Dear Friends Colleagues and Partners,

In spite of Lebanon economic political and social problems, yet we still witnessed, lived and saw shining startups, entrepreneurs, and professional bodies trying to move this country forward in order to elevate the business environment to meet the regional and international standards.

2018 was full of activities, workshops, competitions and trainings. In other words, the country was buzzing and highly active, all parties were doing their best to help support and train our new generation.

Academia with international and local organizations, all were and still funding or launching various programs on diversity at work, women rights, funding and monitoring different startups, investing & mentoring in SMEs, etc...

Reflecting on these efforts, we are still lacking effective outreach to different regions of Lebanon, and effective outreach to underprivileged communities. We are lacking proper guidance for the young generation on the needed future businesses _here I am talking about the needs of the Lebanese market._

For this to happen we need to know the plan of the Ministry of Education and Higher Education on the level of programs, and vocational trainings. We need total cooperation among Universities in guiding and introducing their programs to the new students. We need different NGOs whether local or international to join forces, share knowledge and support each other to avoid repetition and competition.

Are we considering the above? This is to be addressed and discussed during 2019.
EXECUTIVE SUMMARY

- 60+ Training workshops & networking events in Beirut, North Lebanon & Beqaa
- 369 Members
- 25+ Partnerships with local and international organizations
- $444,615 Fundraised for LLWB activities
- $768,404 Fundraised for LLWB Projects
- 3 LWAF established for supporting women-led businesses
- 3 Women-led businesses funded through LWAF
- 2,000+ Students reached through STEM related activities
- 3,000 Students reached through STEM related activities
- 2 Chapters established in North Lebanon & Beqaa
- 1 Chapter established in Saida covering the area of South Lebanon

- 30+ Training workshops & networking events in Beirut, North Lebanon & Beqaa
- 419 Members
- 20+ Partnerships with local and international organizations
LLWB is a non-profit association founded in 2006 that aims to support women in business and women entrepreneurs.
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:

01 **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.

02 **MEMBERS & BUSINESS DEVELOPMENT**

LLWB commits to providing superior skills development opportunities for its members while striving to meet their expectations and changing needs. LLWB also commits to helping its members funding their businesses and through fostering entrepreneurship and overall economic development.

03 **COMMUNITY DEVELOPMENT**

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

04 **ADVOCACY**

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.
LLWB’S FOUR PILLARS

01 GOOD GOVERNANCE
- CRM
- LLWB Website
- Internal Governance policies and procedures

02 MEMBERS & BUSINESS DEVELOPMENT
- Members’ Recruitment
- Mentorship
- Lebanese Women Angel Fund
- Networking Events
- Skills Development
- Members’ Support

03 COMMUNITY DEVELOPMENT
- Girls Got IT
- Regional Chapters
- Girls’ Day
- World Food Programme (Tech for Food Digital Skills Training)

04 ADVOCACY
- Women on Board 2025 Initiative
- Women in the Public Sector: Towards Empowerment and Representation
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.

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, the implementation of the CRM and the LLWB website.

COMMITTEE MEMBERS

SKILLS DEVELOPMENT COMMITTEE

01

Eva Turk
Nadine Asmar
Dania Georges
Chada Kassab
Raymonde Naim

STEM COMMITTEE

02

Salam Yamout
Grace Harb
Marianne Bitar Karam
Nisreen Dib
Lara el Khoury
Pamela el Khoury
Stephanie Salloum
Cynthia Abou Khater
MEMBERS’ RECRUITMENT AND 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 for holding monthly networking events for members during which various topics related to women’s economic empowerment are discussed.

ACCESS TO FINANCE

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

COMMITTEE MEMBERS

03

Karyl Akilian
Asmahan Zein
Hanane Saab
Zeina Zeidan

04

Eva Turk
Zakie Karam
Karyl Akilian
Aline Kamakian

COMMITTEE MEMBERS

Karyl Akilian
Asmahan Zein
Hanane Saab
Zeina Zeidan
05 WOMEN ON BOARD COMMITTEE

This committee was formed following LLWB’s 10th anniversary in 2016. It aims to promote women on board through various activities including lobbying for legal and policy reform, implementing trainings for women on boards, gathering data around the current landscape related to women on boards in Lebanon and assessing private sector companies’ policies with regards to gender equality among other.

COMMITTEE MEMBERS

- Asmahan Zein
- Zeina Zeidan
- Wael Kichli
- Caroline Fattal
- Nathalie Chalhoub
- Nada Genadry
- Carine Ghandour
- Danielle Salloum

06 REGIONAL CHAPTERS’ COMMITTEE

This committee is responsible for overseeing and planning for the activities conducted in the various regions including North Lebanon, Beqaa, Chouf and South Lebanon. Within this process, the committee is responsible for building partnerships among stakeholders and actors in these areas, as well as developing activities that address women’s needs in the Lebanese regions.

COMMITTEE MEMBERS

- Cynthia Abou Khater
- Najah Jaroush
- Haitham Saab
- Najwa Sahmarani
- Dania Georges
**Internal Policies and Procedures.**
The LLWB board set the structure for its internal governance policies and procedures.

**Implementation of CRM.**
LLWB with the support of Microsoft – Dynamic Objects, worked on the design and implementation of a Customer Relationship Management (CRM) software. The CRM will allow LLWB to better manage its members, partnerships and activities.

**LLWB new website.**
LLWB launched its new website in September 2018.

**Regular committee meetings.**
Regular meetings were being held by the LLWB committees in 2018 for the purpose of planning and following up on implementation of the various LLWB projects and activities.

**Annual fundraising event.**
LLWB held an annual fundraising event which was attended by private sector companies, academic institutions, banks, partner organizations and ecosystem players and stakeholders.
**LLWB Members**

- **419 members in 2018**
- **13% increase in membership**

**Gender**
- 93% Female
- 7% Male

**Age**
- 28% 41 to 50 years
- 31% 31 to 40 years
- 16% 51 to 60 years
- 13% 25 to 30 years
- 3% 18 to 24 years
- 3% 61 to 70 years
**Members by position**

- **8%** Independent Professional
- **17%** Employee
- **35%** Entrepreneur (Shareholder/Owner)
- **20%** Middle Level Manager
- **15%** Top Level Manager

**Members' Industry**

- **12%** NGOs & INGOs
- **9%** Education
- **8%** Engineering, Architecture & Design
- **7%** Banking & Finance
- **6%** Coaching, Training & Consulting
- **6%** Communication Services
- **5%** Services (Insurances, Real Estate, Logistics...)
- **4%** Financial Services
- **4%** Commercial & Retail
- **4%** Medicine & Healthcare
- **3%** Industrials & Manufacturing
- **3%** ICT
- **3%** Food & Beverages
- **2%** Pharmaceuticals
- **2%** Event Management
- **1%** Advertising
- **1%** Public Sector
Members Skills Development

450 women entrepreneurs & women in business targeted

17 training workshops

Topics tackled include

- Introduction to Women on Boards
- Communication and Leadership
- Public Speaking
- Business Analytics
- Emotional Intelligence
- Business Intelligence and Big Data

LLWB Beqaa Chapter, Public Speaking Workshop

LLWB North Chapter, Mobile Photography Workshop
Members Outreach and Support

- **Reached** 2,500+ women entrepreneurs & women in business
- **Held** 13 J&G events targeting 500+ women in Beirut, North Lebanon, and Beqaa
- **Organized** 1 annual event including conference, training workshops & a fundraising gala dinner

REACH Mentoring

- 2 annual events in North Lebanon and Beqaa
- 15 mentors & mentees completed their mentoring relationship
- 1 networking event held for gathering feedback from mentors and mentees

LLWB Annual Conference: Governance and Disruption
$460K raised in 2017-2018 under LWAF to be invested in women-led start-ups

7 Investment Sessions

19 Startups Pitched

3 Women-led start-ups funded through LWAF

30 investors took part of the new cohort divided between LWAF and Seeders

50% of funds to be invested in women-led start-ups

Investment sessions were launched for the second year in September 2018.
Techwood

- Four new cycles of Techwood were implemented in the areas of Beqaa, North Lebanon and Akkar.
- Workshops are divided into three technical levels:

  **Level 1**
  
  Entry level. Introducing students to design and manufacturing processes using digital and analogue tools.

  **Level 2**
  
  Advanced level. Involving a guided process for manufacturing using advanced machinery.

  **Level 3**
  
  Providing students with the space to apply acquired knowledge through the process of design cycle, material selection, modeling and prototype development.

- Techwood training is part of TechWorks Design and Make Program and is delivered under the UNICEF GIL project.

- The trainings target vulnerable youth from the Lebanese and Syrian Communities between 16-23 years old who are not receiving any formal education and introduces them to technical and engineering skills.
Girls Got IT

7 GGIT Editions implemented since the launch of the initiative.

2 GGIT Events organized in 2018 in Zahle and Beirut.

6 areas covered across Lebanon.

2,700+ girls targeted through GGIT to date.
GGIT alumni were invited to become employees for two hours in departments operating within the STEAM fields in private sector companies. Participating companies in 2018 included:

**Beirut**
- A.N. Boukhater, Beesline, Technica International, Vice Lighting – Debbas, Benta Pharma Industries BPI, Crown Flour Mills SAL

**Beqaa**
- B-Motors, Conserves Modernes Chtaura, MHH Co. Peugeot, Saccal Industries

**North Lebanon**
- Zmerly & Co., Jardins D’EDEN, UNIDO - The Furniture Project, National Flour Mills Lebanon

112 girls participated in Girls Day
14 schools participated in the event in Beirut, Tripoli & Beqaa.

LLWB partnered with L’OREAL whereby for each lipstick sold in March 2018, $1 was donated for Girls’ day. L’Oreal offered one of the participants a trip to the R&D Department in Maybelline.
AUB-WFP Digital Literacy Training Program

94 hours of English and Digital Skills.

100 participants

LLWB as implementing partner in the area of Saida.


Project Objectives

• Equip 250 vulnerable Syrian refugees and host community youth (at least 50% Syrian) with transferable skills for the digital economy, including basic to advanced digital skills, English language, and soft skills for freelancing and entrepreneurship.

• Connect program participants to opportunities for further education/training, internships, and work opportunities as appropriate under Lebanese law.
Women in the Public Sector

- 1 private roundtable discussion between women in senior level positions in the public and private sectors.
- Needs assessment of the current context surrounding women’s employment and promotion in the public sector.
- Project funded by the Embassy of the Netherlands.

“Women in the Public Sector: Towards Empowerment and Representation” project launched in October 2018.

The project aims to support women’s employment in and promotion in the public sector and creating dialogue between the public and the private sectors within this process. Funded by the Embassy of the Netherlands.
Women on Board

**Pilot gender diagnostic**
implemented in 3 private sector companies: Technica International, Libanpost and Khalil Fattal et Fils

**Women on Board Training**
implemented in partnership with IFC/ Tamayyaz EIGL

**ANNUAL CONFERENCE**
on “Governance and Disruption: Women Leaders and Game Changers” organized by LLWB

LLWB received the **buy-in of the Office of the Minister of State for Women’s Affairs for the Women on Boards 2025 initiative**, advocating for **30% women on boards by the set year.**

LLWB is partnering with the private and public sectors as well as with international organizations **in the process of lobbying for 30% women on boards by 2025.**
LLWB signed an MOU with the National Commission for Lebanese Women (NCLW) and IFC represented by Tamayyaz EIGL for implementing trainings for women leaders and executives on women on boards.

LLWB is on the steering committee and the board of directors of the Global Compact Network Lebanon.

LLWB partnered with over 20 organizations in the process of implementing its project activities in Beirut and the Lebanese regions.

LLWB signed a strategic partnership with BLC Bank, which supported the association’s activities for 2018 in Beirut, North Lebanon and Beqaa including skills development workshops and networking events.
Total funds received
$768,404

Total funds used
$564,170

Income to be used for upcoming period
$204,234
# Financial Statement

## Fund Receipts

<table>
<thead>
<tr>
<th>Source</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Contribution</td>
<td>$7,200</td>
<td>$6,700</td>
<td>$10,800</td>
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<tr>
<td>Membership</td>
<td>$20,950</td>
<td>$20,453</td>
<td>$13,500</td>
</tr>
<tr>
<td>Sponsorship/ Fundraising</td>
<td>$734,174</td>
<td>$444,615</td>
<td>$191,280</td>
</tr>
<tr>
<td>Join &amp; Grow</td>
<td>$2,729</td>
<td>$10,188</td>
<td>$6,408</td>
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<tr>
<td>Workshops</td>
<td>$3,230</td>
<td>$2,922</td>
<td>-</td>
</tr>
<tr>
<td>Exceptional Revenue</td>
<td>-</td>
<td>$2,240</td>
<td>-</td>
</tr>
<tr>
<td>Foreign Currency Exchange</td>
<td>$121</td>
<td>-</td>
<td>-</td>
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<tr>
<td><strong>Total</strong></td>
<td>$768,404</td>
<td>$487,118</td>
<td>$221,988</td>
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## Fund Expenditure

<table>
<thead>
<tr>
<th>Item</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost of Activities</td>
<td>$451,352</td>
<td>$245,866</td>
<td>$98,115</td>
</tr>
<tr>
<td>General Expenses</td>
<td>$88,761</td>
<td>$180,507</td>
<td>$50,843</td>
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<tr>
<td>Personnel Expense</td>
<td>$16,356</td>
<td>$13,184</td>
<td>-</td>
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<tr>
<td>Fees and Taxes</td>
<td>$1,669</td>
<td>$1,736</td>
<td>$348</td>
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<tr>
<td>Depreciation &amp; Amortization</td>
<td>$5,025</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Interest Expense</td>
<td>$1,007</td>
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<tr>
<td>NSSF</td>
<td>-</td>
<td>$2,898</td>
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<tr>
<td>Bank Charges</td>
<td>-</td>
<td>$946</td>
<td>$372</td>
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<tr>
<td>Difference of Exchange</td>
<td>-</td>
<td>$84</td>
<td>$12</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td>$564,170</td>
<td>$445,211</td>
<td>$149,690</td>
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</table>

## Income to be Used for Upcoming Period

<table>
<thead>
<tr>
<th>Amount</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME TO BE USED FOR UPCOMING PERIOD</strong></td>
<td><strong>$204,234</strong></td>
<td><strong>$39,907</strong></td>
<td><strong>$72,298</strong></td>
</tr>
</tbody>
</table>

## Assets

### Current Assets

<table>
<thead>
<tr>
<th>Item</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>$296,578</td>
<td>$117,969.00</td>
<td>$87,076.00</td>
</tr>
<tr>
<td>Advances paid to staff</td>
<td>$1,200</td>
<td>$1,000.00</td>
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<tr>
<td>Accounts Receivable</td>
<td>$1,655</td>
<td>$2,582.00</td>
<td>$2,700.00</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td>$299,433</td>
<td>$121,551.00</td>
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### Fixed Long-Term Assets

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<tr>
<th>Item</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property, Plant and Equipment</td>
<td>$37,018</td>
<td>$9,580.00</td>
<td>$3,523.00</td>
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<tr>
<td><strong>Total Fixed Assets</strong></td>
<td>$37,018</td>
<td>$9,580.00</td>
<td>$93,299.00</td>
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</tbody>
</table>

### Other Assets

<table>
<thead>
<tr>
<th>Item</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepaid Expenses</td>
<td>$590</td>
<td>-</td>
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</tr>
<tr>
<td><strong>Total Other Assets</strong></td>
<td>$590</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

| **TOTAL ASSETS**             | **$337,041**| **$131,131.00**| **$93,299.00** |

## Liabilities and Owners’ Equity

### Current Liabilities

<table>
<thead>
<tr>
<th>Item</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$8,100</td>
<td>$6,424.00</td>
<td>$9,483.00</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>$8,100</td>
<td>$6,424.00</td>
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</tr>
</tbody>
</table>

### Net Assets

<table>
<thead>
<tr>
<th>Item</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior Year Net Assets</td>
<td>$124,707</td>
<td>$83,816.00</td>
<td>$12,381.00</td>
</tr>
<tr>
<td>Current Year Net Assets</td>
<td>$204,304</td>
<td>$40,891.00</td>
<td>$71,435.00</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td>$328,914</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

| **Total Liabilities and Total Net Assets** | **$337,041** | **$131,131.00** | **$93,299.00** |