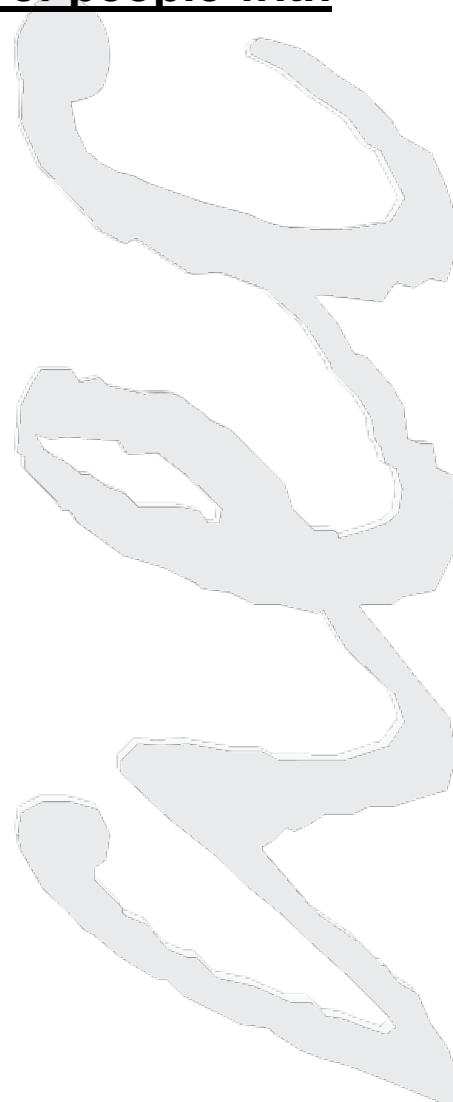


**Reinforcement of the implementation of the right to work
articles in law 220/2000 (Rights of people with
disabilities)**

TIL-EMP-2023

November 2023



Terms of Reference and Scope of the Services

Consultancy Title:	Advocacy training
Duty station:	Beirut - Lebanon
Duration of assignment:	6 Months
Contract type:	Consultancy
Starting date:	December 15 th , 2023

arcenciel Overview

arcenciel was created in 1984, authorized in 1985 by the Lebanese Ministry of Interior, and recognized as a public utility in November 1995 (presidential decree n° 7541). arcenciel is an apolitical, non-confessional, and independent organization that works with and for all people in difficulty without discrimination of age, gender, religion, culture or nationality. Created during the Lebanese civil war to assist disabled persons, arcenciel has become one of the first technical aid producers in Lebanon, rehabilitating spaces for disabled persons, and developing a national program for better accessibility for them; which was later passed as a law in June 2000. Drawing on its success, arcenciel broadened its mission to “engage in the sustainable development of the society by supporting fragile groups and integrating marginalized people”. Since its creation, arcenciel has provided around 37 million services to more than 400,000 beneficiaries. arcenciel also treats 85% of Lebanon’s hospital waste and 915 tons of solid wastes a year; and manages the 2 km² Jesuit “Domaine de Taanayel” through which it promotes sustainable agriculture and responsible tourism through its eco-touristic activities.

All activities arcenciel implement have a social and environmental purpose and seek economic viability, all which ensure their sustainability. Our objective is to promote sustainable development through three main axes: Social: care of persons in need, Environmental: the preservation of natural resources and Economic: the cost-efficiency and financial autonomy. arcenciel has always adopted a tripod strategy based of: Community Work: allowing the assessment of community needs, using their available resources; Service-Providing Institutions: across Lebanon offering specialized services and working with and for the beneficiaries; and Public Program: guaranteeing a legal structure and stabilizing the two other pillars.

arcenciel currently runs nine programs: 1- Agriculture, 2-Environment; 3- Mobility, 4-Health; 5- Responsible Tourism, 6- Culture and heritage; 7- Social Support; 8-Youth Empowerment, and 9-Employment, in 11 centers distributed across all Lebanese regions (Greater Beirut, Beqaa, Mount-Lebanon, North, and South Lebanon). Besides these centers, arcenciel has running offices in France and the USA.

arcenciel is ISO 9001:2015 certified for management of projects since July 2018.

1. Project Background

This project aims to reinforce law 220/2000 after 23 years of incomplete implementation especially with respect to the employment of people with disabilities.

According to the UNDP, people with disabilities in Lebanon represent between 10 and 15% of the total population of 4 million, totaling approximately half a million people. UNESCO affirms that 80% of people with disabilities are unemployed or have never worked. This figure

has definitely increased with the current economic, political and social crises. There's a need to update data on the employment inclusion of people with disabilities to raise awareness, and facilitate the identification of candidates with suitable skills to meet market demand. Ever since its voting through the Lebanese Parliament in 2000, the law 220/2000 remained up to the discretion of specific ministries to propose decrees of application to enforce its implementation. The ministry of Interior proposed a couple of tax deductions (car registration and municipal residence tax removal) and the ministry of social affairs supplies technical mobility aids (wheelchairs...) specialized education and some training schemes. The ministry of employment lagged behind, especially with the employment office for people with disabilities. Law 220/2000 article 74 (a and b) state that any private sector company depending on its workforce size, has to employ a certain percentage of people with disabilities, under penalty of fine. Article 74(d) provides for the exemption of hiring after contacting the Ministry and their expression of the inability to find a suitable candidate within 3 months. This widespread practice leads to minimal efforts from the recruiting side. Furthermore, no mechanism of tax collection was established from enterprises refusing to recruit according to the specified quota. In summary, no incentive proposed and no deterrent enforced. This project will look at several aspects of the law reinforcement that would facilitate the access for people with disabilities to the job market and help in a better inclusion in the workplace. We will examine three main components of the project with their respective actions. The first is the empowerment of "Leaders of Inclusion" through training and coaching to advocate for the rights of people with disabilities, especially in employment within public and private settings. The second component is the consultation process in the form of a number of roundtables and workshops with different stakeholders to support this action. Finally, the process of drafting a policy reform looking at improvements and implementation mechanisms within the law 220/2000.

2. Consultancy Description

As part of the project, arcenciel will prepare and give a series of training and mentoring sessions addressed to 10 activists for the rights of people with disabilities, to increase their skills, expertise, and involvement in national and regional advocacy actions. The 10 activists are to be named as "Leaders of Inclusion". Through the activities provided by this consultancy, the leaders of inclusion will be able to better advocate and communicate on the rights of people with disability and foster disability inclusion practices in communities, workplaces and different sectors.

arcenciel, specifically the employment program, is seeking to contract with a trainer specialized in providing advocacy skills training for 10 activists with disabilities to cover the following subjects:

1. Leadership skills training.
2. Advocacy skills training.
3. Advanced Communication skills training.

Additionally, the consultant will deliver 11 days of intensive training sessions accompanied by 4 days of mentoring for the leaders of inclusion to support their advocacy efforts.

Close collaboration with the employment office and the employment program of arcenciel is required during the consultancy period.

3. Objectives and Scope of Work

The primary objective of this consultancy is to equip participants to assume the role of "Leaders of Inclusion" through training sessions, covering topics that include (but are not limited to) the following:

1. Leadership skills training:
 - a. Leadership styles and approaches.
 - b. Goal setting and action planning.
 - c. Decision-making and problem-solving.
 - d. Time management and prioritization.
 - e. Team building and collaboration.
 - f. Emotional intelligence and self-awareness.
 - g. Conflict resolution and negotiation skills.
 - h. Mentoring and coaching.
2. Advocacy skills training:
 - a. Advocacy strategies and tactics.
 - b. Effective communication skills, including public speaking and storytelling.
 - c. Messaging and branding for advocacy.
 - d. Networking and relationship building.
 - e. Media relations and social media advocacy.
 - f. Community organizing and mobilization.
 - g. Lobbying and policy advocacy.
 - h. Civil disobedience and protest tactics.
3. Advanced Communication skills training:
 - a. Effective listening and questioning techniques.
 - b. Verbal and nonverbal communication skills.
 - c. Cross-cultural communication and cultural competence.
 - d. Conflict resolution and mediation skills.
 - e. Assertiveness and boundary setting.
 - f. Empathy and active listening.
 - g. Persuasion, negotiation and influence.
 - h. Writing and editing skills, including business writing, grant writing, and storytelling.
 - i. Debating Techniques.

In addition to the above, through the mentoring sessions, the leaders of inclusion will discuss with the trainer on how to communicate with other disability advocates and try to put all the guidelines of the process to be considered.

4. Deliverables

The expected deliverables of the project are as follow:

1. PowerPoint Presentation of the training content.
2. Handout of the trainings.
3. Pre and Post Test.
4. Pre and Post Test analysis for each of the trainings conducted.
5. Report of the findings and observations for each of the trainings conducted with recommendations section.

All deliverables should be in accessible format. Templates of accessible documents can be provided by arcenciel.

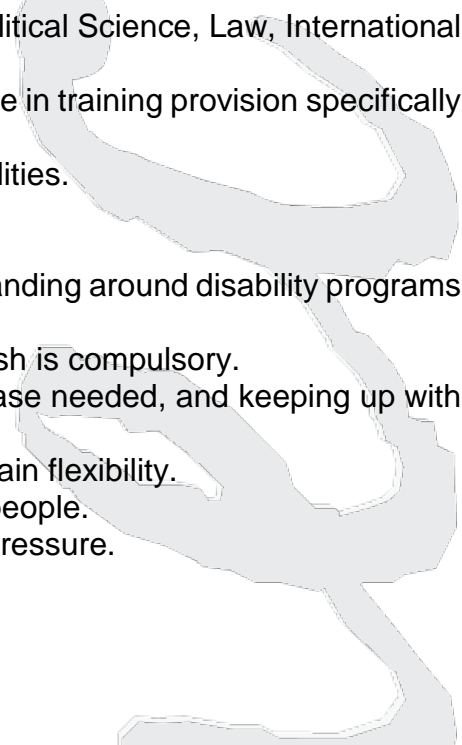
5. Timeline and Location of the Consultancy

The total duration of the consultancy is over a period of six months.

The total number of training sessions to be delivered is 11 sessions for 10 Leaders of Inclusion (around 80 – 90 hours of training).

The location of the trainings and final coaching session is within Beirut and the suburbs and will be confirmed at a later stage.

6. QUALIFICATIONS

1. Relevant degree to advocacy such as degrees in Political Science, Law, International Affairs, Public Policy, Human Rights Studies, etc.
 2. Minimum 10 years of relevant professional experience in training provision specifically in topics related to advocacy.
 3. Previous experience working with people with disabilities.
 4. Previous experience in disability inclusion.
 5. Knowledge of setting up training programs.
 6. Strong local knowledge and comprehensive understanding around disability programs.
 7. Excellent communication and presentation skills.
 8. Professional working knowledge of Arabic and English is compulsory.
 9. Ability to conduct the required activities virtually in case needed, and keeping up with technological advancement.
 10. Ability to work in a participatory approach with a certain flexibility.
 11. Ability to work in different cultures and with diverse people.
 12. Professional commitment and ability to work under pressure.
 13. Having integrity, respect, and responsibility.
 14. Being down to earth, empathetic and positive.
 15. High level of creativity and innovation.
 16. Influential personality.
 17. Negotiation skills.
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