

Terms of Reference (TOR)

Short term Consultancy Services for Conducting Research - Researcher

General Information

Services/Work Description: Recruitment of short-term Researcher Consultant

Project/Program Title: Boosting Women's Participation in Lebanon's Public Sphere through Syndicate

Leadership Post Title: Researcher

Contract Type: Consultancy

Location: Beirut and Mount Lebanon- Lebanon

Duration: till end of November 2025

1. Background Information

Women's exclusion from leadership positions in Lebanon is explained by their general lack of the skills required to carry out leadership tasks, due to the values they receive in their upbringing and which are promoted in culture in general, which consider that "feminine" qualities are in contradiction with the requirements for "leadership."

Many factors, including the influence of cultural legacies that assign men to leadership roles in public affairs and society, and limit women's roles to family tasks and artistic and humanitarian action that do not entail any exercise of power. Power, according to patriarchal culture that is still prevalent in our society, should be the monopoly of men. The top government positions are divided along sectarian lines, major political parties are largely built around religious sects, and these parties hold significant influence over policy making. Political parties have the greatest influence on the trade unions also, that make unions less responsive to worker needs and more focused on political agendas.

As a result, and despite high female membership in most trade unions, the existing social and cultural barriers that women face in the workplace, political dominance in unions creates another hurdle for women to gain a voice and reach decision-making positions within the unions themselves. This hinders their ability to represent women's interests in labor negotiations and public discourse.

This lack of formalization restricts their access to decent work standards and marginalizes their voices in the public sphere. This directly relates to our project, as we will be working with women workers to address these issues.

The primary objective of this intervention is to foster an environment in Lebanon where women members within syndicates can effectively influence to decision-making processes, leading to a more inclusive and representative political landscape at the community level. This empowers and advances women's leadership within Lebanon's civic spaces, with a focus on syndicates.

2. Objective of the consultancy

- 1) To assess the willingness and capacity of different trade unions to collaborate on a women's leadership development project.
- 2) To understand the composition of leadership within selected trade unions and their potential resistance or support for women's leadership development.
- 3) To identify trade unions with leadership structures open to positive change regarding women's roles.

3. Research Requirement

1) Data Collection:

Secondary Data Analysis: Compile a comprehensive research paper by gathering existing data on Lebanese trade unions, particularly from the Ministry of Labor.

Primary Data Collection: Conduct the following activities:

Key Informant Interviews: Conduct 5 in-depth interviews with individuals possessing deep knowledge of syndicate operations.

Focus Group Discussions (FGDs): Organize 5 FGDs with 7-10 participants within each selected trade union. These participants should include a mix of board members and registered members, taking power dynamics between board and members into consideration.

2) Analysis

Analyze the collected data (both secondary and primary) to gain insights into the power dynamics, leadership structures, and capacity for women's leadership development within each target trade union.

3) Deliverables

A comprehensive research report summarizing the findings and recommending the most suitable trade union for the pilot project.

A separate report detailing the power dynamics within Lebanese trade unions based on the research findings.

4. Expected Deliverables

Key deliverables of this assignment are summarized as follows:

- Inception Report that includes methodology/tools and a clearly defined work schedule for the Assignment
- Draft analysis report with recommendations
- Final draft report incorporating comments and inputs
- Final research document in Arabic

6. Duration of the assignment

The assignment will be implemented over a period of 105 days starting from the mid of October 2024 of the contracts. Contractual/professional fees will be made upon submission of deliverables as per the following millstones, and approval.

Payment tranche	Deliverable	Deadline	%
1 st tranche	<ul style="list-style-type: none">• Mapping list that includes data from relevant sources including Ministry of Labor.•		20%
2 nd tranche	<ul style="list-style-type: none">• Five KIIs: key informant interviews with individuals possessing deep knowledge of syndicate operations.• Five Focus Group Discussions (FGDs): FGDs each inviting between 7 to 10 participants will provide a clear understanding of the current state and capacity of each syndicate to support women's leadership development.		50%
3 rd tranche	<ul style="list-style-type: none">• Research paper		30%

5. Qualifications and Competencies

- Preferably PhD holders or a master's degree in social, political studies, law or related fields; humanitarian studies is an added value.
- At least five years of experience
- Strong understanding of the Lebanese context, social, regulations, systems and structures, labor law and context, trade unions and syndicates.
- Excellent written and communication skills in Arabic.
- Demonstrable research skills including assessment, analytical, statistical and planning skills
- Good organizational skills.
- Proficiency in research design, research report writing, and source analysis
- Flexibility and adaptability to work as a team with other consultants
- Be ready to assume work as soon as possible

6. Application requirements

Applicants should send:

- 1) Resume
- 2) A sample of recent work (e.g. web links to previous work/research papers with non-profit organizations or networks...)