



ILO Regional Office for Arab States

Terms of Reference

Position Paper for Workers' Organisations on the National Employment Policy of Lebanon

I. Background and rationale

The compounded crises that have rocked Lebanon since 2019 triggered wide-ranging economic and social shifts. With the skyrocketing inflation levels, devaluating currency and poverty levels, the former structure of the Lebanese economy is now obsolete on many levels and there is a need for new drivers for growth and employment. However, such a monumental shift can have devastating effects on existing economic establishments and workers if it is not accompanied by effective labour market policies. The latter can minimise the human and economic costs of such a shift by supporting private sector growth and enhancing of decent job creation, in tandem with supply-side labour policies that can help ensure that workers have the right skills and competencies to fill those newly created jobs.

The ILO has been working on developing a National Employment Policy (NEP) through tripartite social dialogue mechanisms, engagement to guarantee that the government, workers, and employers have a say in shaping the economic future of the country and can work together to achieve a fair and sustainable job-rich recovery in Lebanon. As part of its efforts to support its constituents, the ILO has organised a National Employment Policy training for workers' representatives to introduce them to the NEP development process, the major challenges facing Lebanon and how policymaking and social dialogue can be used to improve the labour market conditions and promote decent work for all.

In light of the above, the ILO is commissioning a consultancy to develop a position paper that outlines the position of workers' organisations on National Employment Policy, their main priorities and expectations, to ensure that the economic restructuring and the recovery efforts do not come at the expense of decent working conditions and full formal employment. Special focus should be placed on the most vulnerable workers such as women, youth, migrant workers, and informal workers.

II. Scope of consultancy

The objective of this exercise is to assist workers' organisations in developing a common position on the National Employment Policy in light of the compounded crises and the economic shifts taking place throughout the country on the basis of the workers' key priorities. The position paper aims to inform

and guide an effective participation of the workers' representatives in the process to develop a National Employment Policy.

To ensure the relevance of the position paper, the suggested recommendations and priorities must be specific, actionable, and realistic. Moreover, they must define – to the extent possible – the stakeholders that are responsible for the reforms outlined, and the role that the workers' organisations can play in that regard.

III. Duties and responsibilities

Under the supervision of the Senior Regional Employment Policy Specialist at the Regional Office for Arab States in Beirut and in close coordination with the Senior Regional Workers' Activities Specialist, the consultant will undertake the following:

- Prepare a position paper that identifies the workers' priorities and expectations from the National Employment Policy, their position on decent work deficits, and proposed policy measures to help promote decent work for all.
- The paper will build on existing literature as well as meetings, consultations and focus group discussions with relevant key stakeholders. These will include:
 - General Confederation of Lebanese Workers (CGTL);
 - The National Federation of Worker and Employee Trade Unions in Lebanon (FENASOL);
 - Sectoral trade unions and workers' organisations; and,
 - Experts and civil society organisations working on labour rights especially for vulnerable sections of the labour force.
- The paper will provide a number of recommendations on key priorities that workers' organisations believe must be tackled within the framework of the upcoming National Employment Policy. This will include, but not limited to issues in the enforcement of labour laws, skills mismatch in the labour market, legal reforms necessary for the formalisation of work arrangements, the extension of labour rights and social protection to disenfranchised sections of the labour force.

IV. Main deliverables

Deliverable 1: Zero draft position paper (approximately 15 pages, in Arabic)

Deliverable 2: Final draft of the position paper after incorporating comments received from the ILO and other stakeholders

V. Timeframe and remuneration

The consultancy will be carried out for 20 workdays between 20 July 2022 and 31 August 2022.

The Consultant will be paid in one instalment after the delivery of a final draft of the position paper.

VI. Qualifications, experience and competencies required

The Consultant is expected to have the following functional qualifications, experience, and competencies:

- Education: Advanced University degree in Economics (preferably labour or development economics), Development Studies, Social Sciences, or a related discipline.
- At least 10 years of relevant professional experience.
- Knowledge and previous working experience within the field of labour, employment, and development in Lebanon
- Experience working with workers' organizations.
- Excellent command of spoken and written English and Arabic.
- Excellent analytical and organizational skills.

VII. How to apply

Interested candidates are invited to submit the following documents:

- An up-to-date CV highlighting relevant experience;
- The daily rate based on the above-mentioned number of working days. All related costs are considered to be included in the fees charged by the Consultant; and,
- A similar paper from previous experience that was prepared by the Applicant (if any).

Applications should be sent to Mr. Jad Yassin, National Project Officer <yassinj@ilo.org>

The deadline for applications is 18 July 2022.