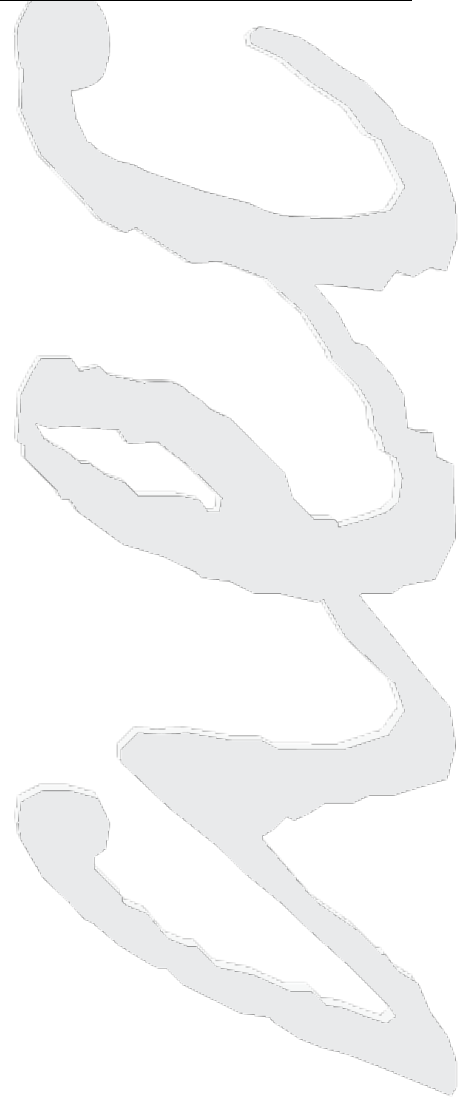


**Reinforcement of the Implementation of the Right to
Work Articles in Law 220/2000 (Rights of People with
Disabilities)**

TIL-EMP-2023

November 2023



Terms of Reference and Scope of the Services

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|--------------------------------|----------------------------------|
| Consultancy Title: | Round table Moderator |
| Duty station: | Beirut - Lebanon |
| Duration of assignment: | 8 Months |
| Contract type: | Consultancy |
| Starting date: | December 15 th , 2023 |

1. 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.

2. 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 work place. 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.

3. Consultancy Description

As part of the project, arcenciel aims to run 4 roundtable discussions with various stakeholders (3RF social protection working group, organizations of people with disability, ministries, NGOs, private sector, people with disabilities, etc.) to reach a comprehensive approach in addressing the issues underlying the employment of people with disabilities in Lebanon.

General overview on the disability inclusion of people with disability in the world of work will be the main topic evoked during these discussions, in the presence of a Legal Advisor.

A drafted version of a reform policy concerning the right to work for persons with disability will be circulated and further developed. The discussions and resolutions generated will be carefully considered in the final validation of the policy.

arcenciel, specifically the Employment Program, is seeking the expertise of a moderator to facilitate round table discussions addressing the right to work for individuals with disabilities in Lebanon. This initiative is aligned with the commitment to promote equal opportunities, disability inclusion and non-discrimination practices in the workplace.

Throughout the period of the consultancy, the moderator will collaborate with the employment program at arcenciel in addition to other stakeholders working on the project.

4. Objectives and Scope of Work

The objective of this consultancy is mainly to facilitate a comprehensive and inclusive discussion among stakeholders, experts, and participants on the challenges, opportunities, and strategies related to ensuring employment rights for individuals with disabilities.

The moderator scope of work is as follow:

1. Research work
 - a. Conduct research over existing policies and laws (national and international) related to the right to work for people with disabilities.
 - b. Identify best practices from other countries in terms of right to work for people with disabilities.
 - c. Develop a topic list that the round table will be focused on, mainly the reform policy for the implementation of right to work for people with disabilities.
 - d. Gather information about those topics.
 - e. Prepare a list of questions / Subjects to be tackled in the round table.

- f. Develop the agenda for the roundtables (divided by topic).
 - g. Coordinate and manage all logistical aspects related to the roundtable discussions.
2. Facilitating the roundtables
 - a. Facilitate the different roundtable discussions making sure to introduce the topic, providing context and framing the conversation.
 - b. Moderate the discussion, ensuring equitable participation among participants.
 - c. Encourage diverse perspectives and active participation of people with disabilities, and different stakeholders.
 - d. Manage time effectively to cover the planned agenda.
 3. Reporting
 - a. Compile a comprehensive report outlining an overview on the completed roundtables discussions, the outcome generated from each one, and the proposed strategies.
 - b. Disseminating adjusted policy draft to different stakeholders.

5. Deliverables

The expected deliverables of the project are as follow:

1. Agenda of the roundtables.
2. PowerPoint Presentation.
3. Comprehensive report summarizing each roundtable discussion, including key points, outcomes generated, and the proposed strategies.

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

6. Timeline and Location of the Consultancy

The total duration of the consultancy is over a period of 8 months.

The total number of round tables is 4 (around 1 to 2 hours each).

The location of the consultancy is within Beirut and the suburbs, which will be confirmed at a later stage.

7. Qualifications

1. Minimum 5 years of professional experience relevant to the scope of work.
2. Expertise in human rights, right of people with disabilities, employment law, inclusive practices.
3. Demonstrated experience in moderating round table discussions and panel discussions for large audiences.
4. Previous experience working with non-governmental organizations.
5. Previous experience working with people with disabilities.
6. Strong local knowledge and comprehensive understanding around disability programs.
7. Excellent communication, facilitation and presentation skills.
8. Ability to maintain a neutral and inclusive environment during discussions.
9. Professional working knowledge of Arabic and English is compulsory.
10. Ability to conduct the required activities virtually in case needed, and keeping up with technological advancement.
11. Ability to work in a participatory approach with a certain flexibility.
12. Ability to work in different cultures and with diverse people.
13. Professional commitment.
14. Having integrity, respect, and responsibility.
15. Being down to earth, empathetic and positive.
16. High level of creativity and innovation.