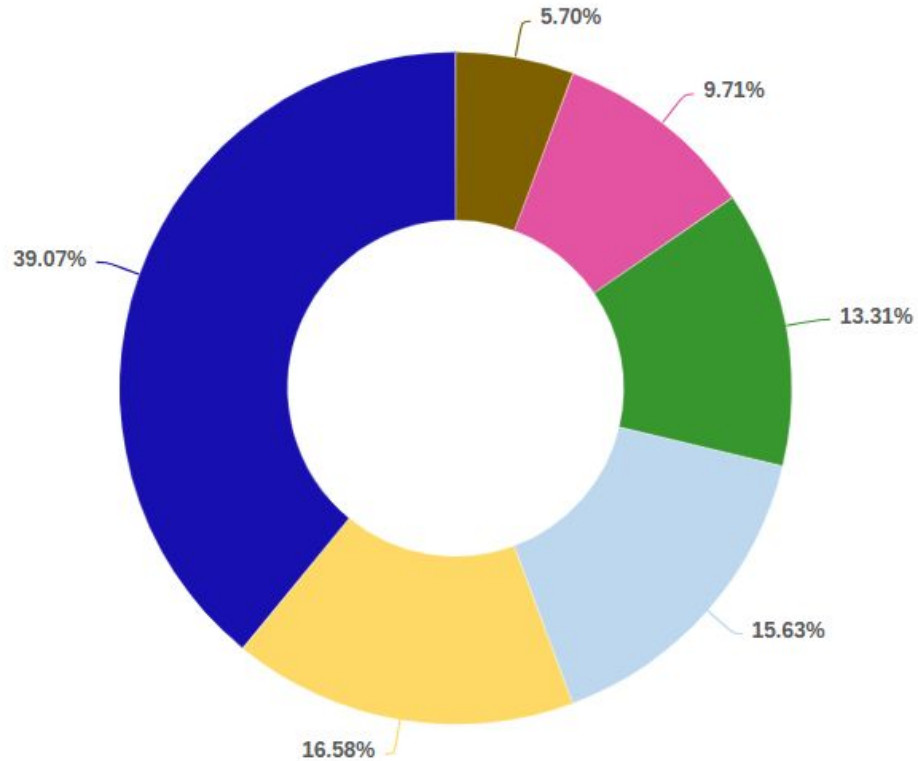
Overall Male:Female
ratio
(Dec. 2025)



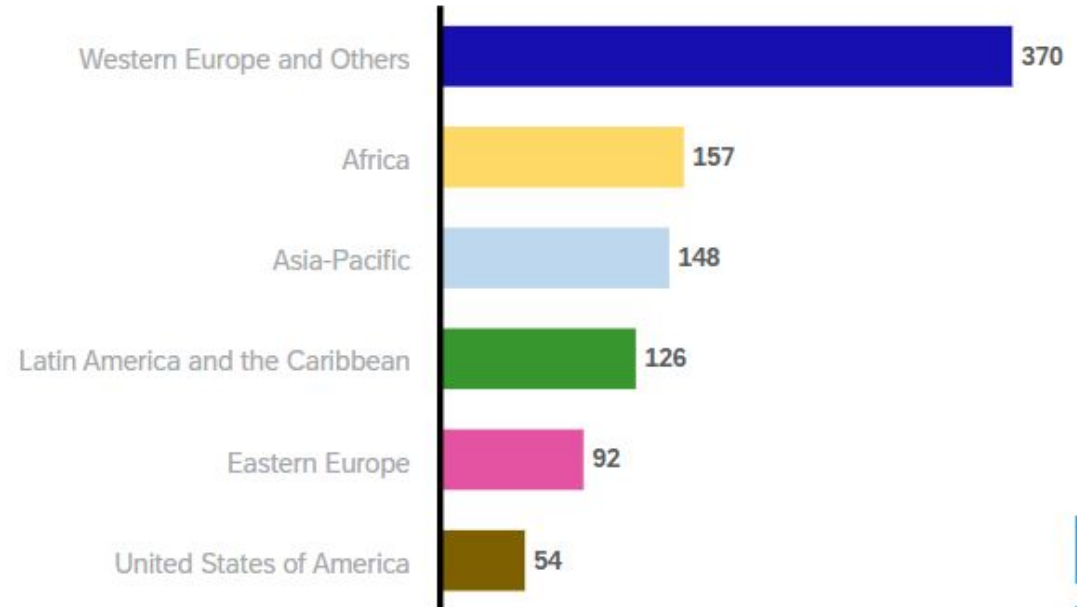
OHCHR at a Glance

Location	Female	Male	Total
Field	429	412	841
HQ	574	334	908
Total	1003	746	1749

■ United States of America
 ■ Eastern Europe
 ■ Latin America and the Caribbean
■ Asia-Pacific
 ■ Africa
 ■ Western Europe and Others



■ Western Europe and Others
 ■ Africa
 ■ Asia-Pacific
■ Latin America and the Caribbean
 ■ Eastern Europe
 ■ United States of America

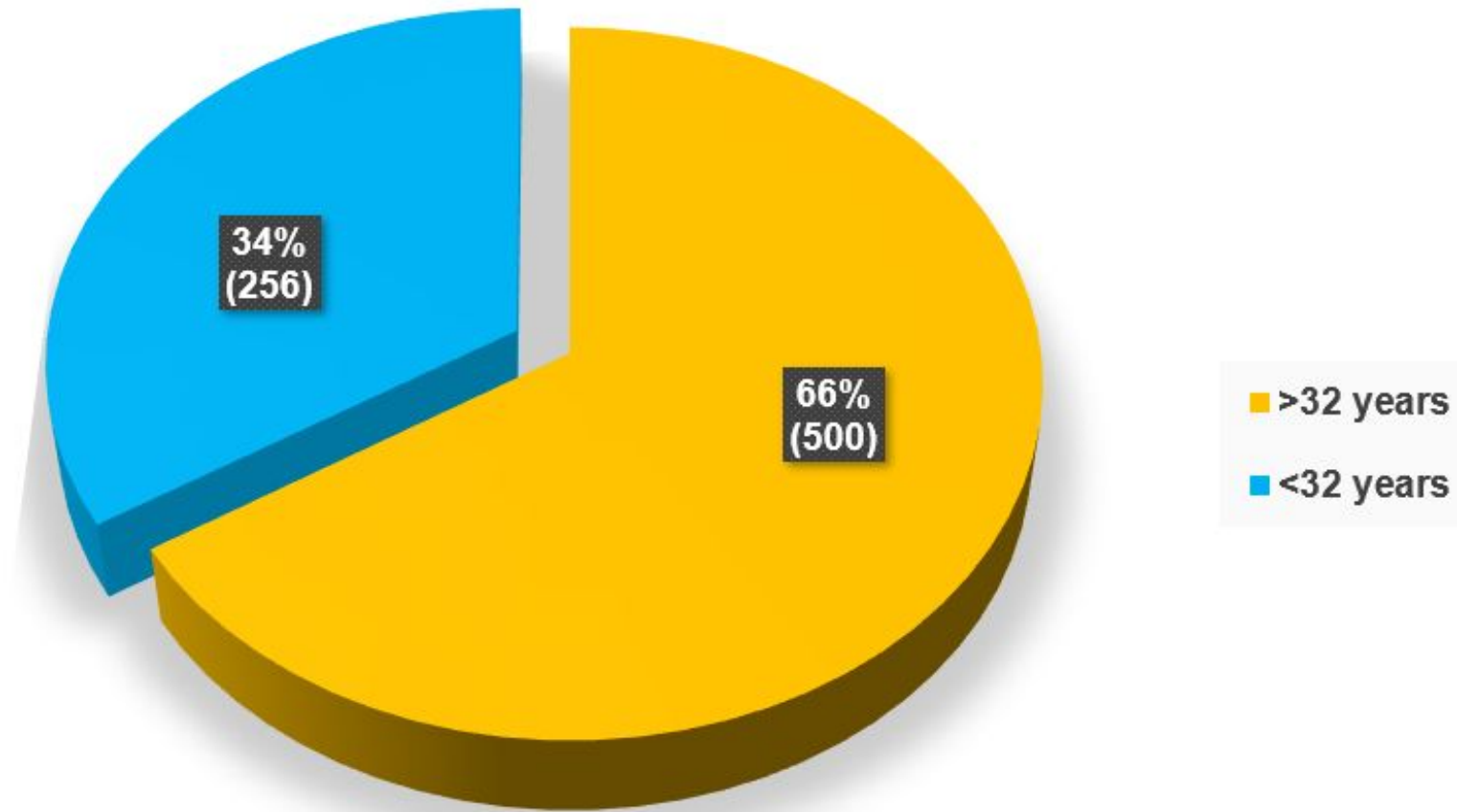


UN Youth Strategy

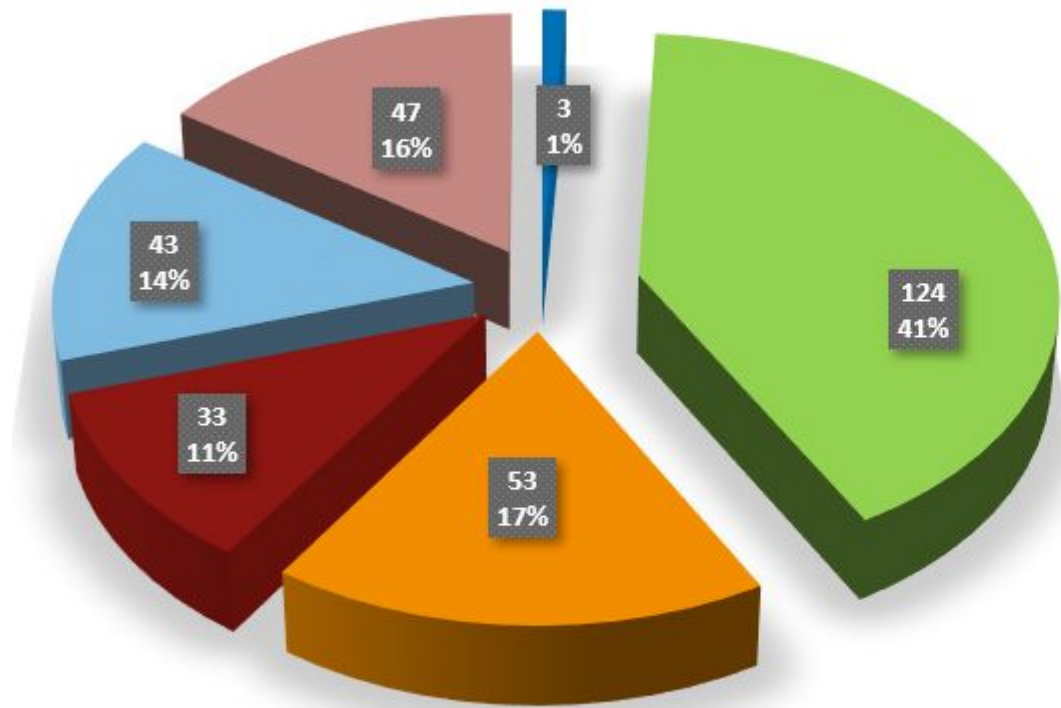


- Empowers Youth to realize full potential
 - Facilitates action to address Youth needs, agency and rights
 - Ensures Youth participation in 2030 Agenda for Sustainable Development
-
- Introduction of young talent
 - Retention of young talent
 - Targeted Outreach
 - Career Counselling and Coaching

Age Composition in Affiliated Personnel Categories at OHCHR



Composition of Youth at OHCHR



- Fellowship
- Internship
- UN Volunteers (UNV)
- Junior Professional Officer (JPO)
- Consultants & Individual Contractors
- OHCHR & UNDP Administered Staff



ILO Job Categories



International



Development Cooperation



Local



Temporary

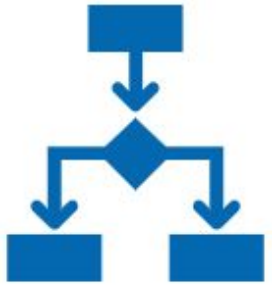


Junior Professional Officers



Internships

Entry Points at ILO and OHCHR

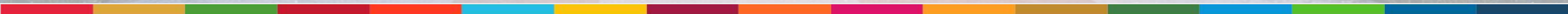


- **Internship Programme (ILO & OHCHR)**
- **Junior Professional Officer (JPO) Programme (ILO & OHCHR)**
- **United Nations Volunteers (UNV) (ILO & OHCHR)**
- **Global recruitment (P1, P2) (ILO & OHCHR)**
- **Fellowship Programme (OHCHR)**
- **Young Professional Programme Exam (YPP) (OHCHR)**

Job Types at ILO & OHCHR

- Administration
- Information and Communications Technology
- Information Management
- Logistics
- Procurement
- Programme / Project Management
- Security
- Human Rights
- Legal Affairs
- Political Affairs
- Public Information
- Rule of Law
- Forensic Pathology

Internship Programme



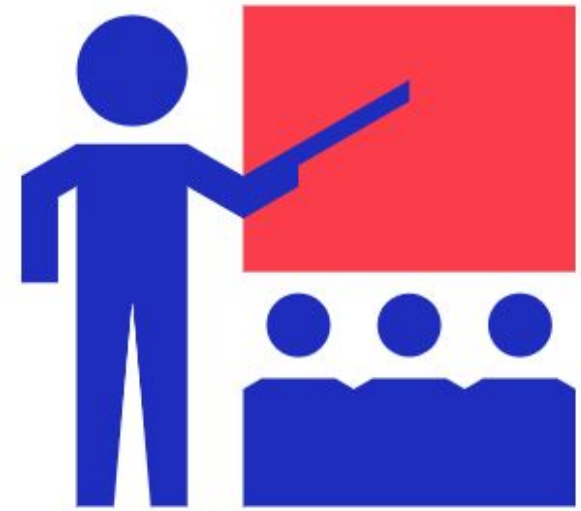
Internship Programme at the ILO

- The ILO Internship Programme provides students and recent graduates from diverse academic backgrounds with practical experience in international labour policies, research, and the ILO administration.
- The Programme offers interns the opportunity to learn about ILO's decent work initiatives worldwide, expand their professional networks with ILO experts, and enhance their academic learning and career prospects through international exposure. Internships last between 3 and 6 months.
- **Monthly stipend:**
 - **HQ:** 2,495 CHF = 2,450 CHF + 45CHF (contribution to interns' medical insurance)
 - **Field offices:** stipend varies and will be equivalent to the Geneva stipend adjusted to local cost of living at the duty station.



Requirements for the ILO's Internship Programme

- **Advanced University Degree:** Master's or Doctorate degree program either ongoing or completed less than 12 months prior to the application.
- **Languages:** Working knowledge of English is mandatory and other ILO official languages (French, and Spanish) are an asset.
- **Ability** to work in an international, multicultural, and multilingual environment
- **No close family** member working as an ILO Staff
- **No age limit:** candidates of all ages can apply



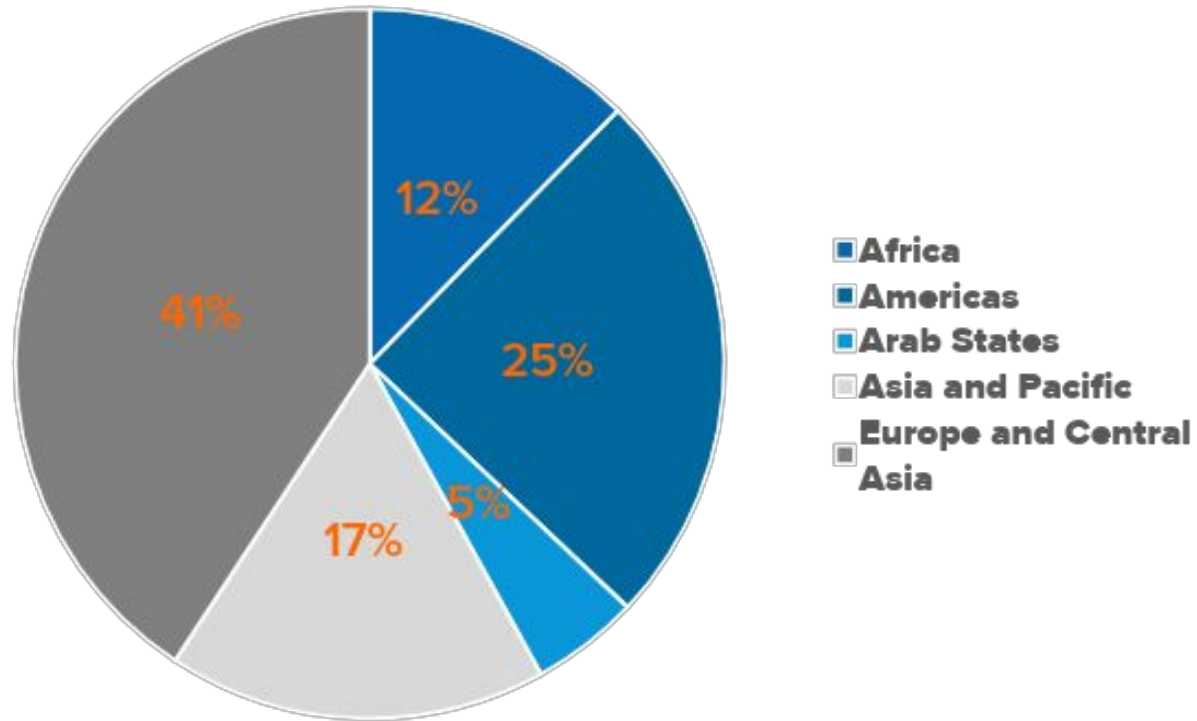
Standard Internship Recruitment Process

- ▶ Internship positions are published **twice yearly** (online recruitment platform) usually in **April** and **October**.
- ▶ **Application process:** <https://jobs.ilo.org/>
- ▶ **HR Screening:** HR pre-screened candidates according to eligibility criteria and requirements.
- ▶ **Screening & Review:** ILO departments and field offices review pre-screened candidates and may conduct written tests and interviews.
- ▶ **Selection:** Selected candidates will be contacted directly by the relevant ILO departments/field offices.

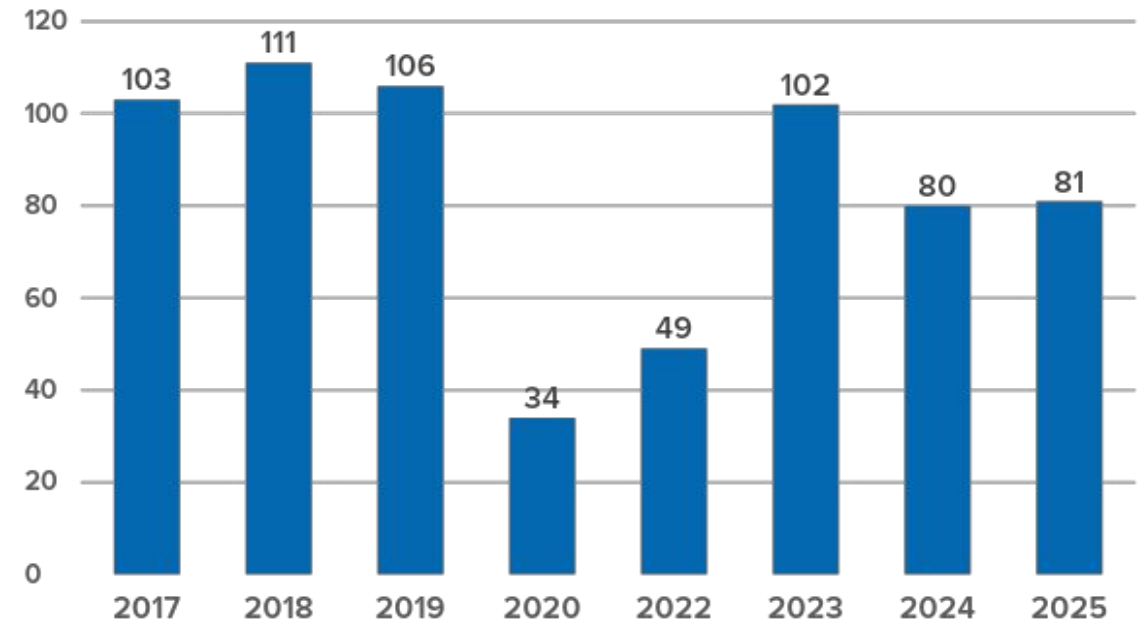


ILO Internship Programme - Intern Statistics 2025

Interns per region in 2025



Number of Interns



Internship Programme at OHCHR



- Opportunity to familiarize yourself with OHCHR
- Online or in-person for a duration of 2-6 months
- Available in different OHCHR family duty stations
- Job Openings available on: <https://careers.un.org/home?language=en>
- **Eligibility requirements:**
 - Be enrolled in a graduate school programme (Master`s degree or equivalent, or higher), or,
 - Be enrolled in the final academic year of a first university degree programme (minimum Bachelor`s level or equivalent)

United Nations Volunteers (UNV) Programme



UN Volunteer (UNV) Programme



- Description of Assignments and Applications carried out on: <https://www.unv.org/>
- Assignments can be full-time, part-time, online or remote
- Assignment durations of up to 4 years
- Join the UNV Global Talent Pool



UN Volunteer Categories

Effective from April 01, 2026



UN Community Volunteer

- Age: 18-80
- No experience required
- Serving period: 1-48 months



UN Volunteer Associate

- Age: 18-80
- Experience: 1+ months
- Serving period: 1-48 months



UN Volunteer Specialist

- Age: 18-80
- Experience: 3+ years
- Serving period: 1-48 months



UN Volunteer Expert

- Age: 18-80
- Experience: 7+ years
- Serving period: 1-48 months

Junior Professional Officer (JPO) Programme



The Junior Professional Officer (JPO) Programme

- The JPO Programme provides valuable work experience and training opportunities for young and motivated professionals who are interested in pursuing a career in international development.
- JPO positions are funded by various donor countries for a duration of 2-3 years, in different duty stations.
- JPOs are usually nationals of the donor countries.

Requirements:

- Master's degree
- Minimum 2 years of relevant work experience
- Excellent command of at least one working language of the ILO (English, French, Spanish)
- Age limit: usually 32 years at the time of application

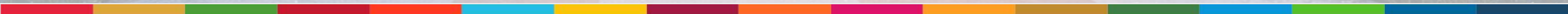




Dutch JPO Programme

- Recruited under bilateral agreements at the P-2 level
- Length of contract: 2 years
- Active Countries eligible to apply:
 - *Afghanistan, Angola, Bangladesh, Benin, Bhutan, Burkina Faso, Burundi, Cambodia, Central African Republic, Chad, Comoros, Democratic Republic of Congo, Djibouti, Eritrea, Ethiopia, Gambia, Guinea, Guinea-Bissau, Haiti, Kiribati, Lao People's Democratic Republic, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritania, Mozambique, Myanmar, Nepal, Niger, Rwanda, Sao Tome and Principe, Senegal, Sierra Leone, Solomon Islands, Somalia, South Sudan, Sudan, Tanzania, Timor-Leste, Togo, Tuvalu, Uganda, Vanuatu, Yemen, Zambia.*
- Upon completion still considered external candidates to Job Openings
- Information available at: <https://nedworcfoundation.nl/>

Global Recruitment



Basic Requirements for Professional Staff at ILO

Grade	Language	Experience	Minimum Qualifications
P.2	Excellent command of one working language and good knowledge of another (English/French/Spanish)	3 years of relevant experience	First-level university degree (Bachelor's or equivalent) in a relevant field
P.3		5 years of relevant experience	Advanced level university degree in a relevant field
P.4		7 years of relevant experience	OR
P.5		10 years of relevant experience	First-level university degree (Bachelor's or equivalent) in a relevant field and two years additional relevant work experience

Global Recruitment at ILO:

- **Application process:** <https://jobs.ilo.org/>
- **HR Screening:** HR pre-screened candidates according to eligibility criteria and requirements.
- **Screening & Selection:** ILO departments and field offices review pre-screened candidates and may conduct written tests and panel interviews.
- **Competency Assessment:** Will be conducted for longer-term positions.
- **Selection:** Successful candidates will be contacted by the HR department.

General Requirements for P-Level Positions at OHCHR

- Advanced degree in relevant occupational group
- Working knowledge of 1 or more UN languages
- Relevant experience
 - **P-1: 0-1 years**
 - **P-2: 0-2 years**
 - P-3: 5 years
 - P-4: 7 years
 - P-5: 10 years
 - D-1/D-2: 15 years of relevant experience
- Job Openings available on <https://careers.un.org/home?language=en>





Young Professional Programme (YPP) Exam

Young Professional Programme (YPP) Exam



- Entry level (P-2) recruitment examination
- Held annually based on representation of country
- Eligibility criteria:
 - National of a participating Member State
 - No older than 32 years of age as of 31 December of exam year
 - Hold at least a first-level university degree relevant to an occupational group offered
 - Proficient in either English or French
- YPP announcement and application available on <https://careers.un.org/home?language=en>

Fellowship Programme

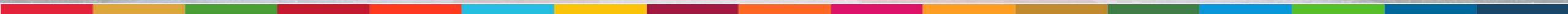




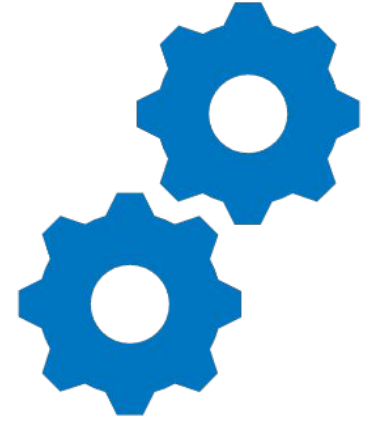
OHCHR Fellowship Programme

- OHCHR Fellows are trainees on human rights related matters
- Length of award: 1 month - 4 years
- Types of fellowship programmes:
 - *Indigenous Fellowship Programme*
 - *Minorities Fellowship Programme*
 - *Fellowship Programme for People of African Descent*
 - *Fellowship Programme of the OHCHR Humanitarian Funds (UN Voluntary Trust Fund on Contemporary Forms of Slavery and UN Voluntary Fund for Victims of Torture)*
 - *Fellowship Programme for staff of national human rights institutions*
 - *Fellowship Programme for regional mechanisms*
 - *Voluntary Technical Assistance Trust Fund to Support the Participation of Least Developed Countries (LDCs) and Small Island Developing States (SIDS) in the work of the Human Rights Council*
 - *LGBTI Fellowship Programme*
- Information on Fellowship opportunities: <https://www.ohchr.org/en/about-us/fellowship-programmes>

Youth Career Advice & Tips



Advice / Tips / Additional Resources



- ✓ Strategize: review vacancy notice and target jobs you want to apply
- ✓ Customize: the application to the vacancy announcement
- ✓ Ensure the essential criteria are met
- ✓ Cast a Wide Net
- ✓ Build Your Profile
- ✓ APPLY!!!

- Career Tips Thursdays (<https://learning.unog.ch/career-tips-thursday>)
- UN Careers (<https://careers.un.org/home?language=en>)
- CINFO (<https://www.cinfo.ch/en>)
- IMPACTPOOL (<https://www.impactpool.org/>)
- UN Youth Office [Home | Youth Office](#)

Questions and Answers (Q&A)



	Monday, 04 May	Tuesday, 05 May	Wednesday, 06 May	Thursday, 07 May	Friday, 08 May
03:00-04:00 (New York) 09:00-10:00 (Europe) 10:00-11:00 (Nairobi) 14:00-15:00 (Bangkok)	Pres (E) - From the UN to the Private Sector: Skills that enable Career Transition	Pres (E) - Thriving in Uncertainty	Pres (E) - Beyond the algorithm: Preparing your career for Life 3.0	Pres (E) - Habits under Pressure: working more intentionally	Pres (E) Behavioural Science for Career Development: Evidence-Based Steps for Action
04:30-05:30 (New York) 10:30-11:30 (Europe) 11:30-12:30 (Nairobi) 15:30-16:30 (Bangkok)	PD (E) - Inside the Recruiter's Mind: How Hiring Really Works in the UN and Beyond	PD (E) - Private Sector Unlocked: How to Enter, Adapt, and Succeed	Pres (E) - Upskilling for the Future: How to Stay Marketable Inside and Beyond the UN	Pres (E) - Becoming a UN Volunteer; What is in it for you? The Hidden Benefits of Volunteering.	PD (E) - Beyond the UN Blue: Navigating Your Career Transition to Other IGOs
06:00-07:00 (New York) 12:00-13:00 (Europe) 13:00-14:00 (Nairobi) 17:00-18:00 (Bangkok)	PD (E) - Talent on the Move: Growing your career through mobility	Pres (F) - Recherche d'emploi optimisée par l'IA : éthique, sécurisée et tournée vers l'avenir	Clinic (E) - AI for Your Career: Practical Tools and Prompts for Career Management	Pres (E) - Leading from Within: Self-Awareness, Authenticity, and Inner Resilience	Pres (F) - Maîtriser les entretiens d'embauche: Transformer son expérience en levier de réussite
07:30-08:30 (New York) 13:30-14:30 (Europe) 14:30-15:30 (Nairobi) 18:30-19:30 (Bangkok)	Clinic (E) - Mapping Your Motivators for Career Choices	Pres (E) - Mapping Professional Achievements to Job Application and Interview	Pres (E) - Breaking Down Job Descriptions	Pres (E) - What remains when everything changes: Insights from Third Culture and Global Nomad Research	Clinic (E) - The skills shift: What skills-based hiring and AI agents might mean for a UN career
09:00-10:00 (New York) 15:00-16:00 (Europe) 16:00-17:00 (Nairobi) 20:00-21:00 (Bangkok)	Pres (E) - Your Career, Your Conversation	Pres (E) - Strengthening Your Adaptability Muscles - AQ: The Adaptability Quotient	Pres (E) - Managing Your Saboteurs: Removing Barriers to Your Career Growth	Pres (E) - Use Your Strengths to Boost Your Career	Pres (E) - Activating Inner Resources in Uncertain Times
10:30-11:30 (New York) 16:30-17:30 (Europe) 17:30-18:30 (Nairobi) 21:30-22:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	Pres (E) - From Sat Nav to Compass: Navigating Your Career in a Changing UN System	Pres (S) - Construye tu Asistente de Carrera con IA	Pres (E) - Building a winning profile from application to interview	Pres (E) - Mentoring 2.0: From Top-Down to All-Around
13:00-14:00 (New York) 19:00-20:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 ¹ (Bangkok)	Pres (F) - Opportunités de carrière aux Nations Unies pour les jeunes professionnels et conseils pour réussir sa candidature	PD (E) - Thriving Globally - The human side of relocation	Pres (E) - Career Development: How you can turn a Psychosocial Hazard into a Thriving Strategy	Pres (E) - Youth Engagement: Put in Practice! (Young Talents in the UN System)	Pres (E) - Working for Justice
14:30-15:30 (New York) 20:30-21:30 (Europe) 21:30-22:30 (Nairobi) 01:30 ¹ -02:30 ¹ (Bangkok)	Pres (E) - Mastering Job Interviews: Turning Your Experience into Impact	Pres (S) - Cómo dominar las entrevistas de trabajo: refleja tu experiencia con impacto	Clinic (S) - Desarrollo de habilidades y redes profesionales a través de la mentoría	Pres (E) - Make career moves with confidence using the 5i Framework	Pres (E) - Own your Future. Make your Role Matter

