



Terms of reference (ToR) Legal Trainer

1. General Information

Justice without Frontiers (JWF), a dynamic active local non-governmental juristic organization founded in Beirut in 2005, is deeply committed to championing human rights, justice, democracy, peace, and the rule of law. Over the last decade, JWF's impactful work has addressed crucial initiatives, from addressing Sexual and Gender-Based Violence (S/GBV) to empowering women's access to justice, advocating for marginalized individuals, combating human trafficking, and more.

2. Brief Information of the Project

Empowering women and strengthening the resilience of vulnerable rural and urban communities in South Lebanon and Beirut is a three-year program implemented by a consortium of 3 NGOs, Justice without Frontiers, SHEILD, and JAFRA, led by Welthungerhilfe (WHH) and funded by the German Feder Ministry for Economic Cooperation and Development (BMZ). This program aims to strengthen women's livelihoods and increase the resilience of vulnerable communities engaged in smallholder and subsistence agriculture. Justice without Frontiers' role in this program is to ensure that gender equality is mainstreamed into all project activities, provide tailored training for women in leadership skills and business development, provide legal support, and conduct gender analysis.

3. Request:

JWF is seeking a qualified Legal Trainer to conduct a one day legal training on Labor law, main information on social security law, main legal requirements to



ran a small business, including signing agreements. The training sessions will be provided in The South of Lebanon and in Palestinian refugee camps in Greater Beirut.

This training aims to educate and increase knowledge of participants on their legal rights when running their own businesses.

4. Context

In South Lebanon and Palestinian camps in Greater Beirut, beneficiaries face a knowledge gap on their legal rights as mentioned in the Lebanese laws mainly labor law, social security law and civil law (contracts and obligation). There is a need to enhance their understanding of the mentioned laws and their implementation, in the aim to increase their knowledge on how to run their own businesses and to empower them to navigate legal processes, protect and advocate for their rights effectively

5. Target Group of the program

The target group of the program **women-owned MSMEs, women-led cooperatives, and start-ups** that are also women-owned.

6. Time Schedule

The trainer contracted by Justice without Frontiers is expected to deliver a one day training for 16 different groups per year 5 hours per day , starting April 2024 in the South of Lebanon and Palestinian camps in Greater Beirut.

7. Scope of work and deliverables

The Legal trainer is expected to provide the following deliverables:

- Develop a comprehensive one day training program focused on labor law, social security law, how to establish a business including challenges, and a general overview of sexual harassment in workplace.
- Develop training materials, including presentations and case studies, to facilitate learning and understanding.
- Provide information on other legal issues relevant to the beneficiaries, such as access to justice, legal aid, and protection against gender-based violence.
- Assist beneficiaries in understanding their legal rights and options for recourse in case of violations.
- Prepare regular detailed progress for each training conducted, outcomes achieved, and challenges faced, and provide recommendations for future interventions and support.

8. Skills and Experience required:

- A degree in law or a related field.
- Proven experience in delivering legal training or workshops.
- Strong facilitation and communication skills
- Fluency in Arabic and English, with excellent written and spoken skills in both languages.
- Ability to produce reports
- Knowledge and experience in the field of women's rights and gender equality.