

# Job Title: Gender Expert for Project Design

Requisition ID: **827**

Grade : **SB4 - Local Professional (Junior & Mid Level)**

Country: **Lebanon**

Duty Station : **Beirut**

Category: **National Consultant**

Type of job Posting: **Internal and External**

Employment Type: **NonStaff-When Act. Employed**

## Vacancy Announcement

TEMPORARY APPOINTMENT OF PROJECT PERSONNEL

**Only nationals or permanent residents of the country of the duty station are considered eligible.**

**Female candidates are particularly encouraged to apply.**

### ORGANIZATIONAL CONTEXT

The United Nations Industrial Development Organization (UNIDO) is the specialized agency of the United Nations that promotes industrial development for poverty reduction, inclusive globalization and environmental sustainability. The mission of UNIDO, as described in the Lima Declaration adopted at the fifteenth session of the UNIDO General Conference in 2013 as well as the Abu Dhabi Declaration adopted at the eighteenth session of UNIDO General Conference in 2019, is to promote and accelerate inclusive and sustainable industrial development (ISID) in Member States. The relevance of ISID as an integrated approach to all three pillars of sustainable development is recognized by the 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs), which will frame United Nations and country efforts towards sustainable development. UNIDO's mandate is fully recognized in SDG-9, which calls to "Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation". The relevance of ISID, however, applies in greater or lesser extent to all SDGs. Accordingly, the Organization's programmatic focus is structured in four strategic priorities: Creating shared prosperity; Advancing economic competitiveness; Safeguarding the environment; and Strengthening knowledge and institutions.

Each of these programmatic fields of activity contains a number of individual programmes, which are implemented in a holistic manner to achieve effective outcomes and impacts through UNIDO's four enabling functions: (i) technical cooperation; (ii) analytical and research functions and policy advisory services; (iii) normative functions and standards and quality-related activities; and (iv) convening and partnerships for knowledge transfer, networking and industrial cooperation. Such core functions are carried out in Departments/Offices in its Headquarters, Regional Offices and Hubs and Country Offices.

The Directorate of Environment and Energy (EAE), headed by a Managing Director, aims to integrate and scale-up the energy and environment activities focusing on supporting governments and industries to provide sustainable and resilient soft and hard infrastructure for industrial development, supporting industries to contribute to climate neutral circular economy, and supporting governments and industries in fulfilling national commitments under multinational climate and environmental agreements. The Directorate consists of the Department of Environment and the Department of Energy.

The Department of Environment (EAE/ENV) contributes to ISID and the implementation of the SDGs, in particular of SDG 9, by greening existing industries and products, as well as by facilitating creation of new green industries and products, and by minimizing resource use along value chains and during the lifetime of products, facilitating uptake of circular economy practices.

The Department promotes the concept of circular economy, sustainable design of products with less materials, being easy to maintain and incorporating longevity, industrial resource efficiency to improve the effective use of natural resources including in particular materials and water; assists developing countries and countries with economies in transition to achieve the objectives of and compliance with multilateral environmental agreements; reduces the release of industrial pollutants into the environment; and improves sustainable access to water for productive uses.

The Department encourages industrial development for economic growth that is sustainable, resource efficient, beneficial to the climate, and resilient as well as protective of the natural environment and human health, and keeps workers, communities and consumers safe. Its activities serve to improve competitiveness, as well as development of and access to markets, particularly for SMEs.

The Department acts as the focal point in UNIDO for various multilateral environmental agreements and multilateral co-operation in the field of the environment: the Montreal Protocol on Substances that Deplete the Ozone Layer; the Stockholm Convention on Persistent Organic Pollutants; and the Minamata Convention on Mercury; as well as other relevant international initiatives and conventions such as the Strategic Approach to International Chemicals Management (SAICM), and multilateral co-operation in initiatives like the Partnership on Action for Green Economy (PAGE) and the Green Growth Knowledge Platform (GGKP) and the Green Industry Platform (GIP). The Department coordinates its service delivery with the services offered by other technical departments, and other relevant organizational entities of UNIDO.

This position is located under the Industrial Resource Efficiency Division (EAE/ENV/IRE) which is responsible for supporting capacity development of industry, government, environmental service providers, IGOs and NGOs to scale up and mainstream the production of greener products and adoption of resource-efficient and cleaner patterns of production and circular economy policies and practices that improve profitability of industries while creating social and environmental benefits. Greening of products and industrial processes and introduction of new business models along supply and value chains, as well as the promotion of Eco-Industrial Parks are core activities.

## **PROJECT CONTEXT**

The present project is implemented by Industrial Resource Efficiency (IRE) division. IRE is responsible for supporting capacity development of industry, government, environmental service providers, IGOs and NGOs to scale up and mainstream the production of greener products and adoption of resource-efficient and cleaner patterns of production and circular economy policies and practices that improve profitability of industries while creating social and environmental benefits. Greening of products and industrial processes and introduction of new business models along supply and value chains, as well as the promotion of Eco-Industrial Parks are core activities.

The project entitled "Private sector transition to a green and circular economy in Lebanon" (210028) will contribute to a reform, recovery and reconstruction Framework (3RF) for Lebanon. The framework prepared by EU, WB and UN in consultation with government, donor and civil society, following the Beirut explosion in August 2020, aims building back better of Lebanese economy with promoting growth and job creation. The project funded by EU will be executed by UNIDO in collaboration with counterpart Ministry of Industry (MoI) and Ministry of Environment (MoE). Through the project, EU and UNIDO collaborate to strengthen private sector and support "Start-ups, Micro and Small Enterprises, including women-led enterprises, develop sustainable, socially and **gender** responsible green and circular economy business models".

UNIDO within the projects MED TESTII and III, contributed significantly to capacity building and identification of barriers, challenges and road map for future growth of industrial sector. Agricultural production in Lebanon is very much limited and perceiving adversity because of Climate Change (CC). Some agro-produces like citrus, grapes, olives, cereals, various other fruits and vegetables are very important resources and its efficient use and further value addition via industrial production is extremely important. Hence Food and Beverage (F&B) is priority sector for

value addition and imports minimization. Energy import and power shortage has further constrained the industrial growth in the country.

The overall objective of transitioning to green and circular economy, the project embraces Transfer of Environmentally Sound Technology (TEST); resource efficient production and sustainable consumption following Circular Economy (C.E.) approach; capacitate for mobilizing investments and use radially available renewable energy resources for the growth of Lebanese F&B industrial sector to generate more jobs and attain Greening economy. While major scope region of such industries covered are scattered around the country, the project also encompass blast affected Beirut region and support on low cost heating alternative.

A wide range of stakeholders namely from public sectors (Ministries, governmental authorities etc.), international financing as well as development organizations, private sector organizations and academia are involved to ensure effective deliverable and ownership at a national level for the transition to a green and circular economy in Lebanon.

Thus, project seek short term consulting service from a national level gender expert to explore and prepare updates, baseline and targets pertinent to the project in coordination with appropriate stakeholders in the country. Accordingly, this is a call for submission of proposal with following details.

## **DUTIES**

For the green and circular economic transition of Lebanese industries, gender is one important element. For guaranteeing such transition, identification of gender relevant factors, their respective status (baseline), needs (targets), challenges and noticing on possible solutions are critical. As per the scope of this assignment linked with gender mainstreaming for the transitioning of private sector MSMEs of Lebanon in green and circular economy, the Gender Expert is expected to undertake a gender analysis in order to effectively mainstream gender into the design and formulation of the project. Specifically, under direct supervision and guidance of the project manager and in close collaboration with industry/sector experts, the Expert will assume the following tasks in the table below.

This position is in the field (Lebanon) under the supervision of Project Manager at HQ in close collaboration with Industrial Resource Efficiency Division (EAE/ENV/IRE) of UNIDO Vienna and Industrial Development Officer of the project based in Lebanon.

<b>DUTIES</b>	<b>Concrete/ Measurable Outputs</b>	<b>Expected duration</b>	<b>Location</b>
Review relevant reports, guidelines and obtain recent updates available on Lebanon focused Gender strengthening. Specifically review the UNIDO documents on the requirements for gender mainstreaming, including <u>UNIDO's Policy on Gender Equality and the Empowerment of Women (2019)</u> and <u>UNIDO's Gender Strategy 2020-2023</u> .	In-depth Gender Analysis is conducted involving desk study and develop the further list of important actions to cover the scope of assignment	5 days	Home based
Conduct a detailed gender analysis as guided by UNIDO's Guide to Gender Mainstreaming, particularly emphasizing gender issues in the area and region of	Identifying relevant stakeholders, explorations	7 days	Home based

<p>intervention (e.g. gender division of labour, access to an control of resources and technologies, women’s and men’s needs and preferences, and opportunities for and constraints on women’s participation).</p>	<p>following communications, questionnaire, data collection etc. for further analysis and uses</p>		
<p>Developing the format for re-arranging the data or information obtained for analysis and synthesis to work out present status, challenges and identifying the possible options or roadmap for gender strengthening.</p>		<p>10 days</p>	<p>Home based</p>
<p>Assess and identify potential gender-differentiated impacts of the project.</p>	<p>Impacts and risk are identified</p>		
<p>Collect sex-disaggregated baseline data that could be used to monitor potential gender impacts.</p>	<p>Baseline is established</p>		
<p>Identify government agencies, NGOs, community-based organizations, and women’s associations or groups whose work focuses on gender and the specific area of intervention that can be utilized during project preparation and implementation. Assess their capacity.</p>	<p>Relevant government agencies, NGOs, community-based organizations, and women’s associations or groups, in-country are identified and consulted</p>		
<p>Based on gender analysis, develop a plan of action that identifies opportunities and entry points for mainstreaming gender into the project. The plan of action for gender mainstreaming should mirror the project’s log frame and include the development of gender specific project components, gender responsive targets and indicators, timelines, assigned responsibilities, and implementation arrangements.</p> <p>Identify and list the pre-requisites for the successful implementation of the</p>	<p>Plan of action for gender mainstreaming is developed and pre-requisites identified</p>	<p>8 days</p>	<p>Home based</p>

plan of action for gender mainstreaming.			
Update the relevant gender related baseline, future target and important plan of action for gender mainstreaming in the project document and its execution purpose.	Project document is gender mainstreamed		

## **MINIMUM ORGANIZATIONAL REQUIREMENTS**

**Education:** Advanced university degree in Social, Natural Sciences, or other relevant discipline, preferably with a specialization in gender and project cycle management **is required.**

### **Technical and Functional Experience:**

- A minimum of (3) years professional experience in the field of gender equality and gender mainstreaming **is required;**
- Experience in mainstreaming gender in projects and programmes, especially in specific area of intervention **is required;**
- Experience in working with government institutions and international or non-governmental organizations supporting gender and development work in the specific area of intervention in Lebanon, **is required;**
- Experience in gender analysis tools and methodologies in the specific area of intervention **is required;**
- Strong communication skill and ability to liaise with various stakeholders, including government officials **is desirable.**

**Languages:** Fluency in written and spoken, both in English and Bahasa **is required.** Fluency and/or working knowledge of another official UN language **is desirable.**

## **REQUIRED COMPETENCIES**

### ***Core values:***

**WE LIVE AND ACT WITH INTEGRITY:** work honestly, openly and impartially.

**WE SHOW PROFESSIONALISM:** work hard and competently in a committed and responsible manner.

**WE RESPECT DIVERSITY:** work together effectively, respectfully and inclusively, regardless of our differences in culture and perspective.

### ***Key competencies:***

**WE FOCUS ON PEOPLE:** cooperate to fully reach our potential –and this is true for our colleagues as well as our clients. Emotional intelligence and receptiveness are vital parts of our UNIDO identity.

**WE FOCUS ON RESULTS AND RESPONSIBILITIES:** focus on planning, organizing and managing our work effectively and efficiently. We are responsible and accountable for achieving our results and meeting our performance standards. This accountability does not end with our colleagues and supervisors, but we also owe it to those we serve and who have trusted us to contribute to a better, safer and healthier world.

**WE COMMUNICATE AND EARN TRUST:** communicate effectively with one another and build an environment of trust where we can all excel in our work.

**WE THINK OUTSIDE THE BOX AND INNOVATE:** To stay relevant, we continuously improve, support innovation, share our knowledge and skills, and learn from one another.

This appointment is limited to the specified project(s) only and does not carry any expectation of renewal.

Employees of UNIDO are expected at all times to uphold the highest standards of integrity, professionalism and respect for diversity, both at work and outside. Only persons who fully and unconditionally commit to these values should consider applying for jobs at UNIDO.

**All applications must be submitted online through the Online Recruitment System. Correspondence will be undertaken only with candidates who are being considered at an advanced phase of the selection process. Selected candidate(s) may be required to disclose to the Director General the nature and scope of financial and other personal interests and assets in respect of themselves, their spouses and dependents, under the procedures established by the Director General.**

**Visit the UNIDO website for details on how to apply: [www.unido.org](http://www.unido.org)**

**NOTE: The Director General retains the discretion to make an appointment to this post at a lower level.**

**Notice to applicants:**

UNIDO does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. If you have received a solicitation for the payment of a fee, please disregard it. Vacant positions within UNIDO are advertised on the official UNIDO website. Should you have any questions concerning persons or companies claiming to be recruiting on behalf of UNIDO and requesting payment of a fee, please contact:  
recruitment@unido.org