

Abstract

ODA jobs commonly refer to the jobs created via the implementation of ODA projects. Recently, as the scale of ODA has expanded, the number of institutions specializing in ODA is increasing, leading to a variety of jobs available in the ODA industry. However, when it comes to ODA job-related policies, there has been little analysis on the ODA labor market characteristics. In order to understand the ODA labor market system, the policy should be based on understanding the characteristics of the industries related to ODA, which suggests the importance of a basic analysis of the distribution and characteristics of ODA jobs.

Therefore, this study analyzed ODA job postings to better understand ODA job characteristics. In order to select who are able and fit with the job, the organization presents sufficient information about the prospective employees and duties in the job posting. Therefore, job postings provide ample information such as job characteristics, treatment, and qualifications required in the labor market. This study established a database (hereinafter DB) consisting of each institution's job postings provided on the KOICA Career Center website between April 2019 and October 2021.

Some practical suggestions for ODA job policy are summarized as follows. First, there is a clear distinction between [private institutions - management - domestic - regular workers] and [public institutions - project based - overseas - non-regular workers]. Jobs in the ODA projects are mainly considered based on the sector specialty, but outcome management is also important in effectively carrying out individual projects. It is necessary to come up with the outcome management as new duties. As the number of institutions specializing in ODA increases in the future, the number of institutions or departments specializing in outcome management will increase, resulting in an increase in the hiring of related experts.

Second, the difficulty in finding a job has worsened due to COVID-19. The first

noticeable change is the decrease in the proportion of private sector jobs right after the COVID-19 outbreak. A number of projects had to be suspended or postponed in the aftermath of COVID-19, which led to a decrease in donations and sponsors. In addition, as subsidies are also reduced in domestic activities, more and more institutions are even worrying about the payment of labor costs. To solve these problems, it is necessary to create an enabling environment in which private partners' participation has to be encouraged.

Third, it is also worth noting that the ratio of preference for experienced workers is high in the ODA job postings. The high rate of demand for experienced workers can be interpreted in two ways. On the one hand, jobs in the ODA field are gradually evolving into specialized fields that require experience and knowledge. On the other hand, while nurturing ODA experts is important from a quantitative point of view, it can be interpreted as the result of a lack of competent experts who are immediately available in the field from a qualitative point of view. There are many young employees who are new to this field, and there are also many people who leave after gaining a certain level of experience. It is time to consider the career path of ODA experts as an issue that is just as important as increasing the number of ODA jobs.

Key words: ODA jobs, ODA job policy, analysis on ODA job market