

Annex I

TERMS OF REFERENCE

I. Position Information	
<p>Job Title: Advisor on Women, Peace and Security and HDP Nexus (Humanitarian, Peace and Development)</p> <p>Department: UN Women Lebanon Country Office</p> <p>Reports to (Title/Level): UN Women Lebanon Representative</p>	<p>Current Grade: P4</p>

II. Organizational Context
<p>UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.</p> <p>Multiple, compounding crises are causing severe hardship to people residing in Lebanon, aggravating existing imbalances, inequalities, vulnerabilities, and risks, particularly for the most vulnerable. The hardship is expected to be prolonged, especially within the context of political impasse to put in place a comprehensive macroeconomic and financial stabilization plan or a sustainable development plan. Meanwhile, Lebanon continues to host the largest number of refugees per capita in the world, adding further pressures on already deteriorated basic services. Refugees hold limited prospect for durable solutions to their displacement in the immediate term. In addition, military actions continue to escalate in the South of Lebanon since 8 October 2023, that has led to the killing and injuring of civilians in the south of Lebanon, including women, children, and media personnel and the internal displacement of 58,835 residents (52% female) from South Lebanon (as of 9 December 2023).</p> <p>Women’s leadership and equal access to decision-making across governance, peace and security is instrumental as Lebanon embarks on a much needed reform process to foster inclusive and sustainable peace and development for all. Lebanon’s National Action Plan on the UNSCR1325 (NAP 2019-2023) prioritizes the inclusion of women in all aspects of conflict-prevention and peacebuilding, women’s representation in governance, and in the security sector. Despite commitments in Lebanon’s NAP 2019-2023, and despite a vibrant feminist movement and the fact that Lebanon historically was one of the first countries in the Arab region to grant women their right to vote in 1952, women in Lebanon continue to face structural discrimination manifested in the gross underrepresentation of women in political leadership position and public life, violence against women and low labour force participation and access to decent jobs. Globally, Lebanon ranks 144 of 146 countries on women’s political empowerment in the 2023 Global Gender Gap Report (GGGR) of the World Economic Forum, and lags far behind its Arab peers, ranking 15 of 17 countries in the region in female parliamentarians. Overall, in 2023</p>

Lebanon dropped from 119 in 2022 to 132 out of 146 countries in the 2023 GGGR Index. In 2023, Lebanon ranks 135 out of a 163 countries on the Global Peace Index, with a score of 2.581, indicating a low level of peace. Furthermore, the law codifies gender inequalities across a range of issues, including those related to personal status, access to political offices, protection, and nationality, along with a myriad of other factors impacting women’s equal access to political leadership, such as the challenging electoral framework, patriarchal political parties, the sectarian system, high cost of election campaigning, media bias, and entrenched negative social norms and gender stereotypes.

Reporting to the Country Representative and working in collaboration with the Women, Peace and Security and Women’s Leadership and Political Participation programme teams at UN Women Lebanon country office, the Advisor on Women, Peace and Security and HDP Nexus works to ensure that a gender perspective is mainstreamed in peace and humanitarian action work in Lebanon. Specifically, the Advisor on Women, Peace and Security and HDP Nexus is responsible for:

1. Capacity development and provision of technical expertise on the Women and Peace and Security (WPS) framework and HDP Nexus.
2. Provide technical advice for coordination, partnerships, and program monitoring.
3. Research, information-gathering, and analysis.

III. Functions

1. Capacity development and provision of technical expertise on the Women and Peace and Security (WPS) framework and HDP Nexus:

- Work closely with colleagues of UN Women's Women, Peace and Security and Humanitarian Action as well as Regional Adviser for Arab States and provide strategic programme guidance and technical gender advisory expertise to develop and implement programmes in Women, Peace and Security and humanitarian action, including on conflict prevention, social cohesion, mediation, HDP Nexus, transitional justice, peacebuilding, national action plans on SCR 1325 and human security in the context of humanitarian assistance;
- Provide technical gender advisory expertise to strengthen the capacities of the Humanitarian Country Team (HCT), humanitarian sectors and the Inter-Sector Coordination Group (ISCG) on gender-responsive planning, conflict-sensitivity and gender analysis;
- Responsible to mainstream a gender equality perspective in the work of the humanitarian sectors and relevant working groups and support preparedness and recovery, including by building capacity of local women’s organizations to engage in preparedness and recovery;
- Lead the development of periodic Gender Alerts, which highlight key issues to be addressed on WPS and HDP Nexus (per sector).

2. Provide technical advice for coordination, partnerships, and program monitoring:

- Provide technical guidance to the development of monitoring tools on WPS, including by localizing the Global Indicators on Women, Peace and Security to the Lebanese context and supporting independent civil society monitoring; and by refining and validating the theory of change on WPS programme to enhance the design, impact, monitoring, and evaluation of gender responsive peacebuilding interventions.

- Contribute to partnership development with stakeholders from government, civil society, private sector and the international community, including the UN system.
- Explore programmatic entry points with key national counterparts including the Government and civil society.
- Identify and propose new project proposal and areas of cooperation based on strategic goals of UN Women, country needs and donors' priorities, and develop the relevant partnerships for the advancement of WPS and Humanitarian Action.
- Represent UN Women in and support relevant UN inter-agency tasks forces (such as the Gender Working Group and the Inter-Sector Coordination Group), as designated by the Representative.
- Advocate for the engagement and participation of local women's organizations and civil society networks in humanitarian coordination mechanisms.
- Provide technical advice to the development and implementation of training workshops and knowledge products.
- Develop specific GiHA messages for the communication team that can support outreach.

3. Research, information-gathering, and analysis:

- Undertake political and conflict analysis and report on issues related to the WPS agenda as well as carry out research on issues and thematic areas, including through analysis of local sources.
- Prepare reports and analysis in areas including conflict analysis, political economy analysis and women, peace and security.
- Gather and process information relevant for monitoring, reporting and evaluation, including collecting, processing and analyzing data in the framework of WPS und HDP Nexus from the planning to the evaluation stages.
- Coordinate preparation of gender assessments to generate sex, age and disability disaggregated data (SADDD) and evidence to inform humanitarian strategic decision-making, planning, prioritization, responses and programming.
- Provide knowledge management and share good practices on WPS and HDP Nexus; ensure that stories and lessons learned on Women, Peace, Security, and Humanitarian Action are shared to the Country Office Reporting and contribute to UN Women's knowledge management efforts.
- Prepare analytical reports and analysis in areas including WPS, HDP Nexus, peacebuilding and other relevant topics as required by the Country Representative; as well as carry out research on particular issues and thematic areas, including through analysis of local sources.
- Collect and consolidate information to input in the Secretary General regular report on SCR 1701 as well as other relevant reports pertaining to WPS and HDP Nexus.

V. Competencies

Core Values:

- Respect for Diversity
- Integrity
- Professionalism

Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Creative Problem Solving

- Effective Communication
- Inclusive Collaboration
- Stakeholder Engagement
- Leading by Example

Please visit this link for more information on UN Women’s Core Values and Competencies:
<http://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/employment/un-women-employment-values-and-competencies-definitions-en.pdf>

FUNCTIONAL COMPETENCIES:

- Excellent knowledge and record of accomplishment in the area of Women, Peace and Security and HDP Nexus
- Proven ability to translate normative commitments on gender equality, Women, Peace and Security and gender in humanitarian action into guidance, policy and programming
- Demonstrated people management skills
- Familiarity with the Arab States region is an advantage, familiarity with Lebanon is an advantage
- Good knowledge of UN Women and the UN system or other multi-lateral organizations is an advantage
- Proven ability to advocate and provide policy advice
- Ability to lead strategic planning, programme development and implementation, results-based management and reporting
- Ability to develop and maintain strong partnerships and mobilize resources

VI. Recruitment Qualifications	
Education and certification:	<ul style="list-style-type: none"> • Master’s Degree or equivalent in Social Sciences, International Development studies, Gender, Peace & Women studies or related field; • A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.
Experience:	<ul style="list-style-type: none"> • Minimum of 7 years progressively responsible experience in the area of women, peace and security and humanitarian assistance • Significant knowledge and experience on humanitarian action, including on HDP nexus approach to programming, with country level experience in a crisis context • Significant experience in strategic planning, policy development, programme elaboration and implementation, results-based management and reporting • Experience in developing and maintaining strong partnerships and in mobilizing resources • Experience working in large multicultural development agencies is a distinct advantage.
Language Requirements:	<ul style="list-style-type: none"> • Fluency in English is required. • Knowledge of French and Arabic is desirable.