

## Terms of Reference

**National or International consultants:** National Consultant

**Description of the assignment (Title of consultancy):** Developing Gender Equality Strategy for UNDP Lebanon

**Project Title:**

**Period of assignment/services:** 40 days spread over a period of 16 weeks

### A. Lebanon Context:

Lebanon is facing currently a multi-layered and unprecedented crisis at various interrelated levels marked by the political deadlock, economic and financial crisis, COVID19 outbreak, a deadly explosion causing damage to third Beirut, and continuous impacts of a 11-year long Syria crisis. According to ESCWA, the multidimensional poverty rate in Lebanon has nearly doubled from 42% in 2019, to 82% in 2021. Extreme multidimensional poverty affected 40% of the poor population in 2021, equivalent to 34% of the population at large<sup>1</sup>. The changing political, economic, and social climates continue to exacerbate pre-existing gender inequalities and discrimination while preventing women and girls from exercising their human rights and intensifying their poverty and marginalization.

Although Lebanon has ratified the United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in 1997, substantive reservations on certain aspects of the convention remain unresolved. In particular, Lebanon maintains reservations to Article 9(2) (equal rights with respect to nationality of children), Article 16(1)(c), (d), (f), and (g) (equality in marriage and family relations), and Article 29(1) (administration of the Convention and arbitration in the event of a dispute).<sup>2</sup> According to the 2021 World Economic Forum's Global Gender Gap Index Report, Lebanon ranks 139 out of 156 countries as one of the highest gender gaps in the world. In particular, Lebanon ranked 139 on the economic participation subindex, 113 on educational attainment, 82 on health and survival and 112 on political empowerment<sup>3</sup>. Unlike men, Lebanese women are deterred from passing their nationality to their children or to a foreign spouse. While the foreign spouses of Lebanese men can obtain citizenship after one year, the children of Lebanese women married to foreigners continue to suffer from the absence of basic economic, social and civil rights. Moreover, personal status issues are under the jurisdiction of Lebanon's 18 religious laws and courts, and a civil personal status law does not exist in spite of women's rights organizations' efforts. Women do not only face gender discrimination in issues related to marriage,

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<sup>1</sup> ESCWA, September 2021 Policy Brief. Multidimensional poverty in Lebanon (2019-2021): Painful reality and uncertain prospects

<sup>2</sup> UN (2018), Lebanon Gender Justice and the Law.

<sup>3</sup> [https://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](https://www3.weforum.org/docs/WEF_GGGR_2021.pdf)

divorce, alimony, child custody and inheritance, but also face inequalities among each other as their rights are depending on the rulings of different sects. Despite obtaining the right to vote in 1952 and a vibrant feminist movement, women remain grossly under-represented in political life and excluded from decision-making processes. Out of 77 Lebanese governments formed since the independence in 1943, only 9 cabinets have included women starting year 2005<sup>4</sup>. Although women outnumber men as university graduates, they represent only a quarter of the country's active labour force. According to the World Bank figures, indicators for women in the economy in Lebanon are mostly half that of global averages, with female labour force participation at 23% compared to the global average of 50%. Furthermore, level of female entrepreneurship is low, with only 17% of women reported as self-employed and only 4% of firms in the country with female top managers, in comparison to the already low global average of 19%.

Mandated to enhance gender-mainstreaming and overseeing the implementation of CEDAW and the 1995 Beijing Declaration, the National Commission for Lebanese Women (NCLW) has developed the National Strategy for Women in Lebanon (2011-2020) in 2012, and the National Action Plan in 2013. The development process was conducted in collaboration ministries, public institutions and civil society organizations. Despite the continuous discoursed commitment of the Lebanese Government to improve the participation of women in the economic, financial, social and political areas, gender-mainstreaming was not adopted effectively adopted in ministries and public institutions.

## **B. UNDP Commitment to Gender Equality**

Gender equality is at the heart of UNDP's development mandate; it is considered a fundamental human right principle and a necessary foundation for a peaceful, prosperous and sustainable world. The 2030 Agenda envisions a world "of universal respect for human rights and human dignity" in which "every woman and girl enjoys full gender equality and all legal, social and economic barriers to their empowerment have been removed." Accordingly, gender equality is central to UNDP support to countries to implement and achieve the 2030 Agenda for Sustainable Development and the Sustainable Development Goals. Additionally, gender equality is an essential aspect of "leaving no one behind," one of the guiding principles of the 2030 Agenda, as women are over-represented among those furthest behind.

In addition to the above commitments, UNDP work is guided by:

- The adoption of gender mainstreaming methodology, as mandated by the 1995 Beijing Platform for Action; defined by Economic and Social Council agreed conclusions 1997/2 on mainstreaming the gender perspective into all policies and programmes in the United Nations system.
- Normative frameworks provided in the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW).
- UN Security Council resolution 1325 on women, peace and security and related resolutions.
- SDG/ 2030 Agenda for Sustainable Development

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4 UNDP. (2018). 2018 Lebanese Parliamentary Elections: Results & Figures.

## **I. Purpose of the Consultancy**

Based on the above context and UNDP's global commitments, UNDP Lebanon plans to engage a consultant to develop the Gender Equality Strategy (GES) 2022-2025 and related action plan.

The GES is envisioned to articulate national gender strategic priorities, UNDP corporate gender equality strategy, and UNDP core principles for better achieving the gender equality targets across the development settings of Strategic Plan (SP) 2022-2025 and. The Strategic Plan identifies six cross-cutting signature solutions, one of which, signature solution 6 is to strengthen gender equality for confronting the structural obstacles to gender equality and strengthening women's economic empowerment and leadership. Accordingly, the Gender Equality Strategy is expected to:

1. Identify priority areas to the GES in Lebanon that are in line with national priorities for gender equality and women's empowerment, Signature solution 6 of the UNDP SP and the UNDP Global Gender Equality Strategy 2022-2025
2. Provide entry points for strengthening UNDP interventions to tackle structural challenges to accelerate gender equality and women's empowerment.
3. Provide entry points for strengthening the integration of gender equality into UNDP's work on the social and local development, environment and energy, governance, and crisis response and recovery.
4. Strengthen institutional mechanisms for gender mainstreaming through Gender Equality Seal and review of gender marker.
5. Reinforce and enhance national gender equality objectives within the country, including by collaborating with national gender machineries and by ensuring consistency and further alignment with existing national gender strategies.

## **C. Analytical Framework**

In developing the Gender Equality Strategy, the consultant is expected to adopt the following:

- A participatory approach to ground the strategy on co-creation and co-ownership principles.
- An evidence-based approach to support the strategy by research and data.

Accordingly, the development of the Gender Equality Strategy should be strongly informed by consultations with relevant stakeholders including representatives of UNDP teams, civil society, government and UNCT in Lebanon. The aim of these consultations is to answer the primary following questions:

- What are the critical trends and events that will define and impact gender equality and the achievement of women's rights over the next few years in Lebanon?
- What entry points shall be prioritized and what are the anticipated challenges and opportunities?
- What role can UNDP play in promoting gender equality?
- What actions and outcomes should UNDP be aiming towards?
- Who are the actors that UNDP should be engaging to advance gender equality?

## **II. Scope of Work**

The assignment, as mentioned earlier, involves the participatory development of UNDP Lebanon gender equality strategy and action plan 2022-2025. The following specific tasks are to be carried out:

### **Task 1: Conduct Comprehensive Desk Review and Develop Inception Report**

1. Contact with UNDP team to clarify expectations for the GES development process and ensure common understanding on the ToR.
2. Conduct a comprehensive desk review of key documents and relevant secondary data sources. The desk review is expected to provide contextual information / situational analysis on gender context in Lebanon and UNDP's current status / position regarding the implementation of the previous GES. It will also will identify data gaps and inform the scope of the field work. The desk review will include but not limited to:
  - UNDP Lebanon Gender Equality Strategy (developed in 2016 and updated in 2019).
  - Country Programme Document
  - UNDP Strategic Plan 2022-2025
  - Findings from Gender Sensemaking
  - The Global Gender Equality Strategy (2022-2025) as soon as it is ready if within the timeframe of this assignment
  - Gender Seal Action Plan 2022
  - Evaluations reports
  - Existing reports on gender equality in Lebanon developed by other actors such as UN agencies, World Banks, European Union, INGOs, etc.
3. Develop in consultation with UNDP a proposal for the GES development process including:
  - Key existing knowledge or assumptions to be tested; priority areas for the gathering of new information, and research questions.
  - Detailed methodology including sampling parameters and proposed data collection methods.
  - List of proposed stakeholders to be consulted.
  - Assignment workplan with clear milestones.

### **Task 2: Lead on External Consultations**

This task involves leading managing and facilitating the consultations / dialogues with external stakeholders to collectively identify upcoming trends and challenges for gender equality, common goals and ways of working together over the next four years. External consultations are expected to engage actors, organizations and institutions with a regional/national remit who either directly or indirectly work on gender equality issues, or have the ability to influence gender equality outcomes in Lebanon. Stakeholder groups will include representatives from civil society organizations, women's rights organizations, governments and UNCTs.

### **Task 3: Lead on Internal Consultations**

The phase consists of internal collaborative consultations with UNDP personnel including senior managers, programmatic units, project managers / coordinators, communication and operational units. The internal consultations should be linked to UNDP's previous experience working on gender equality issues and to major findings from consultations with external stakeholders. The internal consultations are expected to:

- Generate lessons learned through the implementation of the previous gender equality strategy.
- Reflect on good practices, challenges, needs and areas of improvement based on previous and ongoing gender-mainstreaming efforts.
- Prioritize key entry points for promoting gender equality in different thematic and operational areas, and identify accordingly anticipated challenges and opportunities.
- Building on national priorities emerging from external consultations, identify key entry points and road maps for strengthening the integration of gender equality into UNDP's work.

#### **Task 4: Lead on Analysis Workshop with Gender Focal Team and Develop GES**

The findings and recommendations from the desk review and consultations will be presented to the Gender Focal Team to set and agree on main priority areas and principles that will help guide the development of the Gender Equality Strategy for UNDP Lebanon.

The strategy will focus on delineating UNDP commitment to: (a) strengthen interventions to tackle structural challenges that accelerate gender equality and women's empowerment rather than engaging primarily in programmes focused on women as beneficiaries; (b) strengthen the integration of gender equality into UNDP work on environment, energy and crisis response and recovery; (c) better align UNDP programming with both corporate messaging and national priorities related gender equality and women's empowerment; and (d) build upon institutional mechanisms for gender mainstreaming such as the Gender Equality Seal and the gender marker which provide measurable standards and incentives to drive progress.

#### **Task 5: Lead on Validation Meeting and Finalize the Gender Equality Strategy & Action Plan**

A validation meeting will be held with UNDP staff to present the strategy's objectives, main pillars, and actions. Feedback and recommendations will be used for refining and finalizing the gender equality strategy.

#### D. Expected Outputs and deliverables

The consultant is expected to provide the following deliverables, which will have to be approved by UNDP:

Deliverables	Estimated Working Days	Tentative Dates of Delivery
A. Inception Report and workplan. This includes: <ul style="list-style-type: none"><li>- Short background analysis (max 5 pages) describing key trends that are positively or negatively impacting the realization of gender equality in Lebanon based on literature review</li><li>- Detailed methodology including data collection methods and tools,</li><li>- Assignment workplan with clear milestones;</li><li>- List of proposed stakeholders to be consulted.</li></ul>	4	2 weeks from contract signature
B. External Stakeholders Consultations: <ul style="list-style-type: none"><li>- Final data collection tools, ethics and consent procedures; list of</li><li>- Final list of organisations and individuals to be consulted.</li><li>- Consultations' schedule / plan.</li><li>- Set of raw and cleaned data (original records, transcripts, all completed questionnaire, code book/dataset)</li><li>- Short report highlighting key findings including identified trends &amp; national priorities.</li></ul>	10	6 weeks from contract signature
C. Internal Stakeholders Consultations: <ul style="list-style-type: none"><li>- Final data collection tools, ethics and consent procedures; list of</li><li>- Final list of organizations and individuals to be consulted.</li><li>- Consultations' schedule / plan.</li><li>- Set of raw and cleaned data (original records, transcripts, all completed questionnaire, code book/dataset)</li><li>- Short report highlighting key findings including identified trends &amp; national priorities.</li></ul>	8	8 weeks from contract signature
D. Analysis Workshop with Gender Focal Team <ul style="list-style-type: none"><li>- Presentation to the GFT on the findings from desk review and internal / external consultations.</li><li>- Methodology for the validation workshop.</li><li>- Proposal of GES outline (highlighting main priorities, areas, processes, stakeholders, etc)</li></ul>	3	10 weeks from contract signature

E. Draft Gender Equality Strategy & Action Plan (based on the outline approved by UNDP).	8	13 weeks from contract signature
F. Validation Workshop: Presentation to UNDP on the GES and action plan.		
G. Final Draft Gender Equality Strategy & Action Plan (incorporating UNDP feedback & recommendations).	7	16 weeks from contract signature

#### **E. Institutional arrangements**

The consultant will be working directly with the National Gender Analyst.

#### **F. Duration of work**

The overall assignment is envisioned to last 40 working days spread over the period of 16 weeks starting contract signature. Applicants are kindly requested to indicate in their offers the actual required number of days and the financial rates and their availability. Specific dates will be agreed with the consultant.

#### **G. Duty station**

Home based and visit to UNDP and other office as necessary.

#### **H. Scope of Price Proposal and Schedule of Payments**

The consultant should provide a detailed budget including all costs (in-country travel, transportation, fieldwork expenses, etc..). The contract price will be fixed regardless of change in the cost components.

The total budget will be disbursed as per the following tranches:

<b>Tranche</b>	<b>Percentage of payment</b>	<b>Date</b>
First Payment	55% of the total contract amount	After submission and acceptance of deliverables A, B and C within 8 weeks after contract signature
Second Payment	450% of the total contract amount	After the submission and acceptance of deliverables D, E, F and G within 16 weeks from contract signature

## **I. Requirements for experience and qualifications**

### I. Academic Qualifications:

At least Bachelor's degree in gender studies, sociology, social work, development studies or other field related social sciences.

### II. Years of experience:

Minimum of five years of relevant professional work experience in conducting gender related work.

### III. Technical experience:

- Demonstrated deep understanding of the gender equality landscape in Lebanon (key actors, processes, policies etc);
- 3 years' Experience in gender mainstreaming, gender analysis and using the Gender Maker tool.
- 4 years' experience and expertise in research and qualitative research methods in gender programming including experience in conducting qualitative interviews;
- Familiarity with WROs, CSOs and networks in Lebanon;
- Demonstrated experience producing high-quality research reports in English in engaging and simple language;

### IIV. Competencies:

- Excellent knowledge of English and fluent in Arabic.