Annual Report 2017
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President’s Speech

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

Asmahan Zein
President

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 420,000 USD to be invested in female-led start-ups under the Lebanese Women Angel Fund (LWAF)
Fundraised 444,615 USD for LLWB Projects

Launched 2 chapters in Tripoli & Bekaa
21 signatories for 30% women on board by 2025
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 Strategic Objectives**

- **Sharing Experiences & Expertise**
- **Skills Development**
- **Networking**

- **GOOD GOVERNANCE**
  - CRM, LLWB website, Internal Governance policies & procedures.

- **MEMBERS & BUSINESS DEVELOPMENT**
  - Members’ Recruitment, Members’ development, Lebanese Women Angel Fund, Join & Grow Events Events.

- **ADVOCACY**
  - Women on Board 2025 Initiative.

- **COMMUNITY DEVELOPMENT**
  - Girls Got IT
  - Regional Chapters
  - Girls’ Day.

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.

LLWB commits to providing superior skills and development opportunities for its members and to helping them fund their businesses hence fostering entrepreneurship and overall economic development.

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

LLWB commits to the development of the community, by working with individuals on the ground towards promoting gender equality and driving change in this direction.
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.
<table>
<thead>
<tr>
<th>LLWB Committees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Members Recruitment &amp; Promotion Committee</strong></td>
</tr>
<tr>
<td>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 &amp; Grow events for members, during which various topics related to women’s economic empowerment are discussed.</td>
</tr>
</tbody>
</table>

| **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 10th 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
- Female: 92%
- Male: 8%

Age
- 18-24: 3%
- 25-30: 15%
- 31-40: 37%
- 41-50: 23%
- 51-60: 17%
- 61-70: 5%
- 61-70: 5%

Members' Position
- Manager: 38%
- Employee: 19%
- Entrepreneur (Founder/Shareholder): 35%
- Independent Professional: 8%
- Other: 8%
### LLWB Members Profile

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>NGOs &amp; INGOs</td>
<td>14%</td>
</tr>
<tr>
<td>Engineering, Design &amp; Consulting</td>
<td>12%</td>
</tr>
<tr>
<td>Banking &amp; Finance</td>
<td>10%</td>
</tr>
<tr>
<td>Education</td>
<td>9%</td>
</tr>
<tr>
<td>Health</td>
<td>9%</td>
</tr>
<tr>
<td>Services</td>
<td>8%</td>
</tr>
<tr>
<td>Coaching, Training &amp; Consulting</td>
<td>6%</td>
</tr>
<tr>
<td>Commerce &amp; Retail</td>
<td>6%</td>
</tr>
<tr>
<td>Communication Services</td>
<td>6%</td>
</tr>
<tr>
<td>Industrials &amp; Manufacturing</td>
<td>6%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>5%</td>
</tr>
<tr>
<td>Advertising</td>
<td>2%</td>
</tr>
<tr>
<td>Government</td>
<td>2%</td>
</tr>
<tr>
<td>Information &amp; Communications</td>
<td>2%</td>
</tr>
<tr>
<td>Publishing</td>
<td>2%</td>
</tr>
<tr>
<td>Architecture</td>
<td>1%</td>
</tr>
<tr>
<td>Automative Industry</td>
<td>1%</td>
</tr>
<tr>
<td>Travel and Tourism</td>
<td>1%</td>
</tr>
<tr>
<td>Printing</td>
<td>1%</td>
</tr>
<tr>
<td>Advertising</td>
<td>2%</td>
</tr>
<tr>
<td>Government</td>
<td>2%</td>
</tr>
<tr>
<td>Information &amp; Communications</td>
<td>2%</td>
</tr>
<tr>
<td>Publishing</td>
<td>2%</td>
</tr>
</tbody>
</table>

### REASONS FOR JOINING LLWB

- **80** Sharing Experiences
- **71** Networking Opportunities
- **51** Business Growth
- **55** Coaching & Mentorship
- **60** Conferences
- **32** Funding Opportunities
- **55** Gender Equality
- **5** Other
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

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

~15 Attendees per Workshop

200+ 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.
March 2017
LLWB signed an MOU with REACH Mentoring

September 2017
15 mentors and mentees were matched under the REACH program out of whom 7 mentors and 3 mentees are LLWB members

September 2017–September 2018
beginning of mentoring relationship over a period of one year
• LLWB launched the Lebanese Women Angel Fund (LWAF) in partnership with IM Capital and GoBeyond Investing.

• Pitches were launched in September, 2017.

• LLWB introduced the Lebanese Women Angel Funds to its members in the North and in Bekaa.

• 3–4 investments are to be made by the end of the first year of LWAF.

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

21 LLWB members as female angel investors

420,000 USD to be invested in female-led start-ups

6 women-led start-ups pitched for LWAF
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.
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.
- 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 10th and 11th 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).
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.
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:

- **IFC / Tamayyaz** for training female executives to become women on boards and become trainers on the topic
- **ILO** for delivering a training of facilitators for conducting a participatory gender audit
- **REACH Mentoring** for launching a mentorship program in March 2017
**Statement of activities for the period ending December, 2017**

### Income from Activities

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

### Balance Sheet

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

Statement of activities for the period ending December, 2017
PLANNED ACTIVITIES
2018-2019

07

Website Launch
LLWB General Assembly
Baseline Survey
Two REACH Networking Events
Join and Grow Events Beirut
LWAF Pitches
LLWB Annual Event
Finalization of Internal Governance Policies and Procedures
Launching of CRM
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Training Workshops Beirut
Girls’ Day
Girls Got IT and mini-Hackathon Beirut
ILO Training of Facilitators on participatory gender auditing
Pilot Gender Auditing on 3 private sector organizations
Trainings workshops – North & Bekaa
Join and Grow– North & Bekaa

GOOD GOVERNANCE
MEMBERS & BUSINESS DEVELOPMENT
ADVOCACY
COMMUNITY DEVELOPMENT