

Terms of Reference

Lawyer – Equality through Legal Action

BACKGROUND

LAW is an independent, non-profit organisation comprised of human rights lawyers working in fragile and conflict affected areas in the Middle East, Africa and South Asia. We have a particular focus on gender equality and sexual and gender-based violence, natural resource exploitation, rule of law and accountability, and transformative justice, working to bring justice to those who need it most.

LAW's ground-breaking work has received international media coverage, including in the New York Times, the Times of London, the Guardian, Al-Jazeera, France24, Voice of America, Huffington Post and Foreign Policy.

Lebanon fell into a deep economic decline at the end of 2019, following the collapse of an artificially propped-up system that funded chronic deficits in the state budget and the balance of trade by piling up debt and attracting capital investment with unsustainably high interest rates. The economic crisis was the one in a long list of shocks for a state that is bearing the brunt of the Syria crisis with a Government estimate of 1.5 million Syrian refugees, on top of the existing 270,000 Palestinian refugees and an approximate 20,000 refugees from Iraq, Sudan and Ethiopia.¹ COVID-19 reaches Lebanon at a time of historic economic crisis, rising unemployment and a weak social protection system. Isolation paired with increased economic pressure are also likely to aggravate household stress, and in turn increase domestic violence and child protection issues. Similar trends are also likely to be observed for sexual and gender minorities who are at risk of domestic violence. Adding to an already serious situation, the 4 August explosion made things significantly worse for an already suffering population, putting those most marginalised and disadvantaged even more at risk to sexual abuse and exploitation, trafficking, gendered crimes and homelessness. This disproportionately affect the LGBTIQI population as female migrant domestic workers, and individuals that lack civil documentation.

LAW is implementing a Dutch funded project that will be implemented over two years. This project will address inequalities existing in Lebanon in discriminatory legislation or practices and traditions, in particular against LGBTIQI persons, women, and victims and survivors of gendered crime and sexual exploitation and abuse, in particular those from the domestic migrant worker community. It will also address inequalities experienced by the large disadvantaged stateless population that is excluded from most basic services including health care and education.

LAW will leverage its high level of expertise and experience in legal responses to human rights violations and abuses, particularly in the use of strategic litigation challenging discriminatory laws and practices to prompt long-lasting legal change. LAW and its implementing partners will leverage their networks within the LGBTIQI community, domestic workers, survivors of gender-based violence and stateless persons to effectively access these communities, build trust and to understand their legal issues.

LAW seeks a dynamic lawyer to support the Dutch funded Equality through Legal Action Programme who is an open-minded human rights lawyers and has a passion for defending all

¹ <http://reporting.unhcr.org/node/2520>

humans, regardless of gender, sexual identity, civil status, religion, colour or race. We expect you to be creative and solution-oriented in the legal field and not afraid to challenge injustice. LAW is looking for someone who is free of biases and willing to work with and stand up for persons that are discriminated against as individuals and groups. You must be able to work individually and remotely as well as be able to coordinate and work closely within a team.

POSITION DESCRIPTION

Reports to:
Programme Manager

Duration:
End of August 2021

Location:
Beirut, Lebanon, with domestic travels

Hours:
Full-time / 40 Hours per week

Functions/Key Deliverables Expected

The Project Lawyer has the following responsibilities:

- Represent and assist clients in court and other legal institutions;
- Coordinate and oversee the work of Legal Information Officers;
- Overall responsibility of the technical/legal work;
- Overall responsibility of reaching programme targets effectively and efficiently
- Liaise with partners providing technical advice and services;
- Organise and participate in regular workshops and panels related to project activities;
- Organise, implement and assist with trainings on human rights including rights against discrimination.

Management

- Supervise Legal Information Officers (LIOs) work and ensure accuracy, quality and efficiency of the legal assistance provided;
- Attend regular meetings with the LIOs to monitor progress and discuss observations and lessons learned;
- Organise outreach schedules of the LIOs on a weekly basis and ensure these are carried out accordingly;
- Deliver reports and ensure they are filled accurately;
- Ensure that the team is planning and organizing work so that targets can be reached.

Legal

- Interview survivors of gendered crimes and victims of discrimination;
- Provide legal assistance and representation according to intake and eligibility criteria;
- Identify and create referral networks to medical and psychological support, health support; cash/food assistance;
- Identify cases for strategic litigation on behalf of target groups;

- Conduct desk review and research of existing documentation and legal precedence and jurisprudence related to domestic workers, LGBTQI related issues, statelessness and other legal issues related to human rights and discrimination and human rights;
- Organise and oversee Focus Group Discussion with survivors of gendered crimes, migrant domestic workers and stateless individuals as well as other groups that are discriminated against;
- Analyse, cross-reference and organise the body of evidence into LAW's secure centralized system (SharePoint) according to client intake criteria;
- Contribute to advocacy strategy and initiatives;
- Contribute to monthly reports and include success stories.

Support and administration

- Take on any administrative, logistical or other support tasks needed to ensure the project runs smoothly, or that are assigned by LA management;
- Adhere to deadlines and take on tasks proactively.

Experience, Skills and Qualifications Required:

- Qualified lawyer with demonstrated 3 years' work experience;
- Excellent written and oral Arabic AND English;
- Experience in interviewing survivors of gender-based violence experience working with domestic workers and working on personal/civil status.
- Experience in drafting legal analysis and position papers and strategies;
- Demonstrated experience in producing legal strategies;
- Have strong legal analytical skills and a good understanding of the Lebanese context Lebanese legislation;
- Proficiency in Microsoft Office Suite and strong technical literacy;
- Strong communication and interpersonal skills and ability to work on own and take initiative;
- Ability to meet deadlines and take on tasks from beginning to fulfilment.

Travel within the country / regional will be required.

Deadline for applications: 12 September 2020

Start date: October 2020

How to Apply:

Please email a CV and statement of interest in English (neither exceeding 2 pages of A4) on or before **2020** to: recruitment@legalactionworldwide.org



The subject of the application should read **'Equality through Legal Action – Project Lawyer'**.

- Only shortlisted candidates will be contacted for interviews.
- LAW is an equal opportunity employer.
- Women lawyers with experience representing at-risk clients are particularly encouraged to apply.