

# Position: Consultant – Subject Matter Expert, Human Rights

**Location:** Global

**Type:** Part-time, Limited contract consultant. August 2024. ~8-20 hours of work, with possibility of future work.

Social Accountability International (SAI) is a global non-governmental organization working to advance human rights for workers around the world. SAI's vision is of decent work everywhere—sustained by an understanding that socially responsible workplaces benefit business while securing fundamental human rights. SAI empowers workers and managers at all levels of businesses and supply chains through social standards and guidance, training and capacity-building programs, and convening partnerships that drive dialogue and consensus-based solutions. For more information about SAI, visit our website at <https://sa-intl.org>.

## Job Description

In 2024, SAI is undertaking a full revision of our [SA8000 Standard for Decent Work](#). The SA8000 Standard is the basis for all of SAI's programs to advance human rights for workers around the world, from our flagship [SA8000 Certification Program](#) to our [capacity building work with brands, companies and other organizations](#), to our [systems-focused landscape projects](#). It is also used as a benchmark by many other standards, policymakers, and in company codes of conduct.

The purpose of this revision is to ensure that the SA8000 Standard continues to serve as a leading benchmark for ethical workplaces at all levels of the value chain, reflecting evolving human rights risks and good practices.

To achieve this, we are seeking to conduct consultations with experts on specific topics within the standard, to ensure that we are capturing the most important issues and including diverse perspectives in formulating our approach.

### **SAI intends to pay 1-2 consultants in each of the following topic areas:**

- Freedom of Association and Collective Bargaining
- Diversity, Equity, Inclusion and Belonging (and/or related issues, such as discrimination, gender based violence and harassment, etc.)
- Privacy (related to employees and workers)
- Child Rights, Protection against Child Labor, and Young Worker Issues

The consultants will:

- Review the draft of the revised SA8000 Standard

- Participate in a phone consultation with SAI to provide their expert opinions, feedback, and suggestions to improve the draft Standard

## Skills & Qualifications

Consultants should have significant experience consulting, training, teaching, and/or researching about their area of expertise as it relates to labor in a global context. Consultants must have the ability to understand the types of application of the standard, including direct capacity building within an organization or through compliance systems. Ideally, the consultant will have knowledge and familiarity with these issues in multiple countries and industries.

Knowledge of international labor standards and other applications of SAI's work are a plus.

## Application

To apply, please submit a cover letter and CV, including hour/day rates, to [recruits@sa-intl.org](mailto:recruits@sa-intl.org). You must include "Consultant – Subject Matter Expert" and your area of expertise in the subject line of your email to be considered.