As we recap the year of 2021 for LLWB, I am proud to have been part of an organization that has brought about so much positive change and hope to the struggling Lebanese community. With the continuous coronavirus pandemic, deterioration of the Lebanese Lira, and the consequent inflation of the cost of living, so many individuals have needed the support that LLWB, with the help of our generous donors and cooperative community, have been able to provide. I am filled with gratitude to our community of members, donors and to our team, who every day, carry together the immense responsibilities left behind in our country. Every day through our work, we step into people’s lives, making a difference and every day our will and commitment grow as we witness people’s capacity for courage, endurance, and love and the great effects little actions can have.

As part of our continuous mission to develop the competencies and skills of professional women, provide mentorship, and establish an impressive network of professionals, LLWB has achieved many of the goals sought out at the beginning of 2021 and continued our work on initiatives and projects from the prior years, despite all challenges faced.

We remained committed to building a sustainable ecosystem for the local agricultural community through the Ardi Ardak initiative in partnership with the food Heritage Foundation and AUB, the “Reducing the Direct Economic Downturn Impact on Vulnerable Communities in Lebanon” in partnership with AUB and Berytech and with the support of UNDP and through ISNAD project in partnership with ESDU at AUB and COPSE and with the support of WFP. We provided holistic trainings in the Beqaa and North as well as capacity building workshops for COOPS and SMEs to enhance the livelihoods of vulnerable Lebanese communities. We also partnered with COSPE in providing business development and financial literacy trainings to women in the North through WEE.CAN project “women’s Economic Empowerment: Host Communities and Syrian Refugees working together to create new livelihoods opportunities”.

Supporting Entrepreneurs and SMEs is an ongoing mission to LLWB, so we have partnered with AUB and Berytech in the Crisis Management Program that supports 160 SMEs and 80 Business Advisors and with the support of the World Bank. We have also partnered with LIFE and 3QA and with the support of Facebook we provided small grants for the sustainability of some of our SMEs.

The Year of meeting the challenges and lending a hand to the professionals in Lebanon willing to make a difference.
PRESIDENT’S SPEECH

In support of women in the workplace, we continue to participate in the SAWI project, in partnership with CIBL at AUB and with the support of MEPI, through which we are working to develop national action plans that ensure inclusive policies for women’s recruitment, retention and promotion.

Through the Qadirat project that has been initiated in 2019 and with the support of DROSOS, we continue to help the women entrepreneurs in the North and Beqaa to develop their business ideas and scale up through the training program and supporting them with access to funding opportunities as well as exposure to new markets.

In partnership with She Trades Global Dubai we have opened new markets to our entrepreneurs by leading virtual and physical delegations to Expo Dubai 2020.

We are pleased to partner with UN Women in a new project “QEWA: Qualifying and Empowering Women in Agriculture” where we will be providing business development trainings to 600 women in the North area.

We were delighted to hold numerous live Meet and Greet and other events during 2021 that allowed our community to connect and reconnect with professionals across various industries and created some marketing linkages to our entrepreneurs with the support of Women in Business Network We are also proud to have become finalists in the Equals in Tech Awards for Girls 2021 for Girls Got IT initiative. With our partner CIPE, we developed and ran an in-depth survey that helped us identify focus points for setting our future strategy for LLWB.

These are only some of the initiatives we have been pursuing during the past year. While reading through the following annual report, I hope you will be able to relish in the smiles of accomplishment on our participants’ faces as we aimed to implement initiatives across various sectors in Lebanon. This could not have been possible without the unfailing support of our members, partners and donors.

With such an incredible team at LLWB aspiring towards a better tomorrow, we look forward to meeting the challenges of 2022 and lending a hand to the professionals in Lebanon willing to make a difference. Our continuous ambition, determination, and resilience has cemented our solidarity for the cause of women’s rights, and we will continue to support one another in the years to come. By reading about, sharing, and participating in our projects, you will be able to help in our mission of creating an empowering environment for struggling businesses and individuals throughout Lebanon and bring them one step closer to achieving their dreams.
EXECUTIVE SUMMARY 2021

481 MEMBERS
total number of members in 2021

3 YEAR PROGRAM
for supporting women entrepreneurs in North Lebanon and Beqaa

1409 + TOTAL NBR OF BENEFICIARIES
SMEs, Women Led Businesses, Farmers and Workers

46 EXPERTS
Trainers, and Coaches

360 LLWB APPROACH
to close the gender gap

31+ PARTNERSHIPS
built with local and international organizations

$852,197 FUNDRAISED
For LLWB Projects

350+ TRAININGS & WORKSHOPS
have been implemented in Beirut, North and Bekaa area
In 2021, the LLWB team grew. New spirits and touches joined the association, bringing with them a slew of excellent results. We grew as a team by complementing one another.

“No one can whistle a symphony. It takes a whole orchestra to play it”
360 APPROACH

LLWB 360 APPROACH

to close the gender gap

- Retiree & senior experts
- Start ups & entrepreneurs
- University students
- School students (steam)
- Women in the workforce (public/private sector)
- C-level & women on board
LLWB believes that its mission can only be achieved through building partnerships and collaborations with the various stakeholders that are part of the ecosystem and through joining efforts and expertise towards addressing socio-economic gaps.

The association operates according to four pillars which dictate the implementation of current and future activities.
GOOD GOVERNANCE

LLWB commits to good governance and to providing an ethical foundation for the way it manages its identity, board of directors, as well as its various policies and procedures.
**GOOD GOVERNANCE**

**3 Trainings Sessions with WIB**

1. **Strategic Planning Training**
   - The aim of the session:
     - Understand the relevance of strategic thinking in NGOs
     - Discover the elements of a strategic plan
     - Master some of the key strategic planning tools

2. **Training session on Budgeting**
   - Topics discussed:
     - Definition of Budget
     - Definition of Eligible and Ineligible Costs
     - Definition of Direct & Indirect Costs

3. **NGO Management training - Monitoring and Evaluation**
   - The aim of the session:
     - Understand the main concepts behind M&E
     - Discover the relationship between the logframe and M&E
     - Understand how to make an M&E plan

**DOT Office 365 Training:**
- The training content covers basic to advanced features in Office 365, catering for all employees’ skill level.

**Protection from Sexual Exploitation & Abuse (PSEA) training | UN Women**
- The training was held by UN Women about the minimum standards on PSEA as well as the resources and tools needed to strengthen the collective response to risks of sexual exploitation and abuse in Lebanon. In addition, LLWB has assigned a focal point and a backup focal point for the PSEA who will give a training to LLWB’s staff about the PSEA in January.

**Training held for LLWB Employees**
MEMBERS & BUSINESS DEVELOPMENT

LLWB commits to providing superior skills development opportunities for its members while striving to meet their expectations and changing needs.
MEMBERS & BUSINESS DEVELOPMENT

LLWB Members by Industry

12%
Other

13%
Members who did not apply online

10%
Banking & Finance

Per category
Education/Teaching 8%
Government/NGO/International Organizations 7%

6%
Health (Hospital/Pharmacy/Pharmaceutical)

Per category
Blank 5%
Communication Services (Media/Tourism/PR/HR/Consulting/Entertainment) 4%
Engineering/Design/Consulting 6%
Food & Beverage 4%
Coaching/Training/Consulting 4%
Commerce & Retail 4%

3%
Services (Insurance/Real Estate/Logistics Transportation/Lawyer)

3%
Industrials & Manufacturing

Per category
Advertising 2%
Information & Communication 1%
IT/ICT 2%
Hospitality 4%
Construction and Contracting 1%
Event Management 1%
Agriculture 2%
Architecture 1%
Law 1%
Logistics 0%
Publishing 1%
MEMBERS & BUSINESS DEVELOPMENT

LLWB Members by Position

481 MEMBERS in 2021

<table>
<thead>
<tr>
<th>Position</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Founder</td>
<td>27%</td>
</tr>
<tr>
<td>Owner</td>
<td>5%</td>
</tr>
<tr>
<td>Not Mentioned</td>
<td>20%</td>
</tr>
<tr>
<td>Manager Level</td>
<td>23%</td>
</tr>
<tr>
<td>Middle Level</td>
<td>11%</td>
</tr>
<tr>
<td>Senior Level</td>
<td>23%</td>
</tr>
<tr>
<td>Junior Level</td>
<td>6%</td>
</tr>
<tr>
<td>Independent</td>
<td>5%</td>
</tr>
<tr>
<td>CEO</td>
<td>3%</td>
</tr>
</tbody>
</table>
MEMBERS & BUSINESS DEVELOPMENT

How to Undergo a Meaningful Fulfilled Life". (Target audience: above 30)

“MEANING, PURPOSE AND MENTAL HEALTH”. (Target audience: healthcare providers)

Path for Dealing with Life’s Greatest Challenges”. (Target audience: over 30).

MEANING AND PURPOSE DISCOVERY” (Target audience: below 30)

Under the Mental Health Task Force unit, LLWB in collaboration with Logotherapy MENA initiated 4 webinars on mental health. A series of Logotherapy webinars/workshops were delivered to LLWB members each addressed to a sector of outreach.

The webinars were conducted by Ms. Daliya Zgheib, Founder of Logotherapy Mena

Each webinar included an informative and interactive part. The attendees received a certificate of participation accredited by LOGOTHERAPY MENA.
LLWB’s Mental Health Task Force unit invited its members to attend "THE 5 LOVE LANGUAGES" webinar:

During the webinar the below subjects were raised and discussed:

- Tips to Charge Your Relationship’s Love Tank
- Words of Affirmation
- Receiving Gifts
- Physical Touch
- How to Speak your Partner’s Love Language and the other one
- Acts of Service
- Quality Time

Mental Health Matters
"The 5 Love Languages" Webinar
Thursday June 24th at 6 p.m.

Presented by Dr. Jeanine Bou Tacca,
Clinical Psychologist and Psychotherapist of the Psychotherapy
MEMBERS & BUSINESS DEVELOPMENT

LLWB held 6 networking events targeting over 100 women entrepreneurs and women in business in the North, Beirut and Beqaa as in below:

LLWB hosted 3 Meet and Greet /Join and Grow events in the North, Beirut and Beqaa.

The purpose of the events was to reconnect and to meet our new registered members, introduce them to LLWB activities and discuss with them how to be more involved in our new projects.

LLWB Beqaa Chapter - Chateau St. Thomas - Kabelias
LLWB North Chapter - Indigo, Kousba – Koura
LLWB Beirut Chapter - Zico House – Beirut

LLWB hosted a networking event for Lebanese employers to introduce them to SAWI project and to explain the importance of the survey and invite them to fill it.

Part of SAWI project is research-based and a survey has been designed for Lebanese employers. Filling the survey will help in the creation of a women inclusive workforce. During the event, the link of the survey will be shared with employers.
LLWB held two Christmas Markets in the North and the Bekaa areas to meet our remarkable entrepreneurs at Rassif Cafe-Dam & Farez Tripoli, and at Chateau St. Thomas, Quabelias-Beqaa.

A unique opportunity was offered to see a diverse range of handmade crochet & accessories, recycled glass, mouneh, dairy products, chocolate, coffee, natural soaps & oils and food delights made by truly local makers.
MEMBERS & BUSINESS DEVELOPMENT

The objective is to help the women led startups and women led businesses to develop their business ideas further and scale up their existing businesses.

Three-year program launched in North Lebanon and Beqaa for supporting women entrepreneurs.

The program involves a training program, mentorship and access to funding opportunities for women entrepreneurs.

100 women-led start-ups and 20 women-led SMEs are targeted through the program.

The project is funded by Drosos Foundation.
MEMBERS & BUSINESS DEVELOPMENT

SMEs consultation program:
10 SMEs in the Bekaa took consultation sessions with expert consultants

Site visits were conducted for the screening needs of start-ups in the North and the Bekaa Market

Start-up mentoring program:
33 start-ups took mentoring sessions with expert mentors (Marketing, finance, etc.) in the North and the Bekaa area

Access to finance activity:
35 women leaders of start-ups and SMEs were selected in September to receive coaching on how to access finance

Market Linkages were accomplished for a number of start-ups

Following up on the consulting activities that took place online and on site for the 10 SMEs in the Bekaa

Qadirat Training:
Training the ladies with coach on how to present their products, prior to the event.

Access to Finance- 1st Group Session for Startups
Pitching Techniques - LLWB

6 nominees were selected and coached on how to present their pitching

Qadirat Committee Meeting:
Committee meeting to select SME’s who were not chosen for the pitching, to offer them in kind materials needed in the production of their products.

Qadirat Final Event:
The 6 nominees presented their products in front of judges, pitching for financial assistance
MEMBERS & BUSINESS DEVELOPMENT

SAWI Project

The objectives of the project:

SAWI aims to work directly with a network of select local employers to develop, improve, and implement inclusive human resource (HR) policies and practices for the better recruitment, retention, and promotion (RRP) of women, with a focus on higher education, STEM, healthcare, and banking across eight Arab MENA Countries: Tunisia, Algeria, Bahrain, Jordan, Lebanon, Morocco, Iraq, and Libya.

Throughout the 11 months of SAWI, the following activities and accomplishments took place:

- Ten Lebanese Employers joined the SAWI movement, which aims to draft organizational policies that will enhance women’s recruitment, retention, and promotion (RRP) in the workplace and place the employers as trailblazing champions in their industry.
- Technical Meetings were held between AUB-CIBL team and SAWI Country Partners with the participation of researchers and legal experts.
- Customized policies that support women-inclusion were drafted with each of the 10 employers, alongside their implementation and tracking mechanisms.
A Change Management Toolkit Guide was prepared by researchers and organizational behavior specialists and shared with the SAWI Key Employers to guide them in the new policy implementation strategy.

50 interviews and 130 surveys have been conducted to get an inside look into organizations’ existing policies and workforce distribution and into women’s working experience in Lebanon.

A SAWI Networking Event was organized in order to introduce and outreach Lebanese employers to SAWI Project and its research survey.

The project is funded by MEPI, part of the U.S. state department and founded by AUB’s Center for Inclusive Business and Leadership (CIBL).

LLWB is SAWI’s country partner in Lebanon.
In September 2021, UN Women has partnered with LLWB under the Productive Sector Development Program (PSDP) to launch QEWA project-Qualifying and Empowering Women in Agriculture which consists of 2 components.

**QEWA’s first component aims to**

build the capacity of 600 women from the North in the agricultural sector (fruits, vegetables, and nuts value chains) to access income generation and employment opportunities through intensive trainings on the following 4 topics:

- Leadership
- Personal development
- Managerial skills
- Women do business

**The second component will begin in 2022 and aims**

to empower 20 MSMEs on the UN Women Empowerment Principles that support the integration of gender equality within enterprises.
LLWB & Women in Business

1st Event:
LLWB, in partnership with Women in Business, held a one-day event | B2B Program that allowed WiB network service providers to have online B2B meetings with other members seeking to purchase such services.

Services:
Branding; Advertising; Digital Marketing; Graphic Design; Social media; 3D design; Web development; Video editing; Software development, IT & Digital Transformation; E-Commerce Consultancy; Legal Services; Translation; Logistics; Coaching; Finance Consulting; Data Analytics; Training & Development; HR / recruitment.

2nd Event:
The Women in Business (WiB) Network launched its second digital B2B Event. This second WiB-B2B round was a half-day event that allowed suppliers and potential clients from the WiB network to get connected and have online B2B meetings.

Sector
This B2B round was addressed to companies operating in the industry of Textile, Fashion and accessories. This includes (but not limited to): - Clothing Footwear -Leather-Fur products-Jewellery-Luxury goods - Bags - Manufacturing, distribution, or retail companies-Fashion and accessories Designer
COMMUNITY DEVELOPMENT

LLWB commits to the development of the community, by working with individuals on the ground towards promoting gender equality and towards driving change in this direction.

200+ women targeted through activities in the regions
The project aims to provide women business owners with the needed understanding of the crisis mechanism and the required tools and frameworks to understand the crisis impact on their business, and to help them develop adequate mitigation plans to navigate the repercussions of the current crises and ensure sustained operations.

This was achieved through the design and implementation of “Crisis Management” training workshops and coaching sessions for selected business advisors and women-led SMEs.
In partnership with LIFE and 3QA on SMEs in Lebanon, and as part of the #lovelocal: Small & Medium Business (SMB) Grant donated to LIFE by the Facebook project,

9 LLWB members received a grant to support the development and sustainability of their operations.

A corporate donor allocated a budget to be disbursed in support of SMEs across Lebanon. The value for all stakeholders is the opportunity to help the Lebanese people in this economic crisis.
The aim of this project:

Empowering vulnerable communities through cash-for-work activities on urban farms in Chekka, Jdeideh, Sabtieh, Verdun and Hazmieh.

Workers have been employed to engage in activities such as planting, weeding, pruning, cultivation, spraying pesticides and adding organic amendments to soil.

The project is continuing to make progress with its mission of empowering the self-sufficiency of vulnerable communities through the development of demo plots in:

- Tripoli (Ruwad Al Tanmeya)
- Bourj Hammoud (Society of Saint Vincent de Paul)
- Hamra (Zico House)
- Raouche and Clemenceau (two residential buildings)

LLWB teamed up with ESDU, FHF, and Berytech to provide cash for work benefits to beneficiaries while innovating the agri-station in Zico house and providing labor force support to SME's throughout the country.

Reducing the Direct Economic Downturn on Vulnerable Communities in Lebanon

Project under UNDP in partnership with Food Heritage Foundation, AUB & Berytech
Enhancing the Livelihoods of Vulnerable Lebanese Host Communities and Syrian Refugees through Food Assistance for Training (FFT) Activities

**The Project Aimed at:**

1. Promoting the local food system by addressing main gaps in the targeted value chains (dairy, fruits and vegetables, legumes and cereals) through promoting small-scale farmers and producers.

2. Promoting sustainable agricultural practices and facilitating market linkages.

3. Integrating innovation in authentic food production.

4. Enhancing product quality.

**ISNAD Project**

COMMUNITY DEVELOPMENT
Enhancing the Livelihoods of Vulnerable Lebanese Host Communities and Syrian Refugees through Food Assistance for Training (FFT) Activities

COMMUNITY DEVELOPMENT

This project built the capacities of beneficiaries through training courses on:

Agricultural crops and agro-food processing activities focus on the following value chains: potatoes, apples, almonds, figs, anise, lentils, chickpeas and wheat.

Business development and soft skills including gender mainstreaming

Business development trainings include Strategy, Market Analysis, & Business Model, Marketing and Sales, Finance and Accounting, Business Soft Skills

Sustainable agriculture and agro-food processing
Enhancing the Livelihoods of Vulnerable Lebanese Host Communities and Syrian Refugees through Food Assistance for Training (FFT) Activities

**Window 1**

**Activities and Achievements**

- **575** Beneficiaries Trained
- **73** Chosen as Successful Beneficiaries (attended marketing workshop)
- **30** Received Branding Services
- **3** Received Legal Advice and Support in Registering Their Brands

**Window 2 – Phase 1**

**Activities and Achievements**

- **2** Cooperatives were assisted in registering their coop at the General Directorate of Cooperatives at the Ministry of Agriculture
- **Local Food System Awareness Campaign**

**Phase 2 Activities**

- **15** Coops & SMEs out of 31 were selected to move forward to Phase 2
- **13** Coops & SMEs out of 31 were selected to move forward to Phase 2
- **31** Coops/SMEs also received other kitchen equipment necessary to enhance their Food Safety Practices
Enhancing the Livelihoods of Vulnerable Lebanese Host Communities and Syrian Refugees through Food Assistance for Training (FFT) Activities

**ISNAD – PHASE 1**

- **Soft skills and Gender Issues**: 153%
- **Business Development**: 178%

**Window 1 - scoring tests variation before and after the training**

- Agriculture: 8.93
- Food Processing: 8.43
- Business Development: 8.51
- Skills & Gender issues: 8.71

**Window 1 – applied information**

- Food Safety: 10%
- Food processing /drying: 40%
- Agriculture practices: 15%
- Dairy Products: 35%

**Window 1 - training evaluation by subjects**
COMMUNITY DEVELOPMENT

ISNAD - PHASE 2

Main evaluations of the coops after the training

- Training satisfaction: 100%
- Adjust business operations: 100%
- Innovation at least 2 new products: 100%
- Identify financial profits: 75%
- Act to involve young generation: 67%

Percentage of coops applying a financial model

- Before the training: 29%
- After the training: 71%

Percentage of coops applying a financial model

- Working to be active: 50%
- Active: 50%

Enhancing the Livelihoods of Vulnerable Lebanese Host Communities and Syrian Refugees through Food Assistance for Training (FFT) Activities
Ardi Ardak aims at reviving the food security sector by focusing on small-scale holders with a special emphasis on rural women, by:

- offering, urban consumers access to local healthy food
- promoting sustainable agriculture

Under Ardi Ardak National Food Security Initiative in Partnership with LLWB, Food Heritage Foundation and Zico House:

**Mouneh Boxes Distribution**

- 120 boxes in December to casual workers in AUB
- 328 distributed earlier during Ramadan and Easter.

**Seedings Distribution**

- 3500 Bell Pepper
- 13,450 Tomato
- 9300 Lettuces
- 3184 Seeds envelopes (Rocca, radish, swiss chard, hindbe, mlookhiye and other herbs)
- 4400 Cucumber Seedlings purchased from green field in Beqaa and transported and distributed to farmers in the South, North, and Mount Lebanon as well as Beqaa.
**COMMUNITY DEVELOPMENT**

**Land implementations/aid**

- Supply of 6x jars of Ambarize for Chouf farm
- Purchase and transport of olive trees for Nayef Krayem in Khirb Silim, South Lebanon
- Purchase and installation of water tank, motor, and irrigation system for Amina Shreim in the south
- Purchase Nylon for greenhouse for Bolous Azzi in Jiye, South
- Purchase of honey processor for Rawad Malaeb, Baysour, Mount Lebanon
- Planting of 600kg of garlic over 6 dunom for Asem Shhab in Beqaa
- Other implementations in the north area that included irrigation systems and planting of trees.
LLWB, in partnership with SheTrades MENA, continue to expand opportunities for women entrepreneurs by connecting our esteemed LLWB entrepreneurs to take part in this unique exhibition that provides and equip women-owned businesses and women entrepreneurs in the Middle East for the export market, which will bolster economic growth and stimulate long-term benefits for the region.

SheTrades Global is the International Trade Centre's (ITC) premier global business event connecting women entrepreneurs with buyers, investors, and partners. It is a unique opportunity to do business, get inspired and forge lasting business partnerships.
**Name of Project**

WE Can

<table>
<thead>
<tr>
<th>General objective of the course</th>
<th>Women's leadership training for start-up companies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specific objective of the course</td>
<td>Enhance their knowledge of accounting and financial operations management</td>
</tr>
</tbody>
</table>

LLWB, in partnership with COSPE, provided two weeks of virtual training to 121 women in the north of Lebanon.

LLWB conducted a needs assessment to learn more about the women's requirements and ensure that the training was delivered in a proper manner.
ADVOCACY

LLWB commits to helping the Lebanese community by engaging in strategic alliances and partnerships for promoting gender equality and working around policy reform.

Through the women Entrepreneur Program, we supported women-Led Startups and Women-Led Business development trainings, coaching and mentorship sessions.
To better support LLWB to carry out its mission to support and empower Lebanese women business owners and entrepreneurs, LLWB will participate in a CIPE-facilitated baseline advocacy training to help it develop an internal process for conducting advocacy, which is driven and informed by member priorities.

The first LLWB Team’s advocacy training was held in October 2021 and the second session on January 11th, 2022.
To better support LLWB to carry out its mission to support and empower Lebanese women business owners and entrepreneurs, LLWB will participate in a CIPE-facilitated baseline advocacy training to help it develop an internal process for conducting advocacy, which is driven and informed by member priorities. The first LLWB Team’s advocacy training was held in October 2021. A second session is scheduled for the 11th of January 2022.

**Partnerships & Community Engagement**

**Partnership**

LLWB partnered with over 31 organizations in the process of implementing its project activities in Beirut and the Lebanese regions.

- LOGOTHERAPY MENA
- Sustain the World Organization
- CPN
- UN WOMEN – QEWA
- COSPE

**Collaboration**

Corporate Directors Certification Program

LLWB, in partnership with Tamayyaz Leave your Mark, launched the LLWB cohort for the Corporate Directors Certification Program by IFC.

The Corporate Directors Certification Program is designed for board members, board chairs, corporate directors, senior executive officers, auditors, lawyers, and top management of companies and banks.

**Memorandum of Understanding (MOU)**

**LLWB & SHETRADES MENA:**

agreed to build cooperation by signing a memorandum of understanding (MoU) sharing their opportunities among their networks.

**LLWB & UNITED CITIES:**

agreed to build cooperation by signing a memorandum of understanding (MoU) to develop cooperation in the promotion of smart and sustainable cities and local communities, hereby supporting Lebanon in implementing the United Nations 2030 Agenda on Sustainable Development, endorsed by Lebanon in September 2015.
LLWB & THE CENTER FOR INTERNATIONAL PRIVATE ENTERPRISE (CIPE):

In order to better understand the needs of its members and plan for future events, and as part of its Core mission & vision to support women in business and women in the workforce to take the lead and succeed, and to operate in partnership with several local and international organizations through a wide network in Beirut, Beqaa and North areas, LLWB in partnership with Center for International Private Enterprise (CIPE) have designed a survey that was launched in August 2021 with its members, non members and potential partners. Thorough follow ups were done by LLWB team, and weekly check-in meetings were made with CIPE team to finalize a survey that meets the requirements of LLWB and its members and network. More than 187 responses were received.

LLWB & LEED Initiative Berlin

LEED stands for LEADERSHIP, EMPOWERMENT, EMPLOYABILITY, and DIVERSITY to contribute to women and youth empowerment by offering career perspectives in the technical, digital, and cultural industries.

A 2 year project that reinforces the efforts of feminist entities in the MENA region by creating a solid network providing technical and capacity-building support. Members of this network will connect, share best practices, collaborate through digital tools, build more robust political argumentation chains, and improve their project implementation capacity to boost their work and impact.
LLWB & Lebanese Employers under the SAWI Project

LLWB signed 10 memorandums of understanding (MOUs) with Lebanese Employers as an official announcement to becoming part of a women empowerment project entitled: SAWI (Support & Accelerate Women Inclusion in the Workforce).

SAWI Project’s objectives aim to collaborate and work closely with the employers in order to draft inclusive and advanced organizational HR policies that are intended to increase women’s recruitment, retention, and promotion (RRP) in the workforce.
### LLWB Members and Board Members participated in several events as panelists, speakers and judges

<table>
<thead>
<tr>
<th>Event</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender Deep Dive</strong>&lt;br&gt;Women in the Workplace</td>
<td>Asmahan Zein welcoming remarks &amp; Stephanie Salloum Panelists</td>
</tr>
<tr>
<td><strong>Women in leadership:</strong>&lt;br&gt;Achieving and equal future in a COVID-19 world</td>
<td>Asmahan Zein - Speaker</td>
</tr>
<tr>
<td><strong>E-commerce Tutorial videos - WIB in Collaboration with LLWB</strong></td>
<td>Yusr Sabra – Participant</td>
</tr>
<tr>
<td><strong>Meet The Leader Session</strong></td>
<td>Asmahan Zein - Speaker</td>
</tr>
<tr>
<td><strong>The South Navigation Entrepreneurship Club Pitching Day</strong></td>
<td>Nisreen Deeb - Jury</td>
</tr>
<tr>
<td><strong>GCNL’s #ForEveryEmployee campaign</strong></td>
<td>Nisreen Deeb - Participant</td>
</tr>
<tr>
<td><strong>Rakameya 2021 #OurFutureisDigital</strong></td>
<td>Asmahan Zein - Yusr Sabra – Eva Aouad Turk – Cynthia Abou Khater – Speakers</td>
</tr>
<tr>
<td><strong>IM Capital Celebrated the achievements of the USAID MENA Investment Initiative</strong></td>
<td>Asmahan Zein – Panelist</td>
</tr>
<tr>
<td><strong>The 2021 edition of “Femme Francophone Entrepreneur”</strong></td>
<td>Aline Kamakian - Caroline Fattal – Speakers</td>
</tr>
</tbody>
</table>

**LLWB & LEEP in a panel discussion** | In collaboration with the Lebanon Enterprise and Employment Programme (LEEP), LLWB co-organized a panel discussion on “How to enhance business enabling environment for women entrepreneurs and for the inclusion of women in the workplace”, at the ESA Business School and virtually on an interactive platform, as LEEP is closing down at the end of September and decided to celebrate the success of their entrepreneurs.

The panel was moderated by<br>Mr. Yasser Akkaoui – Chairman KConcept Holding,<br>and presented by Ms. Nisreen Deeb – LLWB’s executive director,<br>with the presence of the following panellists:<br>Ramy Boujawdeh - Najah Jaroush - Basma Abdul Khalek - Amal Abdallah
LLWB Members and Board Members participated in several events as panelists, speakers and judges.

Regional Conference on Women's Access to Opportunities - CIPE’s Center for Women's Economic Empowerment (CWEE)

- Nisreen Deeb - Panelist

The Company Competition in Lebanon - World Bank Group’s Mashreq Gender Facility and iFC

- Asma Zein - judge

CIPE’s "Women's Entrepreneurship Day" twitter campaign

- Nisreen Deeb - Participant

TWICE Initiative “a Talk on Women’s Empowerment”

- Abir Chebaro – Speaker

UNDP - Invitation to YLP7 National Pitching Event

- Asma Zein - Judge

Leadership Bootcamp for NGO Middle Managers

- Cynthia Abou Khater – Speaker

#ThisLittleGirlisMe Campaign International Day of the Girl

- Aline Kamakian & Fidele El Achkar – Participants

IDC’s Women Transforming Technology Summit 2021

- Mrs. Chantal Abou Jaoude & Mrs. Nada RizkAllah have chosen among the Top 50 Female Achievers 2021 list in the Business & Digital Transformation Leader

Gender-Based Violence Campaign

- Christine Tarek- Blogger
LLWB Members and Board Members took part of the following events:

- Corporate Directors Certification Program
- Policy Advocacy Roundtable
- "MoreThanAJob" Forum Day
  - The WiB B2B Events
- The Technical Innovation Summer Camp
- Lebanon’s feminist civil society platform commemorates the memory of the victims of the beirut blast
- The 2021 EQUALS in Tech Awards - LLWB was selected among the finalists in the 2021 EQUALS in the Tech Awards Skills Category for the Girls Got IT initiative
- Advancing Women in Private Sector Leadership: A G20/OECD Review of Progress'
- Reframed Gender Working Group – GWG – UN Women
  - NCLW / World Bank MGF meeting
- National Action Plan (Human Rights Committee) UN Global Compact
- Retreat of the Feminist Platform – UN Women
- VAW against female journalist report launch Arab Institute for Women
PARTNERSHIPS & COMMUNITY ENGAGEMENT

LLWB Members and Board Members took part of the following events

• Sessions on the new procurement law 244/2021
  Institut des Finances Basil Fuleihan

• Launch of Building Beirut Businesses Back and Better - B5 Fund
  Office of the World Bank Middle East

• UNIDO-OECD Joint webinar on "How to foster women's entrepreneurship in the MENA digital sector? Barriers and success factors"

• A hybrid roundtable for Export Sector Actors

• Launch Event for the study titled: "Localisation of Aid in Lebanon-Mapping of the Development Aid Ecosystem" – Expertise France

• UN-ESCWA Series of Entrepreneurship Community Workshops and Policy Roundtables

• Impact of digitalization on the SME export ecosystem Webinar

• Invitation to Participate in Roundtable Discussion on Export for Women Entrepreneurs
  Mashreq Gender Facility
# Financial Statements 2021

## Statement of Financial Position

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>LBP(000)</td>
<td>LBP(000)</td>
<td>LBP(000)</td>
</tr>
<tr>
<td>Unrestricted Cash &amp; Cash Equivalents</td>
<td>1,368,902</td>
<td>32,773</td>
<td>9,458</td>
</tr>
<tr>
<td>Restricted Cash &amp; Cash Equivalent</td>
<td>3,382,270</td>
<td>308,236</td>
<td>374,856</td>
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<tr>
<td>Advances paid to staff</td>
<td>0</td>
<td>0</td>
<td>1,509</td>
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<tr>
<td>Accounts Receivable</td>
<td>2,493,131</td>
<td>65,330</td>
<td>21,888</td>
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<tr>
<td>Total Current Assets</td>
<td>7,244,304</td>
<td>406,340</td>
<td>407,714</td>
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</table>

### Fixed Long-Term Assets

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intangible Assets</td>
<td>28,647</td>
<td>28,647</td>
<td>28,647</td>
</tr>
<tr>
<td>(Less accumulated amortization)</td>
<td>(18,568)</td>
<td>(12,838)</td>
<td>(7,093)</td>
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<tr>
<td>Property, Plant and Equipment</td>
<td>51,749</td>
<td>48,999</td>
<td>47,255</td>
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<tr>
<td>(Less accumulated depreciation)</td>
<td>(38,096)</td>
<td>(28,551)</td>
<td>(20,034)</td>
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<tr>
<td>Total Fixed Assets</td>
<td>23,733</td>
<td>36,256</td>
<td>48,775</td>
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### Other Assets

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deferred Charges</td>
<td>0</td>
<td>16,583</td>
<td>45,715</td>
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<tr>
<td>Total Other Assets</td>
<td>0</td>
<td>16,583</td>
<td>45,715</td>
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<tr>
<td>Total Assets</td>
<td>7,268,036</td>
<td>459,179</td>
<td>502,204</td>
</tr>
</tbody>
</table>

## Liabilities and Net Assets

### Current Liabilities

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Security Payable</td>
<td>16,033</td>
<td>1,304</td>
<td>1,304</td>
</tr>
<tr>
<td>Government &amp; Public Institution</td>
<td>4,241</td>
<td>9,819</td>
<td>2,602</td>
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<tr>
<td>Other Accounts Payable</td>
<td>404,862</td>
<td>57,860</td>
<td>43,858</td>
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<tr>
<td>Total Current Liabilities</td>
<td>425,861</td>
<td>68,982</td>
<td>47,763</td>
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</table>

### Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior period net assets</td>
<td>390,197</td>
<td>454,440</td>
<td>495,878</td>
</tr>
<tr>
<td>Current year surplus/deficit</td>
<td>6,452,702</td>
<td>(64,243)</td>
<td>(41,437)</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>6,842,900</td>
<td>390,197</td>
<td>454,440</td>
</tr>
<tr>
<td>Total Liabilities and Net Assets</td>
<td>7,268,036</td>
<td>459,179</td>
<td>502,204</td>
</tr>
</tbody>
</table>
## Statement of Income and Expenditure

<table>
<thead>
<tr>
<th>INCOME</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Contribution</td>
<td>LBP(000)</td>
<td>LBP(000)</td>
<td>LBP(000)</td>
</tr>
<tr>
<td>Membership</td>
<td>1,870</td>
<td>328</td>
<td>11,080</td>
</tr>
<tr>
<td>Sponsorship/Fundraising</td>
<td>8,749,549</td>
<td>880,269</td>
<td>862,568</td>
</tr>
<tr>
<td>Join &amp; Grow</td>
<td>0</td>
<td>3,360</td>
<td>630</td>
</tr>
<tr>
<td>Workshops</td>
<td>0</td>
<td>(452)</td>
<td>7,365</td>
</tr>
<tr>
<td>Foreign Currency Exchange</td>
<td>125,003</td>
<td>132,838</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td><strong>8,883,621</strong></td>
<td><strong>1,030,454</strong></td>
<td><strong>910,978</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENDITURE</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost of Activity</td>
<td>1,897,746</td>
<td>701,629</td>
<td>775,281</td>
</tr>
<tr>
<td>General Expenses</td>
<td>191,690</td>
<td>96,093</td>
<td>128,884</td>
</tr>
<tr>
<td>Personnel Expenses</td>
<td>318,708</td>
<td>277,719</td>
<td>28,408</td>
</tr>
<tr>
<td>Fees and Taxes</td>
<td>1,743</td>
<td>1,606</td>
<td>4,994</td>
</tr>
<tr>
<td>Depreciation &amp; Amortization</td>
<td>15,274</td>
<td>14,844</td>
<td>13,053</td>
</tr>
<tr>
<td>Interest Expense</td>
<td>5,758</td>
<td>2,582</td>
<td>1,341</td>
</tr>
<tr>
<td>Foreign currency exchange</td>
<td>0</td>
<td>0</td>
<td>454</td>
</tr>
<tr>
<td>Loss on Disposable Fixed Assets</td>
<td>0</td>
<td>25</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES</strong></td>
<td><strong>2,430,919</strong></td>
<td><strong>1,094,697</strong></td>
<td><strong>952,415</strong></td>
</tr>
<tr>
<td><strong>Surplus (deficit) of the period</strong></td>
<td><strong>6,452,702</strong></td>
<td><strong>(64,243)</strong></td>
<td><strong>(41,437)</strong></td>
</tr>
</tbody>
</table>
# BUDGET 2022

## INCOME

<table>
<thead>
<tr>
<th>Source</th>
<th>2022 (LBP(000))</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Contribution</td>
<td>1,800</td>
</tr>
<tr>
<td>Membership</td>
<td>8,100</td>
</tr>
<tr>
<td>Sponsorship/Fundraising</td>
<td>11,328,121</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td><strong>11,338,121</strong></td>
</tr>
</tbody>
</table>

## EXPENDITURE

<table>
<thead>
<tr>
<th>Category</th>
<th>2022 (LBP(000))</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost of Activity</td>
<td>5,735,204</td>
</tr>
<tr>
<td>General Expenses</td>
<td>521,315</td>
</tr>
<tr>
<td>Personnel Expenses</td>
<td>5,055,593</td>
</tr>
<tr>
<td>Fees and Taxes</td>
<td>329</td>
</tr>
<tr>
<td>Depreciation &amp; Amortization</td>
<td>16,000</td>
</tr>
<tr>
<td>Interest Expense</td>
<td>9,580</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>11,383,021</strong></td>
</tr>
</tbody>
</table>

| Surplus (Deficit) of the period | 0 |
### 2022 Planned Activities

<table>
<thead>
<tr>
<th>Objective</th>
<th>Beneficiaries</th>
<th>Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to Finance</td>
<td>Women Entrepreneurs and Women-led Businesses</td>
<td>Bekaa/North</td>
</tr>
<tr>
<td>Enhancing Leadership, Personal Development, Business Skills, and Managerial Skills</td>
<td>Women in the Agricultural Sector</td>
<td>North</td>
</tr>
<tr>
<td>Mentorship Program</td>
<td>Women Led Startups &amp; Businesses</td>
<td>Bekaa/North</td>
</tr>
<tr>
<td>Empowering Women in the Workplace</td>
<td>Women Employees</td>
<td>All of Lebanon</td>
</tr>
<tr>
<td>Mental Health Support</td>
<td>LLWB’s Members and Network</td>
<td>All of Lebanon</td>
</tr>
<tr>
<td>International Opportunities and New Marketing Linkages for LLWB’s Entrepreneurs</td>
<td>Women Entrepreneurs and Women-led Businesses</td>
<td>All of Lebanon</td>
</tr>
<tr>
<td>Empowering Women and Girls in ICT</td>
<td>All Girls and Women</td>
<td>All of Lebanon</td>
</tr>
<tr>
<td>Enhancing the Role of LLWB’s Committees and Members</td>
<td>LLWB Members, Non-Members, and Network</td>
<td>All of Lebanon</td>
</tr>
<tr>
<td>Empowering Women on Board</td>
<td>Women in Senior and Executive Positions</td>
<td>All of Lebanon</td>
</tr>
</tbody>
</table>
LWLB announced the launching of LLWB's newly designed website, where you can find the latest news, events, projects and much more. We wanted to make the new website faster, easier to navigate, and more user friendly.

Give us a visit: https://llwb.org/
Our continuous ambition, determination, and resilience has cemented our solidarity for the cause of women’s rights, and we will continue to support one another in the years to come.