



Terms of Reference

National Consultant for the WIMIN project:

Contract Period: 25 April 2020– 1 June 2022

Deadline for Application: 17 April 2022

BACKGROUND:

The Association of Lebanese Industrialists (ALI), Established in 1942, is the main national association of manufacturing companies operating in Lebanon. It deals with both economic and social issues concerning business and advocates a policy of balanced industrial development for all Lebanese regions. The Association seeks to create and maintain an environment which is favourable to industrial investment, job creation, growth and development.

ALI represents Lebanese Industry and interprets the needs and recommendations of the industrial community in dealing with public institutions, including the Parliament, the Government, the Trade Unions and other organizations in Lebanon and abroad. ALI participates actively in policy-making consultations on a very broad range of issues, including economic and social policy, labour legislation and industrial relations, social security and health care, taxation, policies for small and medium-sized enterprises, education, and research and technology, and the environment.

The ILO is implementing the project “Women in Management Initiative (WIMIN) –supporting women to reach management and leadership positions in firms and workers’ and employers’ organisations”. Through this intervention, which covers Lebanon ILO fosters the participation of Lebanese women in management and leadership positions in employers and workers organizations and in selected firms. It is based on the theory of change that if women had the opportunity to rise to senior positions, and firms and organisations had the information and support on promoting gender equality, it would help women, employers’ and workers’ organisations, and firms, reach 33 percent critical mass, at which organisational change towards gender equality is seen to be catalysed. For workers’ and employers’ organisations this means increasing the number of female members and developing their capacity to progress and reach.

In order to feed into the outcomes of the project, there is a strong need for ALI to take stock on the situation of women in enterprises and sectors covered by the association to be able to tailor an intervention that would support, and build women’s capacity to maintain and or progress into key decision making positions within the private sector.

The primary need is to conduct a diagnostic analysis of the situation through a tailored survey that would allow collecting information on the existing situation of women in the various industrialist sectors; number, level of decision making, size of enterprises...

The outcome of this survey will be used by the consultant to develop key recommendations on; sectoral interventions, including gaps and needs.

OBJECTIVE

To provide an assessment of employment patterns and skills needs amongst ALI member organisations to identify:

- 1- Patterns of women's employment (sectoral employment patterns, occupational segregation, continuity and career breaks)
- 2- Sectors where there is potential to support women to take up positions at mid and high management levels and/or progress to higher levels including leadership
- 3- Skills needs of women, especially those who have left the labour market and after a period of being away, wish to return

This information will be used to design programmes for women to access management and leadership positions, with a focus on women who have been out of the labour market for a period of time whether it is because they had to assume care and responsibilities, or related to covid downsizing, or other reasons identified in the assessment.

SCOPE OF CONSULTANCY

ALI comprises of 853 company members of 13 industrial sectors: Pharmaceutical, marble and cement, paper and packaging, jewellery, textile, chemical, tanners and paint manufacturers, food and alcoholic beverages, graphic arts, wooden furniture, socks and stocking.

The Work will be performed under the guidance and supervision of the National Project Officer in Beirut and the Gender specialist for ROAS.

DELIVERABLES

[Deliverables will be considered final once approved BY the National Project coordinator and the Gender Specialist](#)

- 1- Phase 1: Survey tools, Design the survey methodology/questionnaire to include a telephone survey and focus group discussions
- 2- Phase 2: Conduct the phone survey with ALI members
- 3- Phase 3: Draft report - Desk review of women's labour force participation in Lebanon to understand trends.
- 4- Phase 4: Final report and PowerPoint presentation of findings

PAYMENT

The Preliminary consultancy will be for a period of working days between 25 April 2020 – 1 June 2022 and will be remunerated based on the deliverables.

Three instalments based on the deliverables **subject to the clearance of the ILO:**

- 30 % will be paid upon completion of Phase 1 and Phase 2, described in the Deliverables sections
- 30% will be paid upon completion of Phase 3, described in the Deliverables
- 40% will be paid upon completion of Phase 4, described in the deliverables

EXPRESSION OF INTEREST

Expression of interest should include the below:

- Workplan
- Curriculum Vitae with evidence of work of a similar nature
- Rate per day

QUALIFICATIONS

- Education: Advanced University degree in gender studies, human rights, labor law, Development Studies, Social Sciences or a related discipline.
- At least 8 years of relevant professional experience.
- Experience in conducting gender and employment-related research.
- Knowledge and previous working experience within the field of labour, employment and development.
- Experience working with Governments and social partners in Lebanon.
- Excellent command of spoken and written English and Arabic.
- Excellent presentation, research and analytical skills.
- Working experience with the ILO and other UN agencies

Languages

Excellent command of English and Arabic

Core Values

- Respect for Diversity.
- Integrity.
- Professionalism.

Core Competencies

- Awareness and Sensitivity Regarding Gender Issues.
- Accountability.
- Creative Problem Solving.
- Effective Communication.
- Inclusive Collaboration.
- Stakeholder Engagement.
- Leading by Example.

Functional Competencies

- Substantive experience and record of accomplishment in gender equality and women's empowerment.
- Good knowledge of ILO and the UN system.
- Demonstrated analytical and technical skills in managing development projects/Programmes.
- Ability to introduce new approaches and strategic innovations.

SUBMISSION OF YOUR OFFER

For this request, offers may be submitted by e-mail. You must submit your offer strictly in compliance with the procedures described above.

All submissions eligible for consideration must include:

- Workplan
- Curriculum Vitae with evidence of work of a similar nature
- Rate per day

on or before 17 April 2022, at the following email address: baderm@ilo.org

- Please mention "ALI - WIMIN" in the subject of the email.