



# Annual Report



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## President's Speech



Asmahan Zein  
President

To all colleagues and Friends,

*"Once poverty is gone, we'll need to build museums to display its horrors to future generations. They'll wonder why poverty continued so long in human society - how a few people could live in luxury while billions dwelt in misery, deprivation and despair."* Muhammad Yunus

*"If you can dream it, then you can achieve it. You will get all you want in life if you help enough other people get what they want."* Zig Ziglar

The above two quotes say it all, we need to elevate the education of our students, we need to enhance the skills of our professional ladies, we need to open the right windows to our entrepreneurs to help them shine and succeed.

2017 was a challenging year, where a big group of members joined LLWB, it witnessed the continuity and start of many important projects. We had the opportunity to work with new partners and international donors.

This annual report, explains all what has been done in figures and visuals.

Hope you will go through the details, enjoy the content then send back your comments and recommendations.

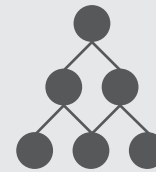
We have a lot of plans for 2018: more projects in coordination with many active NGOs whether in the Bekaa/Chouf or the North, more educational programs on STEAM industries done jointly with our different partners, new set of trainings are scheduled for the Women on Board initiative, not to forget different trainings and mentoring programs.

We all have our dreams, having a better society, a better country. Together we can make the change, together we will walk successfully through 2018 and many more years to come.

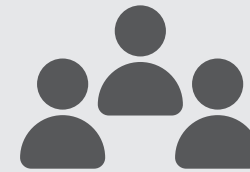
Finally,

*"Strive not to be a success, but rather to be of value"* Albert Einstein

## Executive Summary



Partnered with  
**25+**  
local, regional  
& international  
organizations



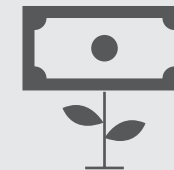
Participated in  
**50+**  
events: conferences, focus  
groups & trainings



Organized  
**60+**  
events: workshops,  
networking events &  
trainings



Reached more  
**2500+**  
business women



Gathered  
**420<sup>000</sup>** USD  
to be invested in female-led  
start-ups under the Lebanese  
Women Angel Fund (LWAF)



Fundraised  
**444<sup>615</sup>** USD  
for LLWB Projects



Launched  
**2**  
chapters in Tripoli  
& Bekaa



21 signatories for  
**30%**  
women on board  
by 2025

## LLWB's Strategic Objectives

- LLWB is a non-profit association founded in 2006 that aims at empowering women in the economic sector through providing a platform for



- 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 towards addressing socio-economic gaps.

- The association operates according to four pillars which dictate the implementation of current and future activities. These include

01 GOOD GOVERNANCE

02 MEMBERS' & BUSINESS DEVELOPMENT

03 ADVOCACY

04 COMMUNITY DEVELOPMENT

### LLWB's four pillars

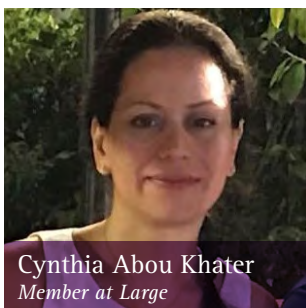
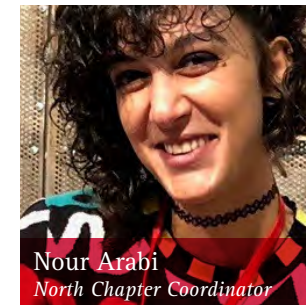
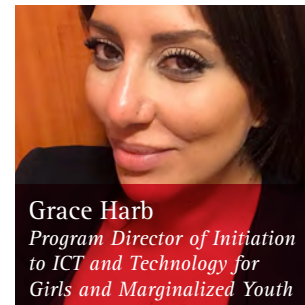
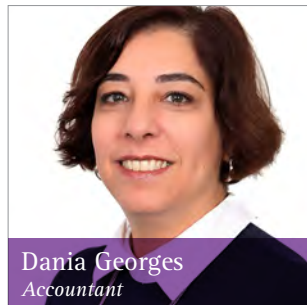
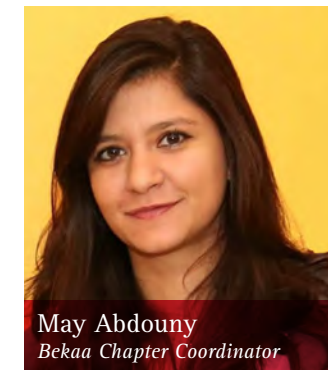


## 01 GOOD GOVERNANCE



- LLWB held its **general assembly** on January 26, 2017 during which the current board was elected.
- The Board is working on implementing a **CRM software** for better managing its database and members' information.
- LLWB has launched the trial version of its **new website** in October 2017.
- A new **Registration form** was launched in May 2017 for the purpose of enhancing the registration experience for members.
- LLWB developed a code of ethics that is signed by all members upon registration
- LLWB issued its **first newsletter** on March 8, 2017 followed by two quarterly newsletters highlighting the association's activities and achievements.
- The board initiated **the development of policies and procedures** for internal governance.
- LLWB is also working towards having diversity on board.

## Board Members



## Staff and Coordinators

### Members Recruitment & Promotion Committee

This committee is responsible for recruiting members into LLWB, as well as supporting members' growth and promotion through securing opportunities and visibility across local and international platforms. This committee is also responsible of holding monthly Join & Grow events for members, during which various topics related to women's economic empowerment are discussed.

### STEM Committee

The STEM Committee focuses on the promotion of girls and women in the Science, Technology, Engineering and Mathematics fields. The activities falling under this committee's main responsibilities include Girls Got IT, Girls' Day, and the implementation of the CRM.

### Access to Finance

The main tasks of this committee include supporting women entrepreneurs getting access to finance for establishing and growing their businesses. Projects falling under this committee include the Lebanese Women Angel Funds (LWAF).

### Women on Board Committee

This committee resulted from LLWB's 10<sup>th</sup> anniversary which was held in 2016. It aims at promoting women on boards and works on multiple fronts including including lobbying for legal and policy reform, implementing trainings around women on boards, gathering data around the current landscape related to women on boards in Lebanon and many other.

### Skills Development Committee

This committee is responsible for supporting LLWB members' development by implementing mentorship programs as well as organizing workshops and trainings around various business related topics. REACH mentoring is one of LLWB's projects falling under the supervision of the skills development committee.

### Regional Chapters' Committee

This committee is responsible for overseeing and planning the activities conducted in the various regions including North, Bekaa and Shouf. Within this process, the committee is responsible for building partnerships with stakeholders and actors in these regions, as well as developing activities that address the needs in the areas.

## 02 MEMBERS & BUSINESS DEVELOPMENT

### LLWB Members Profile

339

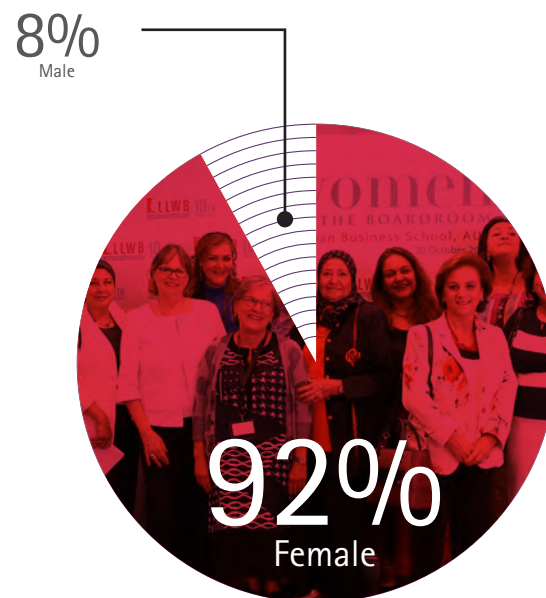
Members in 2017

257

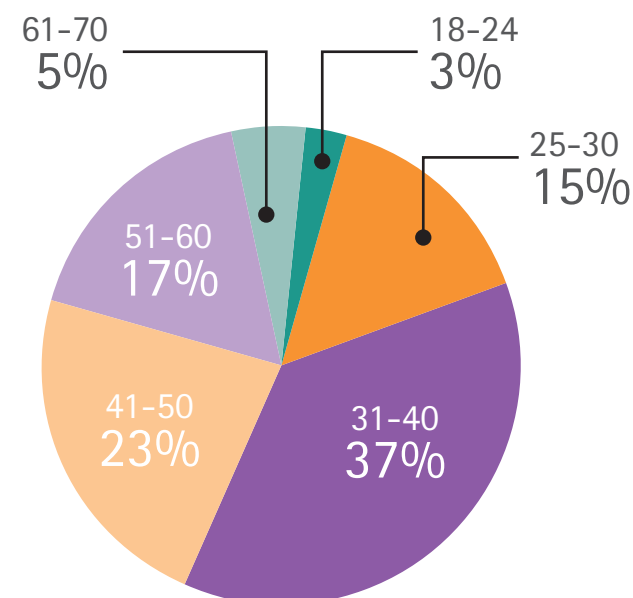
Members in 2016

23%

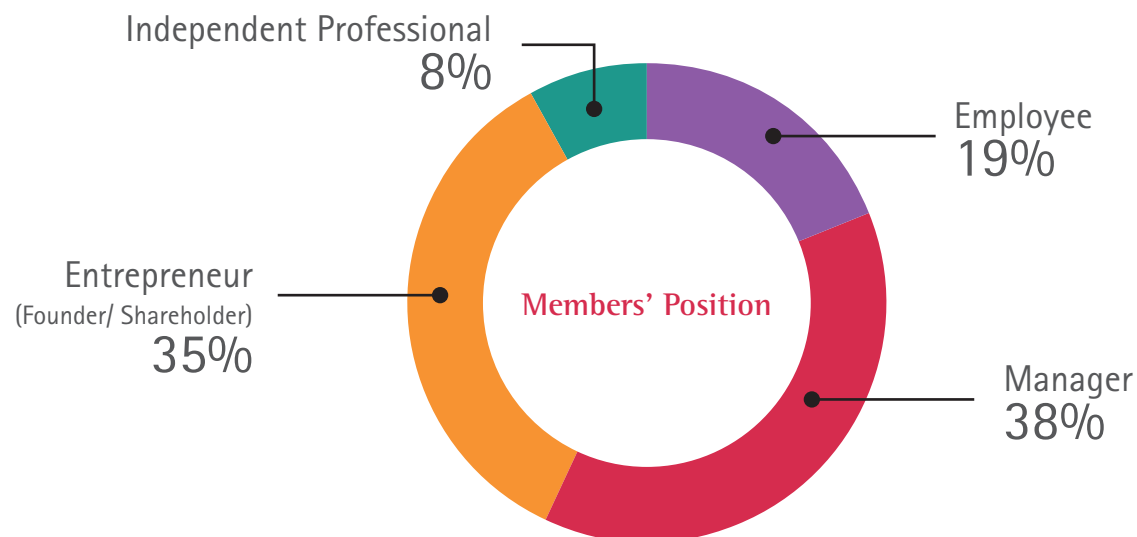
Increase in membership



Gender



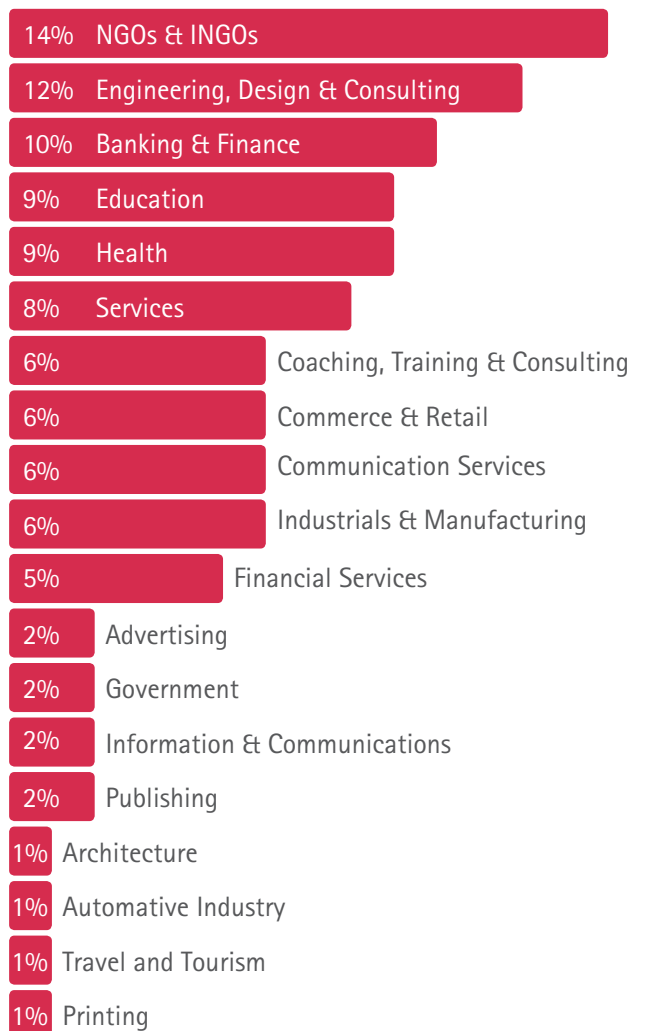
Age



Members' Position

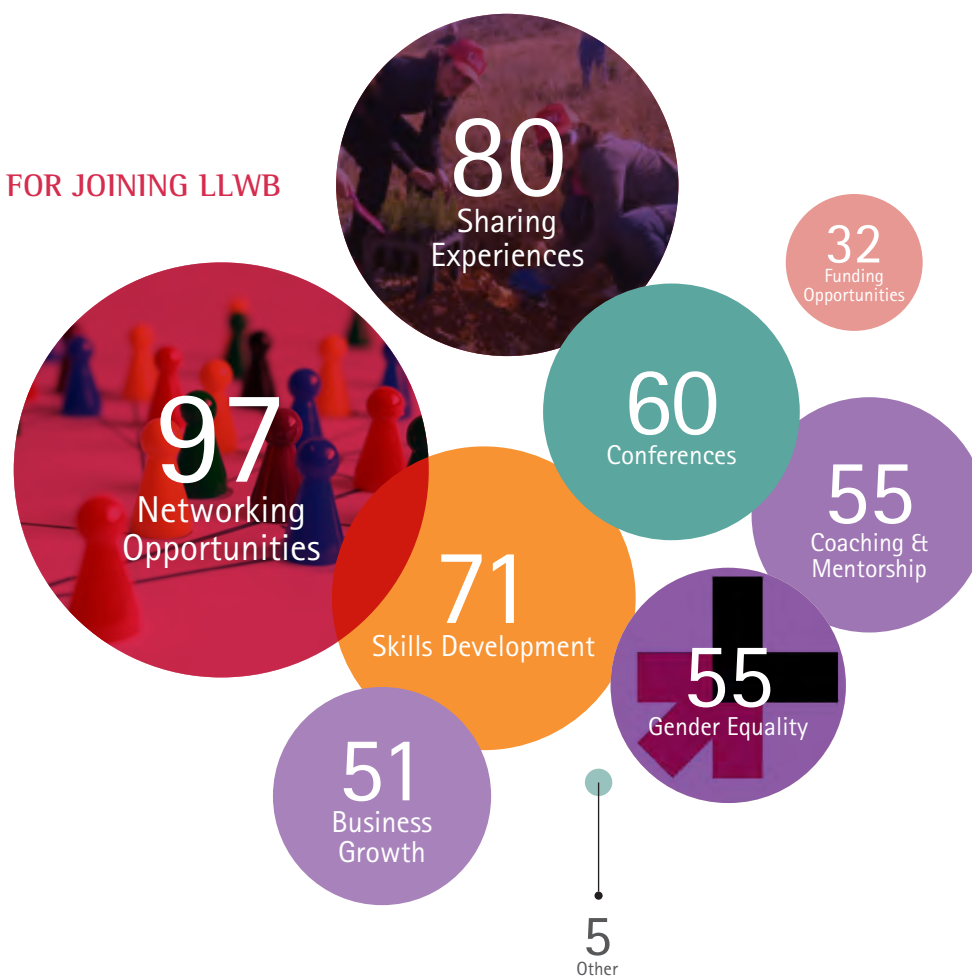
## LLWB Members Profile

MEMBERS' INDUSTRY

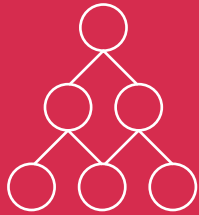


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## REASONS FOR JOINING LLWB



## Members' Promotion & Reach



15

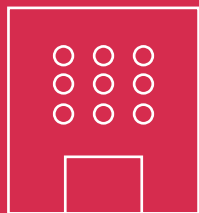
networking events held in the regions of Beirut, Bekaa and the North



more than

2500

business women reached



more than

20

Female-led enterprises supported



2

LLWB Members finalists for the Brilliant Lebanese Awards 2017  
*Lamice Joujou & Priscilla Sharuk*

## Skills Development Workshops



Training Workshops



Attendees per Workshop

were held in the areas of Beirut, North, Bekaa & Shouf

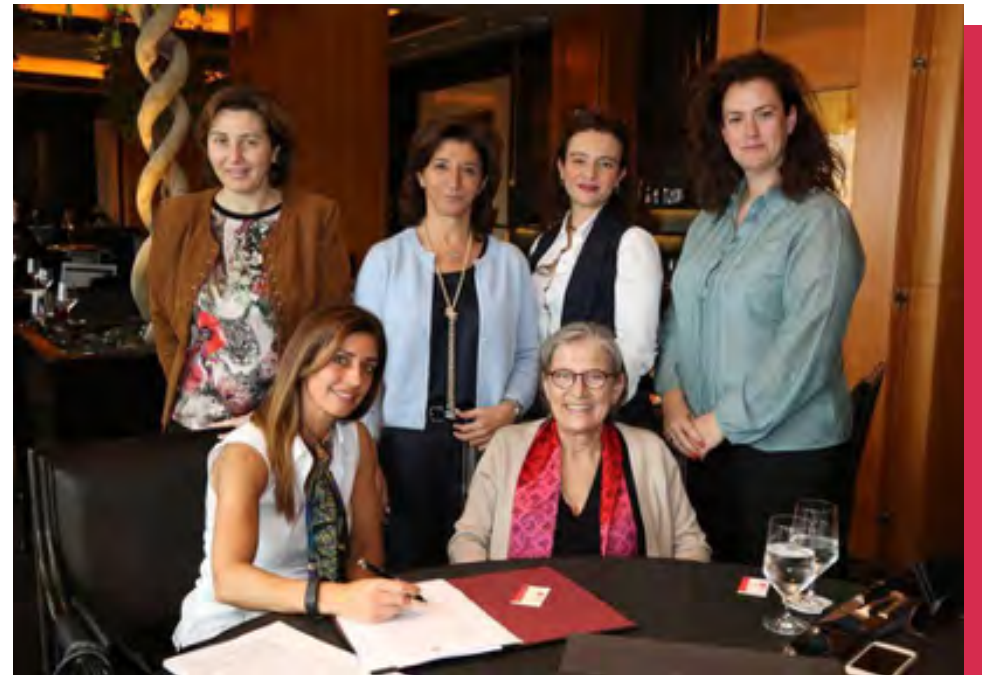
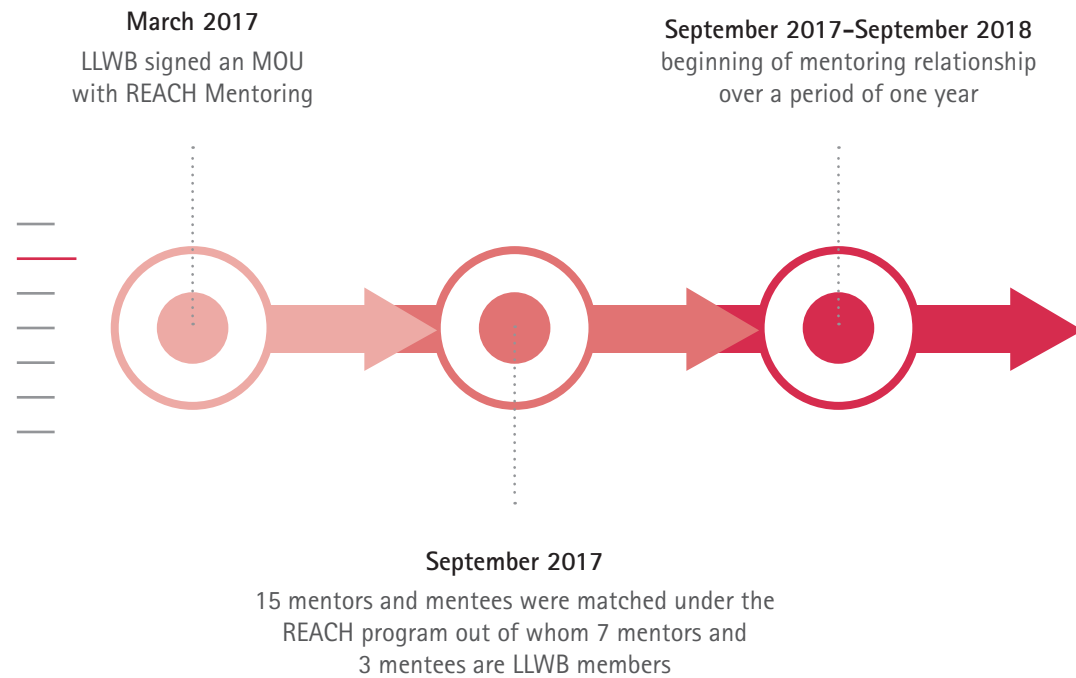


women targeted

through Training Workshops

- Topics covered include: social entrepreneurship, financial literacy, digital marketing, communication skills, leadership, critical thinking and problem solving, emotional intelligence, and many other.
- The overall evaluation of the training workshops is very good.

## REACH Mentoring Program





21 LLWB members as  
female angel investors



420<sup>000</sup> USD to be invested in  
female-led start-ups



6 women-led start-ups  
pitched for LWAF

- LLWB **launched the Lebanese Women Angel Fund (LWAF)** in partnership with IM Capital and GoBeyond Investing.
- Pitches were launched in September, 2017.

- 3-4 **investments** are to be made by the end of the first year of LWAF.
- LLWB introduced the Lebanese Women Angel Funds to its members in the North and in Bekaa.

- Pitches take place every 6-8 weeks and are on-going throughout the year.

## 03 ADVOCACY

### LLWB Partnerships & Outreach

LLWB Board Members Participated in

**20** Meetings, workshops  
& roundtables

held by local and international partners  
working on women's empowerment.

LLWB APPOINTED AS MEMBER OF THE  
UN GLOBAL COMPACT LEBANON (UNGCL)  
STEERING COMMITTEE THE ROLE OF WHICH  
IS TO SET THE PLAN AND OVERSEE THE  
ACTIVITIES OF THE LOCAL NETWORK AND  
SERVE AS FOCAL POINT OF COORDINATION,  
COMMUNICATION AND SUPPORT FOR THE  
NETWORK.

- Other members of the GCNL steering committee include

Aramex	Libanpost.com
Bank Audi	Citi Bank Lebanon
BLOM Bank	Alfa Mobile
Fransabank	Makhzoumi Foundation
EBCO Engineering & Building Co.	BLC Bank

### Women on Board Initiative

**4** visits to  
signatories

**4** partnerships &  
collaborations  
with local, international &  
multinational organizations

**3** trainings  
attended by members  
around Women on Board

**14** LLWB members  
trained  
to become trainers on  
Women on Board

- LLWB partnered with Khalil Masri Sarl for conducting a study mapping the current number of women on boards in Lebanon.
- Under the umbrella of the women on boards initiative, LLWB worked with various parties on a number of activities including:
  - Drafting of a law that ensures a quota of 30% of women on boards in organizations, in collaboration with the Office of the Minister of State for Women's Affairs.
  - Setting policies ensuring a quota of 30% women on boards.
  - Implementing and training around women on boards, in partnership with IFC/ Tamayyaz and PWC.
  - Partnering with the ILO for implementing a training of facilitators in 2018, for conducting a participatory gender auditing.

## 04 COMMUNITY DEVELOPMENT

### Regional Chapters

95 members in the Bekaa & North Chapters

17 training workshops held in the Bekaa, North & Shouf regions

7 networking events

300+ participants in the activities held in the North & Bekaa



- LLWB launched its North and Bekaa chapters in April, 2017.
- Meetings were held with **civil society organizations** in Bekaa, Tripoli and Shouf for the purpose of discussing the various needs in the regions and identifying areas of collaboration.

1903  
girls trained

on STEM topics

220+  
volunteers

supported the  
organization of the event

70+  
workshops  
designed

and facilitated by partner  
organizations during  
the events

5+  
GGIT  
events held

since 2016 across  
Lebanon



- Since 2016, 5 Girls Got IT events were held in the areas of Beirut, Bekaa, Tripoli, Akkar and Tyre.
- GGIT aims to introduce girls from the 10<sup>th</sup> and 11<sup>th</sup> grade in both public and private schools, in addition to girls from vulnerable Lebanese and Syrian communities to STEM topics.
- The GGIT events are organized by LLWB, Women in Technology (WIT), Women in Computing (WIC), Women in Engineering (IEEE) and Digital Opportunity Trust (DOT).

## Girls' Day

4  
schools

5  
companies

34  
female  
students

- The purpose of girls' day is to provide female students with hands-on **experience** working in the STEM fields.
- GGIT student alumni became **employees for 2 hours** and performed assigned activities within the production cycle at the selected companies.
- Companies that took part in this event include Technica International Sal, Benta Sal, Debbas, ANB Holding and Al-Kanater.



## 05 STRATEGIC ALLIANCES & PARTNERSHIPS

- LLWB believes that success is achieved through a collaborative effort where we can all work together towards reaching equality and towards a more inclusive and diverse society. LLWB has therefore built partnerships with local, regional and international organizations across various sectors.
- The board signed MOUs with various international organizations for developing and implementing different programs. As part of its women on board initiative LLWB signed MOUs with



for training female executives to become women on boards and become trainers on the topic



for delivering a training of facilitators for conducting a participatory gender audit



for launching a mentorship program in March 2017



by



International Labour Organization



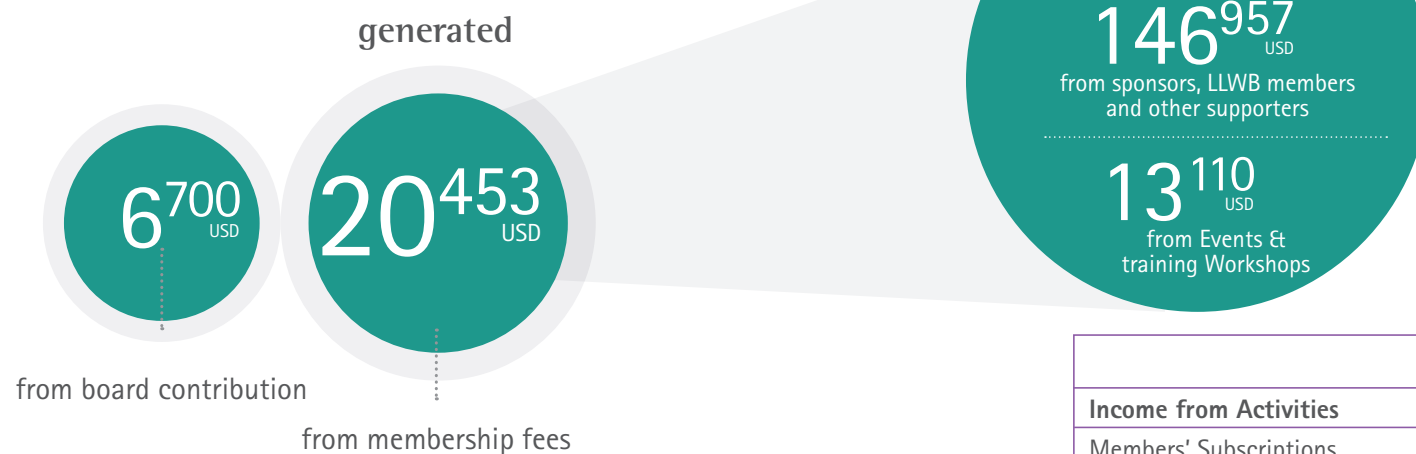
Network Lebanon



Kingdom of the Netherlands



## 06 FINANCIAL STATEMENT



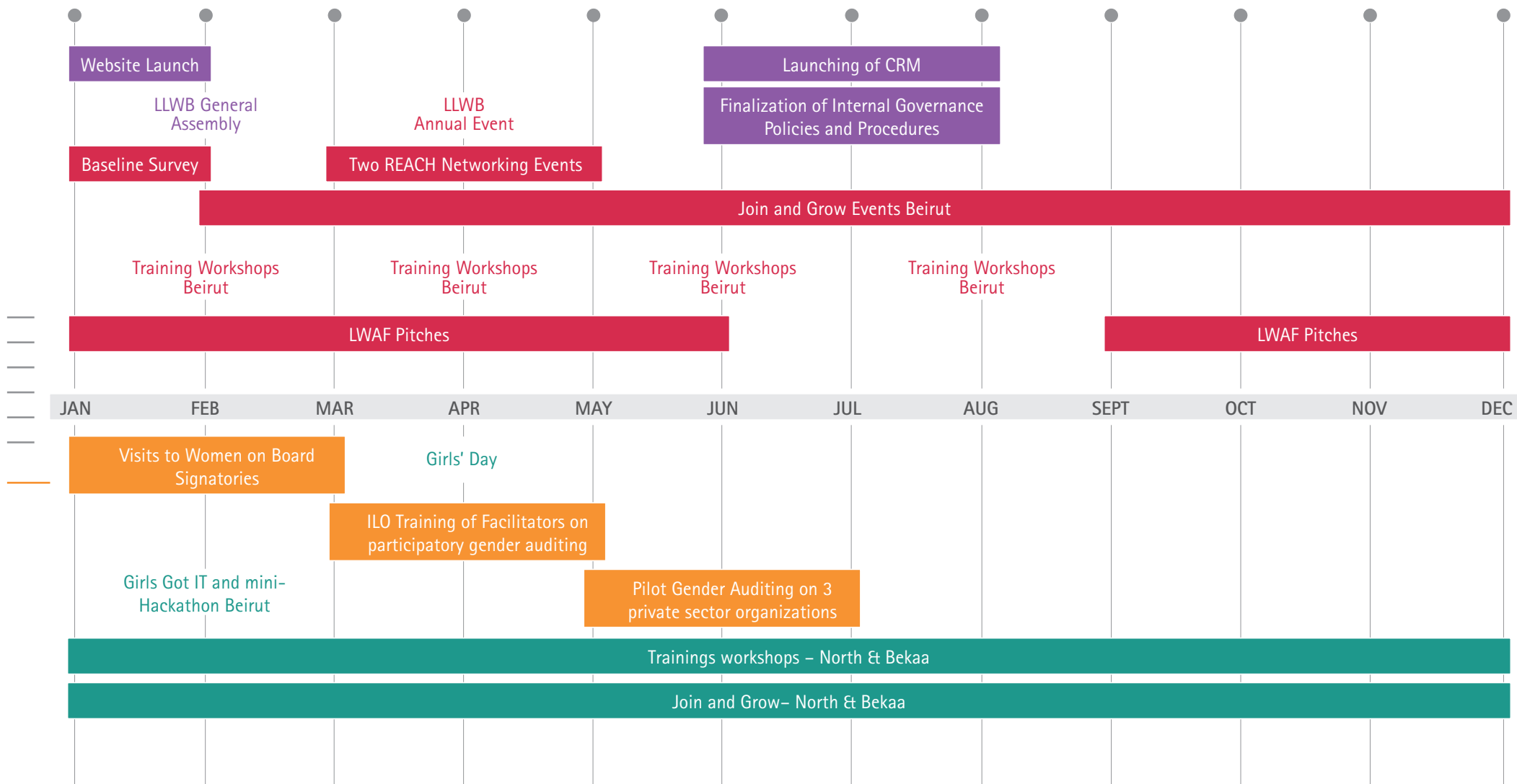
Balance Sheet	2015	2016	2017
<b>Assets</b>			
Fixed Assets	\$ 793	\$ 3,523	\$ 9,580
Accounts Receivable	-	\$ 2,700	\$ 2,582
Cash & Cash Equivalents	\$ 11,588	\$ 87,076	\$ 117,969
Advances paid to staff	-	-	\$ 1,000
<b>Total Assets</b>	<b>\$ 12,381.00</b>	<b>\$ 93,299</b>	<b>\$ 131,131</b>
<b>Liabilities</b>			
Prior year net assets	\$ 8,222	\$ 12,381	\$ 83,816
Current year net assets	\$ 4,159	\$ 71,435	\$ 40,891
Accounts Payable	0	\$ 9,483	\$ 6,424
<b>Total Liabilities</b>	<b>\$ 12,381</b>	<b>\$ 93,299</b>	<b>\$ 131,131</b>

Statement of activities for the period ending December, 2017

	Not audited 2017	Audited 2016
<b>Income from Activities</b>		
Members' Subscriptions	\$ 20,453	\$ 13,500
Donations Beirut	\$ 94,717	\$ 191,280
Donations GGIT Events	\$ 299,898	-
Donations Regional Chapters	\$ 50,000	-
Board Contributions	\$ 6,700	\$ 10,800
Join & Grow	\$ 10,188	\$ 6,408
Workshops	\$ 2,922	-
Exceptional Revenue	\$ 2,240	-
<b>Total</b>	<b>\$ 487,118</b>	<b>\$ 221,988</b>
Cost of Activities Beirut	\$51,784	\$ 98,115
Cost of Activities GGIT	\$172,836	-
Cost of Activities Regional Chapters	\$11,966	-
Cost of Activities Women on Board	\$ 9,280	-
Expenses (General & Administrative)	\$180,507	\$ 50,843
Salaries & Wages	\$13,184	-
Taxes	\$1,736	\$ 348
NSSF	\$2,898	-
Bank Charges	\$946	\$ 372
Difference of Exchange	\$84	\$ 12
<b>Total</b>	<b>\$445,221</b>	<b>\$ 149,690</b>

Statement of activities for the period ending December, 2017

# 07 PLANNED ACTIVITIES 2018-2019



GOOD GOVERNANCE



MEMBERS &  
BUSINESS DEVELOPMENT



ADVOCACY



COMMUNITY  
DEVELOPMENT