**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT**

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| **Consultant to Develop Situation Analysis on SOGIESC/ LGBTIQ+ people in Lebanon** | |
| Hiring Office: | Lebanon Country Office |
| Purpose of consultancy: | The overall objective of the assignment is to provide both overall analysis and stakeholder mapping that will support the establishment of the LGBTIQ+ Task-Force and inform its strategic planning for 2022, and forthcoming.  Lebanon is facing an unprecedented multidimensional political, economic, social, and security crisis. All these factors aggravated the vulnerabilities of people of diverse sexual orientation, gender identity, gender expression, sex characteristics (SOGIESC)[[1]](#footnote-1) in Lebanon.[[2]](#footnote-2) People of diverse SOGIESC in Lebanon are among the most marginalized population/ groups in Lebanon, facing multi-layered structural discrimination and violence.  Diverse international and national actors across the humanitarian, development and peace nexus have been increasingly working on LGBTIQ+ issues, and tackling matters of sexual orientation, gender identity, gender expression, sex characteristics (SOGIESC) in Lebanon. In June 2020, the UN released a statement of support and call to action for increased support to LGBTIQ+ communities, including the need for more coordination with stakeholders on this issue.[[3]](#footnote-3) In May 2021, UN agencies reiterated their commitment to tackling issues of SOGIESC in response to Lebanon’s multi-faceted crises. To build on this momentum and consolidate efforts, on 5 July 2021, the UN launch the first LGBTIQ+ Task-Force with members from UN agencies, international and national organizations, and the donor community. The LGBTIQ+ Task-Force is currently co-chaired by UNFPA and UN Women. To support its establishment, the Task Force is seeking support to map stakeholders and contribute to the task-force’s strategic planning for 2022 and forthcomings the LGBTIQ+ TF is one of the first such coordination forums in the UN system, globally and regionally, there remains a great need for increased institutional and organizational learning on how to approach SOGIESC issues effective within the UN System.  This assignment will provide additional analysis, inclusive insights from key stakeholders in Lebanon to guide this process in an effective way. Key areas of concern remain for the Task-force include: ensuring safety for individual and organizational members, maintaining a complimentary and supportive approach to national LGBTIQ+ organizations, leveraging resources to support scaling up of the UN’s work around SOGIESC issues, and sensitizing stakeholders with limited knowledge and expertise on SOGIESC. The stakeholder mapping identifying and summarizing actors across the Humanitarian and Development Nexus working on SOGIESC issues will be useful to inform membership, joint areas of work, future action planning, and critical gaps. |
| Scope of work:  *(Description of services, activities, or outputs)* | Working in close coordination with UNFPA, UN Women and the LGBTIQ+ Task-force members, the consultant is expected to do the following:  1. Conduct a Desk-Review on SOGIESC issues in Lebanon, related to the HDP nexus.  2. Conduct a SWOT Analysis of LGBTIQ+ Issues in Lebanon, looking at:  • Strengths: What are benefits of establishing a LGBTIQ+ TF?  • Weaknesses: What are the limitations of the LGBTIQ+ TF?  • Opportunities: What are most strategic areas for the LGBTIQ+ TF to focus on?  • Threats: What are real risks for the LGBTIQ+ TF – to member organizations and individuals, and potential harms that the TF could cause?  3. Conduct a Stakeholder Mapping of actors working in Lebanon, looking at:  • Analysis should include: Private sector, government institutions, UN agencies, I/NGOs, with a focus on LGBTIQ+ organizations, and community-based initiatives  4. Present Findings to the LGBTIQ+ Task-force for feedback and validation  5. Summarize Findings and Recommendations in a Final Report |
| Duration and working schedule: | 30 days over two months |
| Place where services are to be delivered: | Tasks can be performed remotely |
| Delivery dates and how work will be delivered (*e.g.* electronic, hard copy etc.): | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Milestones** | **Deliverables** | **Language/ Format** | **Timeline** | **% remuneration** | | -Carry our desk review  -Draft Desk Review Report | Desk Review Report | English | 30 November 2021 | 30% | | Conduct the consultative process  Develop/Review mapping Tool  -Develop draft (and final) mapping report  -Conduct SWOT Analysis  -Develop a brief summary of key findings  -Present the findings in one technical meeting | Mapping Exercise  SWOT Analysis  Presentation of key findings | English | 24 December 2021 | 70% | |
| Monitoring and progress control, including reporting requirements, periodicity format and deadline: | Final Report to be submitted at the end of the consultancy |
| Supervisory arrangements: | The consultant reports to the Humanitarian and GBV Coordinator |
| Expected travel: | Tasks can be performed remotely |
| Required expertise, qualifications and competencies, including language requirements: | BS degree in Social Sciences or related fields  Minimum of 5 years of work experience in the GBV, Gender, inclusion, SOGIESC related issues  Previous experience in leading policy revies, strategies development,  Fluency in oral and written English is essential, Knowledge of Arabic is a plus  Familiarity and experience with the LGBTIQ/SOGUESC latest global development  Proven experience in conducting desk review and similar exercise  Previous experience in conducting mapping and SWOT analysis desired |
| Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable: | NA |
| Other relevant information or special conditions, if any: |  |
| Signature of Requesting Officer in Hiring Office: Erica Talentino  Date: 15/10/2021 | |

1. ‘People of diverse SOGIESC’ is considered a more inclusive term describing people with diverse sexualities and genders. It is often used interchangeably with LGBT, LGBTI, LGBTIQ+. In noting that neither acronym is universally applicable nor reflects the full diversity of sexual and gender formations, practices and identities that exist, and in recognition that SOGIESC applies to all people, the focus on ‘diverse SOGIESC’ here is intended to capture those living beyond heteronormative, cisnormative, gender binary and endosexist assumptions and/or LGBTIQ+ and other anglo-centrist categories. In practice, various culturally, linguistically and context specific terms are used, where appropriate.” [↑](#footnote-ref-1)
2. OXFAM America, (2021). Queer Community in Crisis: Trauma, Inequality & Vulnerability, available on <https://www.oxfamamerica.org/explore/research-publications/queer-community-in-crisis-trauma-inequality-vulnerability/> [↑](#footnote-ref-2)
3. <https://lebanon.un.org/index.php/en/126242-un-lebanon-response-idahobit-statement-addressed-united-nations-and-partners-support-rights> [↑](#footnote-ref-3)