



The Board's Corner!

Mrs. Abir Chebaro - Vice President

During my tenure as a board member at LLWB, I have learned as much as I have contributed. The experience strengthened my conviction in the transformative role women can play when given a seat at the decision-making table. This conviction fuels my advocacy for women's equal participation in leadership and governance.

Too often, discussions focus only on the glass ceiling. In reality, women start their careers carrying a weighted backpack: the "broken rung" that blocks early promotions, unequal pay, unpaid care work, and entrenched gendered expectations. Women are judged on their proven track record, while men advance on potential. Add biased performance reviews, lack of sponsorship, microaggressions, sexual harassment, and limited access to digital and financial resources, and it's clear the climb is steep before the boardroom is reached.

The economic case for gender equality is clear. The IFC's 2019 study found that women held only 14% of board seats in Lebanon, yet companies with gender-diverse boards outperformed all-male boards, with 20.7% return on equity versus 10.3% (IFC, 2019). Gender equality is both a moral and economic imperative.

In the public sector, women hold only 5.3% of board seats (LLWB, 2025a). Many distrust recruitment processes, and imposter syndrome leads others to self-censor even when opportunities exist. Male-perceived fields such as infrastructure, telecommunications, and energy further discourage women from applying (LLWB, 2025b).

Since 2016, LLWB has continuously advocated for gender equality on boards. Building on these ongoing efforts, I recently had the privilege of spearheading the gender mainstreaming and advocacy campaign, which was adopted by OMSAR to make the recruitment process more gender responsive. Our initiatives keep expanding: we established a Gender Audit Unit to help ministries, public boards, academic and private institutions assess and mainstream gender equality. LLWB has also produced policy papers on labor law reform and sexual harassment, developed through a participatory approach, to accelerate systemic change (LLWB, 2025b).

Policy reform alone is not enough. Cultural change, mentorship, and sponsorship are essential to retain female talent. Our strategy also includes training and legislative advocacy, such as the draft law proposing 30% women's representation on boards by 2030 (LLWB, 2025a). Together, these efforts aim to attract talent, stop leadership leakage, and normalize women's participation at all governance levels.

As a senior advisor, I have seen firsthand the transformative impact of women's leadership. Breaking the glass ceiling is critical, but we must also repair the broken rungs, lighten the backpack, and dismantle cultural biases.

LLWB cannot do this alone. Real change requires our members' engagement. Use your voice, networks, and influence to advocate for women on boards, challenge bias, and support women in claiming their rightful seat.

And if that seat is not offered, then, as Shirley Chisholm famously said, let us bring our folding chairs. Let us come together as a community determined to change the face of leadership in Lebanon, because the future is not just female, it is fair, inclusive, and better for all.



Abir Chebaro

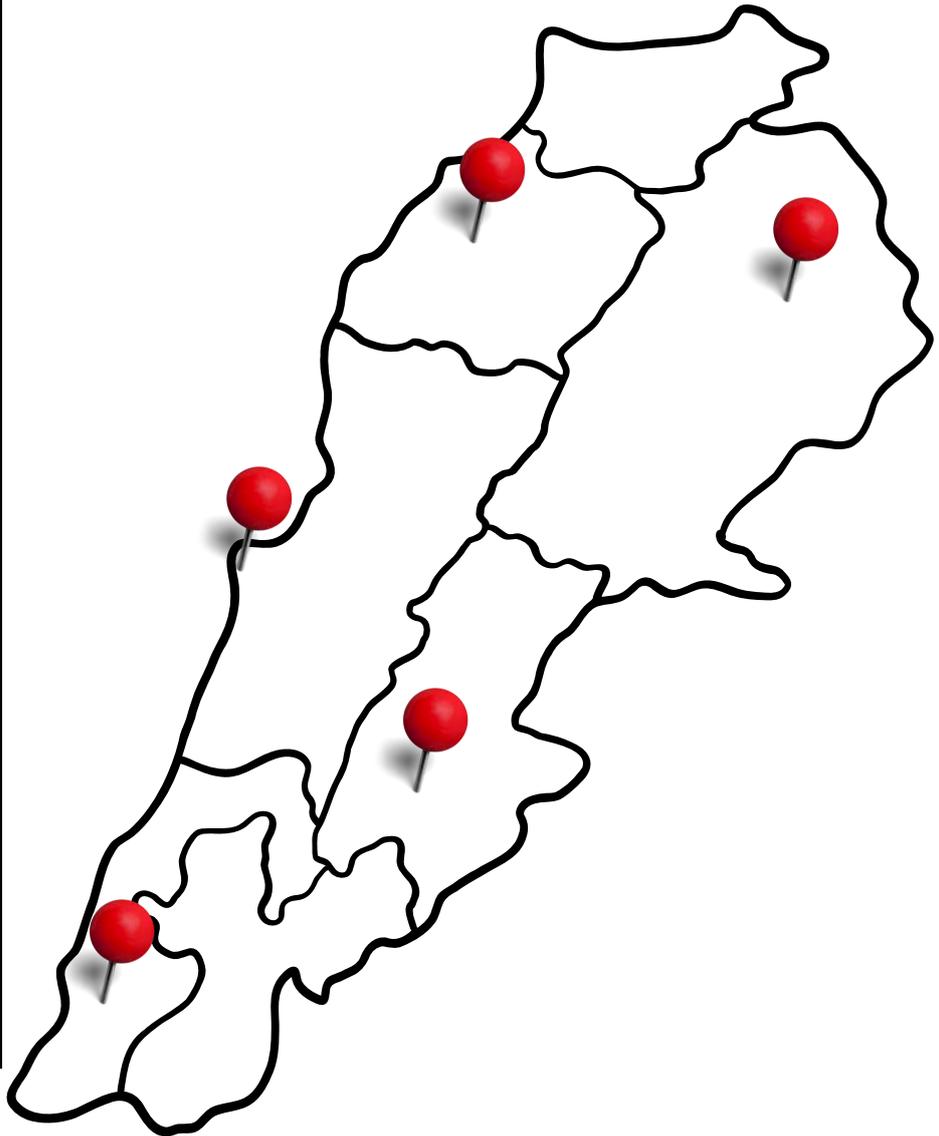
Empowering Women, Region by Region

With a strong and growing presence in Beirut, North, South, and Beqaa, LLWB expanded its localized programs across Lebanon from April till August 2025, reaching communities in Aley, Hadath, Zahle, Taalabaya, Saida, Tripoli, Chouf, Hasbaya, Southern Baalbek, Metn, Dekwaneh, Sin El Fil, and Bourj Hammoud.

Tailored to local needs, our initiatives supported women-led businesses and university youth through capacity-building and technical trainings. These sessions focused on strengthening essential skills in:

- Business Development
- Marketing & Branding
- Pitching & Public Speaking
- Food Safety
- Gender Inclusion
- Women's Legal Rights
- Advocacy & Leadership
- Health Awareness

By adapting content to the context of each region, LLWB ensured that participants received relevant and practical knowledge to drive their growth and impact, whether in gender-related topics or the technical skills they requested



LLWB

LEBANESE LEAGUE FOR WOMEN IN BUSINESS



British Embassy
Beirut



Women On Board of Organizations, Syndicates, and Universities: Conference: The Status of Women on Boards in Lebanon



Driving Change: LLWB Champions Women's Leadership on Boards in Lebanon

With support from the British Embassy in Beirut, LLWB marked a milestone in advancing gender equity through its project on the Status of Women on Boards in Lebanon.

The event brought together 112 participants, including MPs: Dr. Inaya Ezzedine, Me Firas Hamdan, Dr. Najat Aoun Saliba, Dr. Ghada Ayoub, Dr. Halima Kaakour, ambassadors, partners, and stakeholders, creating a vital space for dialogue and action. After the symbolic ringing of the bell, the draft law proposing a 30% quota for women on boards was shared with decision-makers. All attendees signed the I Commit to the Women on Boards letter, affirming their pledge to increase women's representation.

Research led by Me Lara Saadeh revealed women hold just 6.3% of board seats in public institutions and 5.3% in listed companies, underscoring the urgent need for reform.

Grounded in this data and collaboration, LLWB continues to advocate for meaningful amendments to the Women on Boards Law, driving the push for inclusive and diverse leadership in Lebanon.

Unlocking Potential: Empowering Women Leaders Through University Partnerships

as part of its commitment to advancing women's leadership, LLWB continued its strategic collaboration with key academic institutions primarily the Lebanese American University (LAU) and the Arab Open University (AOU).

Through this initiative, LLWB conducted gender audits and delivered targeted capacity-building trainings that empowered 70 women from both institutions. Among them, 18 participants received mentorship from seasoned experts and peers, and were enrolled in specialized programs such as the Corporate Directors and Board Diversity courses by IFC/ESA Business School.

These women are now integrated into LLWB's Women on Boards program a growing network of leaders driving change and shaping inclusive governance in Lebanon.



Experience the key moments and watch the full recap here.



#ICOMMITToTheWomenOnBoardsJourney: LLWB Marks a Milestone in Advancing Women’s Leadership

LLWB Celebrated Milestone in Advancing Women on Boards

The Lebanese League for Women in Business marked the successful conclusion of the Women on Board Law project with a high-level panel discussion, held in the presence of H.E. Mrs. Haneen El Sayed and attended by **86 participants**.

This transformative year-and-a-half initiative was implemented under the BINA' Project, funded by the European Union, in partnership with Transparency International Secretariat (TI-S) and Transparency International Lebanon (TI-LB).

LLWB brought together key partners and stakeholders, including Al Majmoua, FiftyFifty, Ruwwad Al Tanmeya, Louder, IOF, and ESA/IFG. The panel was moderated by LLWB Secretary to the Board, Ms. Christinne Francis, and served as a platform to reflect on the substantial progress made in promoting gender parity on boards.

The conference reaffirmed a strong, collective commitment to embedding women’s leadership at the core of governance structures across all sectors in Lebanon.



Empowering Women Entrepreneurs: Stories of Resilience and Growth

The Lebanese League for Women in Business continued its support to 25 determined women-led micro, small, and medium enterprises, helping them share their business journeys, stories marked by real challenges, clear goals, and bold visions for the future. From this inspiring group, 10 were selected to participate in specialized workshops focused on standardization, digital marketing, and food safety.

This initiative created a safe space for women-led businesses from various red zone regions. Despite the geographic distance, it allowed them to connect, learn, and build momentum toward growth.



Spotlight on Resilience: Empowering Women Entrepreneurs in Hasbaya & Baalbeck



Maha Hdeifi

“I’ve been doing this for years – now I’m doing it right.”

Tasty and Yummy Hasbaya

Maha Hdeifi has built Tasty and Yummy, a home-based catering business based in Hasbaya, the northern red zone. She has the spirit of a classic Lebanese olive oil and the quiet persistence of a woman who never gives up. For years, Maha worked with limited tools and financial operations. But she saw opportunity – and with the right support, she’s taking the next step. Through the EBDA Project, supported by GIZ and LLWB, Maha received a kitchen makeover – essential for producing high-quality dishes. With it, she’s increasing efficiency, raising her product quality, and expanding her reach. For Maha, this isn’t just about food; it’s about rebuilding her life, growing her income, and having a sense of quiet perseverance for long-term success.

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Ghiwa Abou Ibrahim

“I believe in the power of persistence. Every product I make is a result of not giving up.”

PURE FOAM

Pure Foam is a home-based business producing natural soap. Ghiwa Abou Ibrahim is a quality building entrepreneur with a modern degree in chemistry and a deep love for chemistry. She launched Pure Foam in 2022 – creating natural soap and ensuring that each batch is safe and sound. The journey hasn't been easy. Creating a business from scratch meant long nights, limited resources, and constant problem-solving. But Ghiwa never stopped learning. Through the EBDA Project, implemented by GIZ and LLWB, she received the Right to Make (RTM) – a key tool that's helping her scale production and dream even bigger.

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In the face of ongoing crises and instability, women entrepreneurs in Hasbaya and Baalbeck are rising with remarkable strength, vision, and determination. Through a dedicated partnership with GIZ, LLWB supported 25 women-led businesses with tailored coaching, targeted training, and in-kind assistance. These women didn't just attend sessions, they transformed knowledge into real, measurable impact. Our team had the privilege of visiting Hasbaya twice, accompanied by the GIZ representative team, to meet these inspiring entrepreneurs firsthand. Despite hardships, including conflict and economic strain, their unwavering commitment to completing every coaching and training session propelled them to successfully reach their in-kind support phase, receiving the machines they need to sustain and grow their businesses.



She Sustains: Supporting Women Entrepreneurs Across Saida, Beqaa & Tripoli

From the historic coast of Saida, to the fertile lands of Beqaa, and the vibrant streets of Tripoli, the She Sustains initiative is empowering women entrepreneurs across Lebanon's diverse regions.

Through a dynamic partnership with Konrad-Adenauer-Stiftung (KAS), the Lebanese League for Women in Business delivered a transformative three-part training series tailored for 45 stakeholders, equipping women-led businesses with essential skills to thrive and grow.

LLWB intentionally convened the meetings within community-based partner hubs accessible, trusted spaces rooted in the local context ensuring trainings took place close to the women entrepreneurs they aim to support.



Equipping Women Led Businesses with Tools for Success

Each regional visit brought a consistent and impactful learning journey, covering:

Business Development: Deep dives into growth strategies, organizational structure, and long-term sustainability.

Financial Literacy & Management: Practical tools and insights to enhance budgeting, cash flow management, and smart decision-making.

Digital Marketing & Branding: Guidance to boost online visibility and craft compelling brand identities.

Across all three locations, the She Sustains program went beyond training, offering a space for shared experiences, growth, and collaboration. These women are not only investing in their businesses—they're shaping a more resilient and inclusive economic future.





Empowering the Next Generation: Youth Agents of Change Across Universities

In partnership with Oxfam through the Masarouna program, the Lebanese League for Women in Business launched the **Youth Agent of Change** training series bringing together **45 passionate students** from Université Saint-Joseph (USJ), Lebanese University (LU), and Modern University for Business and Science (MUBS) ready to lead, advocate, and drive positive change.

Building Skills, Amplifying Voices Through three impactful training modules, these young leaders explored:

- Leadership & Active Citizenship
- Advocacy & Campaigning
- Gender and Inclusion

Held across multiple regions, the sessions fostered an engaging environment for youth to learn, collaborate, and reflect. Despite Lebanon's challenging social and economic landscape, the students' energy and participation never wavered—showcasing their unwavering commitment to shaping a better future.

From Ideas to Impact:

What truly stood out were the voices of the youth themselves. Each training concluded with creative videos developed entirely by the participants from concept to filming, expressing their concerns, hopes, and visions for positive change within their communities.

This program was more than training; it was a launchpad for leadership.

The Youth Agent of Change initiative empowered these students to grow their skills, shape their narratives, and step confidently into their roles as active agents of transformation across Lebanon's civic and social landscape.



LLWB Welcomes Regional Youth Leaders and Human Rights Advocates to Tripoli

LLWB welcomed passionate youth from across the Arab region to Tripoli as part of the Regional Summer Course on Human Rights, organized by the Training and Documentation Centre for Human Rights in South-West Asia and the Arab Region, Saint Joseph University, and the Norwegian Center for Human Rights.

This visit was more than just a stop in Tripoli it was a vibrant exchange of ideas, cultures, and shared purpose.

In partnership with Ruwwad Al Tanmeeya, LLWB showcased models of grassroots leadership and local impact, igniting dynamic discussions around youth empowerment, civic engagement, and inclusive development.



LLWB's presence in Tripoli continues to expand, strengthening community-driven change and reinforcing our belief in the power of youth to shape more just and equitable societies. Active members of LLWB's North Chapter emphasized the importance of joining LLWB's network as a membership-based organization during a gathering attended by Mrs. Shada Dabliz, Mrs. Zeina Saber, and LLWB Advisor to the Board, Mrs. Asmahan El Zein.

The day concluded with a shared meal at Beit El Mina, where conversations and connections deepened around human and women's rights in the Arab region.



See Us in Action!

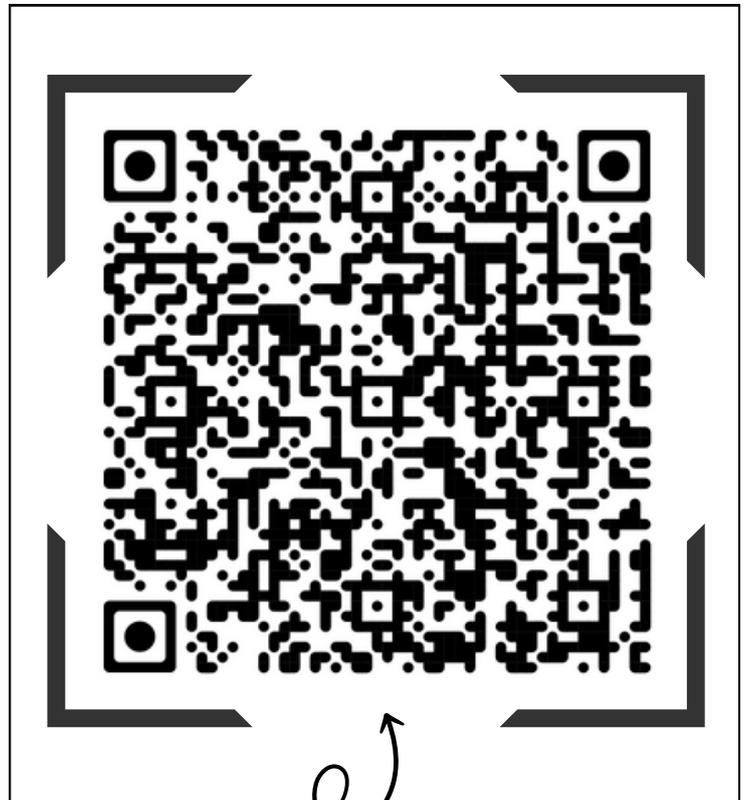


LLWB's 2025 General Assembly: A Gathering of Vision and Commitment

The Lebanese League for Women in Business convened its 2025 General Assembly, bringing together Minister of State for Administrative Reform and Social Affairs H.E Dr. Fadi Makki, MP Dr. Najat Aoun Saliba, Dr. Halima Kaakour, along with 243 members, partners, key stakeholders, and leading decision-makers, all united by a shared mission to advance women's leadership and empowerment across all sectors.

Reflecting, Collaborating, and Charting the Future:

This gathering was more than a meeting it was a dynamic space for meaningful dialogue, collaboration, and strategic planning. Together, attendees reflected on collective achievements while shaping LLWB's bold path forward. Among the key milestones was the adoption of important amendments to LLWB's bylaws, introducing hybrid voting to enhance inclusivity and participation after sharing it with all LLWB's members. The assembly also approved LLWB's 2024 financials and the 2025 budget, reflecting a commitment to full transparency.



Relive the highlights and catch the full recap!

LLWB's Research Hub

Addressing the Persistent Gender Gap in Lebanese Boardrooms: Insights from women on boards of Publicly Listed companies



British Embassy Beirut



Insight & Impact: LLWB Publications and Member Engagement

The Lebanese League for Women in Business (LLWB) has conducted several in-depth studies in collaboration with leading experts and strategic partners. These studies provide valuable insights into women's leadership, gender inclusion, and the state of women on boards in Lebanon.

Inclusive Workplaces and Policies
Shaping the Future of Lebanese Labor Law and Ensuring Diversity, Equality, and Inclusion in the Workplace in times of crisis and war.



KONRAD ADENAUER STIFTUNG



PRIORITIES OF WOMEN ENTREPRENEURS AMIDST LEBANON'S POST-WAR RECOVERY
Inputs from 163+ MSMEs-SMEs Leaders and Entrepreneurs in navigating business during the 2024 conflict and insights on the way forward



KONRAD ADENAUER STIFTUNG



In parallel, LLWB has launched the Members' Corner on its website a dedicated space where members can promote their activities and gain visibility within LLWB's dynamic network. The platform also offers access to exclusive opportunities. Most recently, it enabled 15 LLWB members to attend, at a discounted rate, the high-impact training "Weathering Crises Through a Transformation Journey" hosted by CSTouch Advisors at USJ.

Combating Sexual Harassment in the workplace and Addressing key gaps in current policies in Lebanon.



KONRAD ADENAUER STIFTUNG



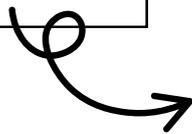
Gender Diversity on Boards of Public Institutions in Lebanon:
A Comprehensive Analysis of Patterns, Challenges, and Opportunities for Reform



British Embassy Beirut



Explore the full reports and discover data-driven recommendations shaping policy and empowering women entrepreneurs across the country.



See Us in Action!

Pushing for Change: Advocating for Women in Leadership

Driving Gender Equity in Public Leadership:

LLWB Meets with Minister of State for Administrative Reform

In a strategic and purpose-driven meeting with H.E Dr. Fadi Makki, Minister of State for Administrative Reform, LLWB brought forward a powerful case for change: advancing women's representation in public sector leadership.

With research in hand and a vision for reform, LLWB presented key findings that exposed a critical gap : women currently occupy only **5.3%** of board positions in public institutions. Some key sectors remain almost entirely void of female leadership.

From Data to Action

This isn't just about numbers, it's about justice, inclusion, and building a public sector that reflects the full potential of Lebanese society.

The meeting reinforced a shared commitment between LLWB and the Ministry to push for structural change. Backed by ministerial support, LLWB is ready to move from insight to action paving the way for inclusive, transparent, and future-ready governance where women have equal footing at the decision-making table. Notably, **128** CSOs signed an open letter addressed to the Ministry as a pledge initiated by LLWB on Women's Day, ahead of this visit.



Championing Women Entrepreneurs on the Regional Stage

LLWB took the stage at the UfM Women Business Forum 2025 in Palermo, where President Corine Kiame represented Lebanon as a panelist alongside regional leaders and changemakers.

In a powerful discussion focused on accelerating investment in women-led businesses across the MENA region, Ms. Kiame shed light on the realities facing women entrepreneurs in Lebanon from persistent financing gaps to the lack of structural support.

Driving Ecosystem Change

LLWB's message was clear: unlocking the potential of women-led businesses requires bold investment, targeted policies, and a supportive ecosystem. LLWB's participation reaffirmed its commitment to placing women at the heart of inclusive economic growth, both locally and across the region.

This moment was about celebrating with the UFM the awardee and about amplifying the voices of Lebanese women entrepreneurs on an international platform and advocating for the resources they need to thrive.



Visit our website to relive the highlights and join us on our journey of empowerment!

See Us in Action!

LLWB Joins MUBS Conference to Tackle Workplace Gender Discrimination

As part of its ongoing advocacy for gender equality, LLWB took part in the “Women, Equality & Empowerment in Lebanon” conference hosted by MUBS. The event brought together thought leaders, advocates, and experts to spotlight key issues facing women in the workforce.



LLWB’s Executive Director Ms. Rita Chemaly joined as a panelist, contributing to critical discussions on gender-based discrimination in the workplace and sharing practical insights on how to drive meaningful change. The conference offered an important platform to elevate the dialogue around women’s inclusion and representation and reinforced LLWB’s commitment to breaking down barriers, advancing equity, and building a more inclusive professional landscape in Lebanon.

LLWB Champions Women’s Access to Finance at EU-OECD Regional Forum

LLWB continues to lead regional conversations on women’s economic empowerment, this time at a high-level EU-OECD workshop in Rabat, focused on improving access to finance for women entrepreneurs.

Representing Lebanon, LLWB’s Executive Director Ms. Rita Chemaly joined the panel **“How Are Women Business Associations Facilitating Access to Credit”**, sharing experiences and strategies alongside leaders from Morocco, Jordan, Tunisia, and Egypt. The discussion spotlighted how women’s business associations are actively breaking down barriers to credit and creating more equitable financial ecosystems.



LLWB was selected as a Business Champion within the MENA-OECD Women’s Economic Empowerment Forum a regional initiative spanning eight countries, including Lebanon.

LLWB’s Treasurer Ms. Zakie Karam joined an esteemed group of financial leaders, policymakers, and women’s business advocates to advance collective solutions that drive long-term change. These engagements are more than just events, they’re part of LLWB’s broader mission to reshape the financial landscape across MENA, ensuring that women entrepreneurs have the tools, access, and support they need to lead and innovate.



See Us in Action!



LLWB Drives Connections and Champions Women's Leadership at Power X Summit by Berytech

LLWB took part in the Power X Summit, a dynamic platform dedicated to advancing leadership, innovation, and equity. Through its presence, LLWB reinforced its commitment to building strategic partnerships that empower women to step into leadership roles, take seats at decision-making tables, and join boards of directors across sectors.

A Few Notes To Remember

LLWB's booth became a hub of energy and engagement drawing in participants from across sectors eager to connect, collaborate, and learn more about its mission. The booth served as a gateway for new relationships: dozens of professionals networked, exchanged contacts, and several expressed interest in joining LLWB as active members.

Our presence at Power X Summit was more than symbolic, it was strategic. It amplified LLWB's voice in national conversations on equity, showcased women's leadership in action, and expanded our reach to new allies committed to systemic change.



LLWB President, Ms. Corine Kiame, contributed to the summit's main stage as a panelist in the session "Scaling Up: The Art and Strategy of Fundraising." Her insights shed light on innovative approaches to resource mobilization, offering practical strategies for organizations seeking to scale their impact, especially those working toward gender equity.



Building Bridges: Recent MOUs and Strategic Partnerships

LLWB x Berytech: Partnering for Purpose and Progress

At LLWB, we believe collaboration fuels impact and we're proud to join forces with Berytech through the signing of a Memorandum of Understanding, setting the stage for a stronger ecosystem that uplifts women in business.

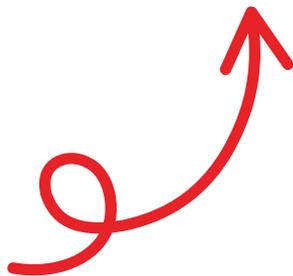
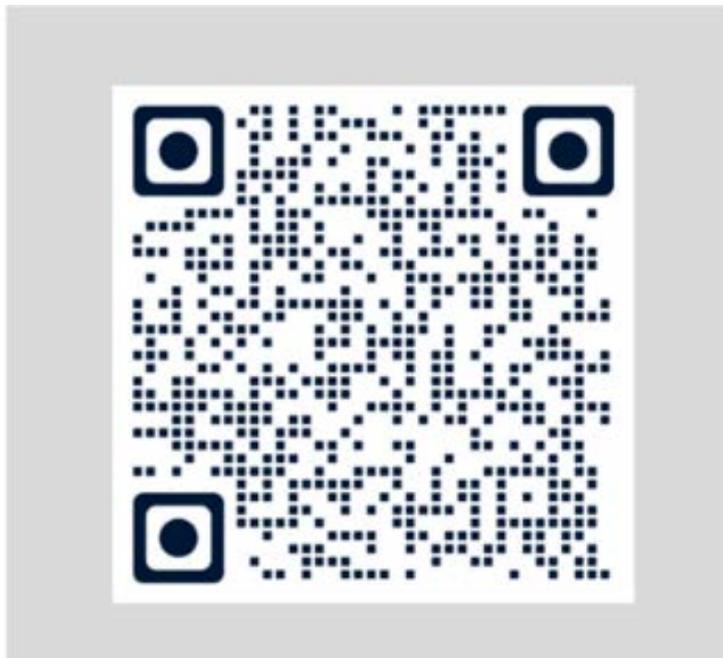
This partnership reflects a shared vision for inclusive leadership and economic empowerment. Together, we're committing to tangible action across entrepreneurship, mentorship, advocacy, and beyond.

To Berytech, we thank you for walking this path with us. This alliance isn't just about strategy it's about shifting narratives, opening doors, and building a future where women lead, thrive, and shape Lebanon's economic landscape.





As we continue to champion women's leadership, amplify voices, and drive change across Lebanon and beyond, we thank our members, partners, and community for the ongoing support and trust.



Not a member yet? Join LLWB today and become part of a powerful network of women in business and leadership.