

COMMUNICATION ON ENGAGEMENT (COE)

The Lebanese League for Women in Business (LLWB)

Period covered by the Communication of Engagement

From: 2021

To: 2022

Part I. Statement of Continued Support by the Chief Executive or Equivalent

17 March 2023

To our stakeholders,

I am pleased to confirm that the Lebanese League for Women in Business (LLWB) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption. This is our Communication and Engagement with the United Nations Global Compact and we welcome feedback on its content.

In the Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Yusr Sabra
President

Part II. Description of Actions

Please use the box below to describe the outcome of your organization has taken in support of the Global Compact. It is strongly recommended that the actions taken are related to one or more of the specific activities registered. Please refer to the complete list of activities for your type of organization.

- **Engage with Global Compact Local Networks.** The Lebanese League for Women in Business has been a member of the Global Compact Network Lebanon over the past two years between 2021-2022.
- **Join and propose partnership projects on corporate sustainability.** Over the past two years, LLWB implemented activities in partnership with members of the Global Compact Network Lebanon. These activities revolved around:
 - **Skills Development Workshops.** Training workshops targeting over 250 women in business and women entrepreneurs in Beirut, North Lebanon and Beqaa.
Topics tackled include: Urban farming training, Mental Health, Logotherapy Webinars.
 - A series of Logotherapy webinars/workshops
Each webinar included an informative and interactive part. The attendees received a certificate of participation accredited by LOGOTHERAPY MENA:
 - How to Undergo a Meaningful Fulfilled Life. (Target audience: above 30)
 - MEANING AND PURPOSE DISCOVERY (Target audience: below 30)
 - “MEANING, PURPOSE AND MENTAL HEALTH. (Target audience: healthcare providers)
 - Path for Dealing with Life’s Greatest Challenges. (Target audience: over 30)
 - Mental Health: THE 5 LOVE LANGUAGES” webinar
Love languages are the different ways people show and receive love. It’s the way people express and interpret expressions of love.
During the webinar the below subjects were raised and discussed:
 - Words of Affirmation
 - Acts of Service
 - Receiving Gifts
 - Quality Time
 - Physical Touch
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 - Urban Farming Training
The 2 days urban farming training tackled the following points:
 - Structure installation
 - Choice of crop
 - Farming and follow-up

- Homemade organic pesticides

These workshops contribute to SDG 3 and 15

- **Networking Events.** In 2021 & 2022 LLWB held 9 networking events targeting over 300 women entrepreneurs and women in business in Beirut, Beqaa and North areas.

- **Committee meeting in Beqaa**

LLWB Beqaa Chapter held a committee meeting attended by the committee members to share recommendations and suggest actions plans to develop strategies for future projects

This gathering contributes to SDG 8 and 17

- **Meet & Greet Join & Grow**

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. These events were a unique opportunity 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.

- **Join & Grow | Christmas Market**

This networking event was an opportunity to reconnect, know more about LLWB and the benefits new members can gain by joining this family.

During the event, LLWB held a **Christmas Market**, where its members met its remarkable entrepreneurs who offered a diverse range of handmade crochet, mouneh, chocolate, coffee, natural soaps and oils, and food delights.

These gathering and networking events contribute to SDG 8, 15 and 17

- **ILO - Participatory Gender Audit**

LLWB, in partnership with the International Labor Organization (ILO) implemented a gender assessment process. Considering this, ILO conducted an interview with LLWB Staff members | LLWB Partners | LLWB Board of Directors.

The objective of this interview is to specify the weak and strengths points, the challenges and it presents several questions about your impressions, knowledge and perceptions about procedures and practices related to gender equality in the workplace and the implementation mechanisms.

As a result, ILO will be sharing their recommendations accordingly. The purpose of this process is strictly for research purposes.

The PGA contributes to SDG 5, 10 and 17

- **Engage Companies in Global Compact-related issues.**

- **Women on Board Initiatives**

In collaboration with Konrad-Adenauer-Stiftung Lebanon, LLWB launched a 3-month project that played a major role in our aim to support women to reach board level positions in private sector companies in Lebanon, in the process of attaining the 30% women on boards goal by 2030. This will be achieved through:

- Conducting an assessment in private companies on their gender policies and practices to obtain gender equality and on the status of the women on board.
- Conducting one focus group/ roundtable discussion with the companies.
- Develop a report on recommendations and action plans to move forward.

The Women on Board initiative activities contribute to SDG 5, 10 and 17

- **Women Entrepreneurs Program (WEP): Qadirat**

- 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.

Under the Women Entrepreneurs Program, LLWB held 4 “Circles of dialogue” activities:

The Circles of Dialogue sessions were moderated by business experts whereby 20 women entrepreneurs participated in each session.

- During these circles, women discussed their challenges and shared their relevant experiences, and ultimately came up with appropriate ways to address those challenges.
- The topics that were discussed were predefined by our experts in close coordination with the participating women.
- This project aims to assist women entrepreneurs in the Bekaa and North areas in developing tools and skills for starting their own businesses or developing and growing their existing small and medium businesses.

The work conducted under the Qadirat project contributes to SDG 8, 10, 12, 15 and 17

- **Qualifying And Empowering Women In Agriculture – QEWA**

A project delivered under the Productive Sector Development Program.

Component 1: Soft Skills Training

- An expert developed the content of 5 modules including: Business context, personal development, leadership, managerial skills, and women do business.
- The expert provided the TOT to 4 experts who then conducted training to 9 trainers on the content to be delivered to the end beneficiaries.

- A sexual harassment toolkit was developed and provided to the trainers for LLWB and partner UN agencies. Afterwards, the trainers included the SH toolkit in the trainings of the beneficiaries.
- 553 women beneficiaries working in the fruits, vegetables, and nuts value chain from the North area participated in the trainings whereby they were divided into groups of 15 women taking 5 days training on the 5 modules developed.

Component 2: Women Empowerment Principles

- 4 trainers and 2 LLWB staff attended the WEP TOT provided by UN Women.
- The trainers provided 20 MSMEs working in the fruits, vegetables, and nuts value chain from the North area a training on the Women Empowerment Principles.
- The MSMEs submitted their documents to become signatories of the WEPs and to adopt and integrate the principles within their businesses.

Component 3: E-commerce Training

- An expert developed the e-commerce content which was provided to two trainers.
- Each trainer provided the trainings to 10 SMEs affected by the Beirut Blast, thus a total of 20 SMEs participated in the e-commerce trainings.
- Each SME developed an e-commerce plan and received an amount of USD 250 to be used as support in implementing the e-commerce plan.
- This was followed by an M&E phase where the trainers monitored and evaluated the progress and impact of the SMEs after the training and receiving the support payment

These trainings conducted under QEWA project contribute to SDG 1, 8, 10 and 10

▪ Techwood Program – North Chapter

In collaboration with Akkar for Network and Development, LLWB implemented the Techwood program in Akkar area for 6 days.

The Techwood program is an empowerment technical training addressed to youth aged between 16 and 25 years. It is a holistic approach to designing and implementing woodwork models using advanced tools and technology; thus, transforming a traditional crafting industry into a high tech, low-cost one. The Techwood workshops were divided into three levels as per the below:

Level 1: Entry level

Level 2: Advanced Prototyping and Machining Application

Level 3: Ideation and Model Fabrication

The work conducted under the Techwood program contributes to SDG 1, 4, and 8.

- **ISNAD Project**

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

The Project Aimed at:

- 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.
- Promoting sustainable agricultural practices and facilitating market linkages.
- Integrating innovation in authentic food production.
- Enhancing product quality.

The training activities conducted under ISNAD project contribute to SDG 5, 15 and 17

- **Sawi 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 countries: Tunisia, Algeria, Bahrain, Jordan, Lebanon, Morocco, Iraq, and Libya.

Throughout the 11 months of SAWI, the following activities and accomplishments took place: 21 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.

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.

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.

This work conducted under SAWI project contributes to SDG 5, 8, 16 and 17

COSPE TRAINING - WE CAN

Women's leadership training for start-up companies

Enhance their knowledge of accounting and financial operations management.

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

These trainings conducted under COSPE project contribute to SDG 5, 8 and 12

- **Access to Finance Focus Group Roundtables**

After the finalization of the survey and with support of the Center for International Private Enterprise (CIPE), two roundtables took place with 40 attendees. The purpose of the Focus Group was mainly to discuss survey results with the attendants, question by question, to elaborate on the answers received, and to draw conclusions on the issue of access to finance for women-led SMEs: what the obstacles are, missed opportunities and impact on small business led by women. Most of all, what can be done to alleviate the problem in the short and medium-term horizon.

The work conducted under the Access to Finance focus group roundtables contributes to SDG 8, 11, 16 and 17.

Community Development

Fabric Aid Sessions

On International Women's Day, LLWB held a session at Fabric Aid, introducing LLWB and highlighting women's achievements and the importance of supporting and accelerating women inclusion in the workforce.

These sessions contribute to SDG 5 and 10

LLWB & Women in Business

LLWB, in partnership with Women in Business conducted the following:

1. Third round workshop on Agri-food business, which consisted of a virtual half day workshop info session with agri-food experts covering the MENA region and Germany. 8 LLWB members participated in this informative workshop. The agri-food sector regulation is very specific to each market, and it is important for a businesswoman to understand the market integration rules before thinking about exporting its products.

2. 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.
3. A half-day event that allowed suppliers and potential clients from the WiB network to get connected and have online B2B meetings.
4. A 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- Jewelry-Luxury goods - Bags - Manufacturing, distribution, or retail companies-Fashion and accessories Designer.

These sessions contribute to SDG 8, 10 and 17

ITC | She Trades

The Lebanese League for Women in Business contributed to She Trades Accelerator program, which is designed to fully prepare individuals for the new way of conducting business. During this workshop, some of the main key lessons learned from this current wholesale market and how best to prepare for this new and permanent way of conducting business were shared. This event aimed to give the project stakeholders and participants an overview of the project and its goals and activities to be undertaken as well as hearing from participants about the key issues and challenges they face. Participants at the end of this event have improved their knowledge on key themes surrounding digital markets in the fashion sector.

These trainings contribute to SDG 5, 8 and 17

LLWB and Armenian General Benevolent Union Panel | Women In Business In Times Of Crisis

In collaboration with the AGBU Lebanon Ladies Auxiliary Committee, LLWB organized a panel titled “Women in Business in Times of Crisis”. COMMUNITY DEVELOPMENT LLWB and Armenian General Benevolent Union Panel | Women In Business In Times Of Crisis The panel targeted the women led businesses in the agri-food sector with a discussion on access to finance that is a key barrier in advancing women economic participation and featured 4 successful LLWB members.

This panel contributes to SDG 5 and 17

Crisis Management Program for Women-Led Businesses

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.

Target 160 SME+ 80 Business Advisors

The work conducted contributes to SDG 5,8,10 and 17

ARDI ARDAK

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

This project contributes to SDG 2, 8, and 15

Part III. Measurement of Outcomes

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described above.

Measurement Outcomes:

- **Partners Steering Committees:** LLWB is on the steering committee of thus Global Compact Network (women in business network) in Lebanon.
- **Memorandum of Understanding (MOU):**
 - **LLWB & SHETRADES MENA:** sharing their opportunities among their networks.
 - **LLWB and UNITED CITIES:** 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.
 - **LLWB and the Center for International Private Enterprise (CIPE):** Designed a survey with LLWB's members, non-members and potential partners to better understand their challenges, needs and together find solutions.
 - **LLWB and LEED Initiative Berlin:** A 2 year project that reinforce the efforts of feminist entities in the MENA region by creating a solid network providing technical and capacity building support.

- **LLWB and Lebanese Employers under the SAWI Project:** LLWB signed 10 MOUs with Lebanese employers as an official announcement to becoming part of a women empowerment project entitled SAWI (Support and Accelerate Women inclusion in the Workplace).
 - **LLWB and JUSOOR:** Promote the Startup Roadshow, Jusoor’s flagship project that aims at building the business and entrepreneurial capacity of innovators from Syrian and host communities in Jordan and Lebanon.
 - **LLWB and Razor Capital:** The purpose of this MOU is support one another in achieving their respective missions, individually and towards other parties.
 - **LLWB and Outerpond:** Promote cross-border opportunities between Lebanon based service providers and foreign based service seekers.
 - **LLWB and Tech Hub (The Nucleus Ventures:** Establish an incubation model and provide a full curriculum of various programs: Coding bootcamps & Start-Up bootcamps.
 - **LLWB and TASMU Qatar:** Build Cooperation to a ground breaking acceleration program aiming at nurturing the innovation ecosystem in Qatar through enabling local and attracting global technology-based startups.
- **Collaboration:**
 - ***Gender Diversity on Boards Panel with TAMAYYAZ***
LLWB in collaboration with EIGL – a division of Tamayyaz organized a panel discussion on gender diversity on boards and a graduation ceremony for 26 graduated board directors from the ‘Corporate Directors Program’.
 - **Children Cancer Awareness Sessions**
In coordination with the Children’s Cancer Center Lebanon – CCCL, the Lebanese League for Women in Business – LLWB is inviting you to attend a Childhood Cancer Awareness Session, in Jezzine, Shouf and Nabatieh .
 - **Women in Fintech and Blockchain in the Middle East**
In collaboration with LLWB, the Digital Leaders Platform, launched an interesting initiative focused on influential women working in Fintech and Blockchain in the Middle East and North Africa and recognized the efforts and the leading roles played by 25 women during the accelerated digital transformation post covid-19 pandemic.
 - **Women Transforming Technology Summit**
LLWB partnered with IDC MEA in the Women Transforming Technology Summit which focused on exploring inclusive planning initiatives that contribute to the elimination of inequalities and promoting the autonomy of women.
 - **Partnership**
LLWB partnered with over 36 organizations in the process of implementing its project activities in Beirut and the Lebanese regions.