



U N D P

**Mapping of Gender and Development Initiatives
In Lebanon**

Final Report

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I. Background

1.1 Scope and Content of the Study

This study is the subject of a contract signed between United Nations Development Program (UNDP) and Consultation and Research Institute (CRI) on the 4th of August 2005. The main objective of this contract is to conduct a mapping of gender and development initiative in Lebanon. The assignment's original deadline was November 15, 2005; however, due to the arousal of certain limitations, the deadline was extended, and verified by UNDP, till the 29th of December 2005.

As per the terms of reference, the specific tasks to be undertaken by the consultant are the following:

- Identify and map significant existing interventions targeting gender and development in Lebanon
- Develop an analysis and categorisation for these initiatives
- Identify and map significant actors and stakeholders on Gender and Development in Lebanon
- Analyse linkages with the broader context
- Analyse interventions based on a critical review of earlier initiatives
- Elaborate a strategy into for UNDP intervention to support the gender and development in the national context

1.2 Objectives

The issue of gender has become a point of interest to various stakeholders, including governmental and non-governmental organisations. Efforts exerted by these organisations are interventions aiming mainly at improving women's conditions and empowering their roles. These interventions cover different aspects of gender equality promotion including access to education, employment opportunities in terms of quality and quantity, income generation, and political participation.

The UN is one of the organisations that give special attention to this matter; it continuously develops programmes to support promotion of gender equality. In fact, gender equality and empowerment of women is one of the priority areas for UNDP globally. Besides, the commitment of the Lebanese government with regards to the recommendation on gender equality in the Millennium Development Report for Lebanon provides both an opportunity and responsibility for UNDP to ensure that its programs support this very issue.

For UNDP to be able to shape its future gender interventions in Lebanon, it is essential to perceive what has been done to date on this issue. In this context, this study, mapping of gender and mapping initiatives in Lebanon, aims at undertaking a mapping exercise that identifies and assesses current interventions in terms of their significance, geographical coverage, impact, potential and restraints at the level of gender and development in Lebanon.

CRI was commissioned by UNDP to undertake this study that will act as a basis for any interventions to be undertaken by UNDP on the issue of gender.

II. Methodology

The methodology adopted by CRI for this study comprised three main parts: a literature review, a field study, and data analysis. The first two components, i.e. literature review and field survey, has been carried out by CRI; the last component, data analysis, was prepared by the gender consultant. Following is a brief description of each of the three main components.

II.1 Literature Review

The main aim of this component is to review various reports of existing gender and development initiatives in Lebanon. However, lack of comprehensive documentation on various related initiatives necessitated, instead, focusing on the main themes or sectors relating to gender and development in Lebanon.

II.2 Field Survey

As per the terms of reference, CRI has conducted in-depth interviews with different stakeholders, varying between governmental (ministries and councils) and non-governmental organisations, donors and UN agencies. These interviews aim at identifying and assessing current interventions undertaken by these stakeholders, at the level of gender, showing the interventions' significance, impact, potential and constraints.

II.2.1 Selection of Stakeholders

The total number of interviews originally estimated by CRI in the proposal was 80. However, in the meetings held between CRI and UNDP teams, in which the final list of stakeholders to be interviewed was chosen and confirmed, this number rose to 81, divided among five different categories, as follows:

Table 1: Original & Final Number of Interviews Conducted

Category No.	Category	Original	Added	Cancelled	Replaced	Final
1	Donors	15	0	6	1	9
2	Governmental Institutions	12	0	2	0	10
3	UN Organisations	10	0	0	0	10
4	Local NGOs	32	2	2	1	32
5	Local Women NGOs	12	0	0	0	12
Total		81	2	10	2	73

However, when the fieldwork started, and some interviews were cancelled, due to limitations discussed later, CRI has decided to add two additional stakeholders to the list of NGOs (category 4). Annex 1 lists all the stakeholders, including those added as well as those not interviewed, with the corresponding reasons.

II.2.2 Design of the questionnaire

The questionnaire¹, prepared by CRI, was discussed and verified with the UNDP team, and finalised accordingly. In fact, the questionnaire was designed to act as a guideline for the discussion to take place with the stakeholders, rather than a set of questions to which yes/no answers apply. Thus, the responses to every point were open-ended. It was these discussions that allow assessing the interventions' significance, impact, potential and constraints in the data analysis stage.

II.2.3 Selection and training of the interviewers

CRI assigned five high-profile interviewers, with relevant experience in the field, to conduct the fieldwork. Each of the interviewers conducted a mock interview before that start of the actual fieldwork, so that CRI ensured the friendliness of the questionnaire used, as well as the non-existence of obstacles.

II.2.4 Timeframe

The original time allocated for conducting the interviews was four weeks. However, due the limitations that will be discussed in details below, the period was extended for another week.

II.2.5 Limitations

The fieldwork was more complicated than anticipated, due to different constraints arising at many levels, the main being the unwillingness of some stakeholders to cooperate. This has hampered the completion of work on time, resulting in a one-week delay.

The complete detailed list of all interviews conducted, cancelled and replaced is presented in annex 1.

II.2.5.A Setting appointments for the interviews

The procedure for setting appointments with the assigned stakeholders was based on phone calls conducted by the interviewers. In some cases, the meeting date and

¹ Two versions of the questionnaire were prepared, one pertaining to local NGOs and women's local NGOs, and the other to donors, governmental institutions and UN organisations.

time were set without any delay. However, not all organisations were as cooperative for different reasons; their reluctance was translated into either:

- Instantaneous refusal to set appointments, or
- Promise to call back, without getting back, or
- Setting late appointments, sometimes beyond the agreed deadlines

As a result of this tedious and time-consuming process, 10 interviews were cancelled, as table 1 indicates. CRI team has thus decided to add stakeholders and replace some others, to avoid a significant decrease in the filled number of questionnaires. Eventually, the total number of questionnaires submitted amounted to 73.

II.2.5.B Filling the questionnaires

The questionnaire, being more of a discussion paper, asks for detailed information pertaining to the organisation itself, as well as the projects undertaken. In many of the cases, interviewees did not have data available at the required detailed level; thus, the interviewers had to stick to the limited/rough responses provided.

II.3 Data Analysis

This section, conducted by the gender consultant, analyses the results of the field study. It is concluded with a set of recommendations, for the UNDP strategy intervention.

III. Literature Review: the Lebanese context

III.1 Introduction

Current initiatives targeting women's empowerment and gender equality have been much shaped by several factors including the historical evolution of Lebanese civil society, the structure of the public sector and provision, and international and regional development trends.

The present review starts with a brief historical background outlining the rise of women's empowerment and gender initiatives within Lebanese civil society. It then provides a detailed assessment of the various indicators for Lebanese women's conditions in the post-war period and the various sectors or areas that still require future interventions. The information was based on various studies and surveys such as the "UNDP Millennium Development Goals Lebanon Report", the reports of the "National Committee for Lebanese Women" and the "NGO Committee for the Follow-up on Women's Issues" and other women-focused organisations, and other national surveys executed by UN agencies and governmental institutions in Lebanon.

These sources provided a broad range of indicators outlining women's conditions in Lebanon. However, the lack of comprehensive documentation on various related initiatives constituted the main challenge, and necessitated that the literature review adopted the characteristics of a situation analysis. The review was thus divided according to the main themes or sectors relating to gender and development in Lebanon and included specific indicators tracing gaps and variations within the Lebanese female population wherever possible. Through this process, the review identifies the following issues:

- A comprehensive, updated and representative research on women and gender equality situation is needed to show trends and variations and build informed interventions.
- It is very important to observe variations *within* the target group of 'women' (such as socio-economic situation, education, occupational and cultural aspects) in all sectors in order to address specific issues more efficiently.
- The interrelatedness of the main impediments facing women's empowerment in Lebanon necessitates a multidisciplinary approach observing different macro and micro levels in order to achieve maximum impact.

III.2 The Lebanese Context

Current gender-related interventions in Lebanon are influenced by the specific socio-economic and political context and the make up of public institutions and civil society shaping the Lebanese state.

Public social provision was shaped around a residual approach limiting state involvement since Ottoman and the later French Mandate times and did not follow any substantial reforms later on. A limited number of public hospitals and schools mainly catered for males, while overlooking women's access to such services. It relied heavily on the non-governmental sector including local and international religious bodies and local charities run mainly by the urban elite².

Within this structure, Lebanese civil society witnessed a proliferation of women's groups advocating calls for women's empowerment since the early 20th century. They were influenced by various western, nationalist and socialist discourses aimed at enhancing women's role in the family and society. Women groups and other organisations took up women's education, economic participation, health and political rights. They established girls' schools to combat illiteracy and provided vocational training preparing them for marital duties and employment opportunities³. Women entered the remunerated labour force as factory workers and worked long hours for lower wages, specifically in the silk industry⁴. Around the middle of the 20th century, women groups won full political rights as they were allowed to vote and run for parliament in 1953 after a long battle following the influence of the Universal Declaration of Human Rights and Lebanon's independence.

In Lebanon, women's empowerment efforts didn't quite follow international trends. The transition from Women in Development (WID) to Women and Development (WAD) and then to Gender and Development (GAD) was halted by the 1975-1990 civil war. Women's empowerment efforts were backed by the government's signature in 1972 of the international covenants on Economic, Social and Cultural Rights (ICESCR) and Civil and Political Rights (ICCPR), both initially issued in 1966. During the war, NGOs kept their women-related activities such as adult literacy, vocational training and maternal health, but dedicated huge efforts and resources to relief and emergency initiatives. Women's empowerment (and mainly civil and political one) was mostly sidelined under the urgency of the situation.

By the end of the war, women groups, civil society actors, and international donors reclaimed women's empowerment and gender equality on the priorities-list moving away from relief to development work and gradually adopting gender mainstreaming.

² Thompson, Elizabeth (2000). *Colonial citizens: republican rights, paternal privilege, and gender in French Syria and Lebanon*. New York: Columbia University Press, 2000.

³ Al-Khatib, H. (1984). *The historical evolution of the women's movement in Lebanon and its relationship with the Arab world: 1800-1975*. (Tarikh tatawwur al-haraka al-nisa'iya fi lubnan wa irtibatih bil-'alam al-arabi 1800-1975. Beirut, Dar Al-Hadatha.

⁴ Abou Nohra, J. (1988). *L'evolution du systeme politique libanais dans le contexte des conflits regionaux et locaux (1840-1864)*. *Lebanon: a history of conflict and consensus*. N. Shehadi, D. H. Mills and Centre for Lebanese Studies (Oxford). London, the Centre for Lebanese studies in association with I.B. Tauris: 31-48.

They thrived at advocating women's issues along with general reconstruction efforts after 15 years of devastating impact on women's conditions relating to all aspects of their lives. Civil society organisations (CSOs) and international organisations such as UNIFEM and UNDP succeeded in planning and implementing various women-centred development programs beyond immediate relief services. The role of women-focused NGOs was also boosted, continuing their previous efforts in advancing women's conditions on the operational and legal fronts.

These efforts resulted in creating a strong momentum of action among various civil society organisations and public actors while preparing for the Beijing's fourth world conference on women in 1995. Official commitment to the issue was sealed by establishing the National Committee for Lebanese Women with consultative, correlative and executive prerogatives pertaining to improving Lebanese women's conditions. Also, the NGO Committee for the Follow-up on Women's Issues (after Beijing) was formed with the task of coordinating a network of various non-governmental organisations dealing with women's affairs in order to eliminate discrimination against women and improve their situation. Finally, in 1997 the Lebanese parliament ratified the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), issued in 1979, albeit with several reservations related to nationality, personal status and arbitration.

III.3 Women's Education

Women's education has been considered by various CSOs and international actors as being the cornerstone for gender equality and women's empowerment. Many initiatives tackled illiteracy and included related issues raising women's awareness on all aspects relating to health, employment and civil rights. The main issues related to women's education focus on the importance of access to education and good quality teaching, proper professional training, and tackling unequal opportunities through regional disparities.

III.3.1 Literacy

Historically, eradicating illiteracy was for long at the top of women NGOs and other actors' priorities and major achievements were done in this area. Major women groups provided long term women's literacy programs and reached out for disadvantaged women in remote regions. As a result, women's literacy rates are generally highly satisfactory. As recent statistics show, women's literacy rates have reached 82.2% in 1998⁵. With the spread of many semi-private and public schools, younger women enjoy better opportunities as illiteracy rates reached 1.9%, 2.3% and 3.9% for women between 10-14, 15-19 and 20-24 respectively⁶.

⁵ Ministry of Social Affairs and UNDP: Mapping of Living Conditions in Lebanon, 1998.

⁶ Ministry of Social Affairs and UNDP: Mapping of Living Conditions in Lebanon, 1998

However, interventions are still needed to tackle regional, socio-economic and age disparities in access to education. Illiteracy is higher in deprived regions of the country (30.5% in Akkar, compared to 7.7 % in Aley⁷) and found among the older generations of women. In addition, girls' educational achievement is compromised by the load of domestic work when added to their schooling chores (73.2% compared to 27.7% in boys between 15 and 18 years of age)⁸.

III.3.2 Quality of teaching

Official education-related interventions focused on drawing the educational system rehabilitation plan in 1994 and drafting new curricula in 1998. Also, the law on compulsory and free primary education was issued in March 1998, without however being implemented to date. A study by the "Lebanese Committee for Following up on Women's Issues" detected the entrenchment of conventional gendered roles at many levels in the new curricula⁹.

Main interventions are needed to improve quality of public school teaching with regards to human and physical resources. Basic facilities are still absent, such as providing classrooms with proper specifications for all concerned age groups¹⁰. The conditions of teacher-training, school buildings, equipment and laboratories were found inadequate as a result of an evaluation of the new curricula in 2000, conducted as part of a joint project between the "Educational Research Centre", UNESCO, and UNDP. Thus the initiation of a teacher-training program by the "Centre for Educational Research and Development" (CERD), in cooperation with the Directorate General of Education needs to be boosted¹¹.

The share of government expenditure on general education from GDP reached 11.1% in 1999. This budget has been worn down by inefficient allocation of funds. An exceedingly high number of public schools teachers costs 82% of this budget in salaries. This unjustifiable high number results in an extremely high teacher-student ratio of 1/9 in public schools while not reflecting on a better teaching and learning quality¹². Deficit in quality of public education particularly affects girls, as they constitute the higher proportion of public schools goers with 51.3%¹³.

III.3.3 Enrolment, Drop Out and Career Orientation

Long term interventions have positively affected girls' access to education. Girls' access to schooling is high and shows minimal differences with boys. Combined gross enrolment rates in primary, tertiary and secondary schooling were 79% for girls and 77% for boys in 2001/02¹⁴. Girls' enrolment increases in higher levels of

⁷ MDGs Lebanon report 2003

⁸ CAS and UNICEF: *State of the Children in Lebanon 2000* (Beirut, CAS, 2002) cited in Gender and Education in Lebanon, ILO 2004

⁹ The committee to follow up on women's issues

¹⁰ MDGs Lebanon report 2003

¹¹ MDGs Lebanon report 2003

¹² MDGs Lebanon report 2003

¹³ MDGs Lebanon report 2003

¹⁴ UNDP website, Socio-Economic Indicators

education in comparison to boys, where the ratio of girls to boys varies from 93% in primary schooling and 104% in intermediate, and 103% in secondary education¹⁵. However regional disparities reflect disadvantage in girls' schooling. Gross total enrolment rates for girls in 1998/99 reached 82.5% in Mount Lebanon, 80.3% in Beirut, 78.5% in South Lebanon, decreasing to 74.3% in Bekaa, and 74.1% in North Lebanon¹⁶.

Similarly girls' schooling retention rates are also high. They tend to drop out of schools less than boys, highest rate being at secondary level with respectively 32.4% and 38.8% in 1996¹⁷. In 2000, a survey carried out by UNICEF and Central Administration for Statistics (CAS) has shown that 30.9% of males and 22.8 % of females from the 15-18 years age group stopped schooling, mainly influenced by lack of interest, cost, academic failure, family's need of help, and health¹⁸. However, girl's educational achievement could be jeopardized by the hidden burden of household work as research indicates that the 15-18 age brackets tend to be affected.

Interventions would be needed to target girls who suffer from fewer opportunities at drop-out. They usually don't enjoy similar opportunities for vocational or professional training as boys who are directed towards the labour market. This is reflected by girls' lower access to public-exam based courses in public and private vocational training schools, as they constitute only 34% and 44.1% respectively¹⁹. Also, girls constitute 60% of students enrolled in certificate-based vocational training courses certified by the general directorate for technical and vocational training²⁰, which tend to be of lower quality. In this way they do not get to upgrade their skills and abilities and are blocked from economic empowerment. The MDGs report suggested setting up of school guidance and career counselling services for grades 8 and 9, based on the capabilities and needs of the students as well as those of the labour market²¹. These services can be very useful to girls as they will move them away from traditional vocational training provided by many institutions and will help them gain a set of professional skills allowing them to enter the labour market.

III.4 Women's Health

Women's health has generally focused on family planning, the physical aspects of pre and post partum maternal health and reducing child mortality. Women's health

¹⁵ MDGs Lebanon report 2003

¹⁶ Educational Research and Development Centre: "Compulsory Education in Lebanon: The Need for Public Education", 1999

¹⁷ Population and Housing Survey, 1996, Ministry of Social Affairs and United Nations Population Fund

¹⁸ CAS and UNICEF: State of the Children in Lebanon 2000 (Beirut, CAS, 2002) cited in Gender and Education in Lebanon, ILO 2004.

¹⁹ Mona Khalaf. Gender difference in the educational sector in Lebanon. MoSA & UNFPA 2000.

²⁰ Mona Khalaf. Gender difference in the educational sector in Lebanon. MoSA & UNFPA 2000.

²¹ MDGs Lebanon report 2003

indicators have been generally favourable. However, main issues relate to regional disparities in maternal health; structural barriers blocking access of disadvantaged women due to lack of adequate free physical and mental health services provision; and legal and institutional risks in relation to abortion and AIDS prevention.

III.4.1 Maternal Health

Lebanese civil society has dedicated much attention to women's reproductive health and general indicators are positive as the female life expectancy at birth was 75 years in 2002²². Maternal mortality ratio is also acceptable, reaching 150 per 100,000 live births in 2000²³, slightly higher than middle income countries index set at 114.9²⁴. Births attended by skilled health personnel reached 89% in 1996 scoring higher than the middle income countries ratio set at 87% in 2003²⁵. The spread of non-governmental and governmental dispensaries and clinics led to increasing women's access to health care during pregnancy from 87.1% in 1990 to 93.9% in 2000²⁶.

However, initiatives are needed to tackle significant regional variations. Women's health care during pregnancy amounted to 89.1% in the Bekaa, 90.4% in North Lebanon and 98.4% in Mount Lebanon in 2000²⁷. Furthermore, cases of delivery by traditional birth attendants (TBAs) have significantly dropped mainly in Akkar- the area most affected, from 24% in 1990 to 9% in 2000²⁸.

III.4.2 Reproductive Health and HIV/AIDS Protection

Initiatives can also target the use of modern contraception. The use of contraception estimated at 63% in 2000 is still highly affected by traditional methods. In 1996, the contraceptive prevalence rate (CPR) for modern methods among women of child-bearing age indicated 37.2%, with the Intra Uterine Devices (IUD) considered the most frequent method used (17.1%), followed by oral pills (10%), and male condoms (5.6%)²⁹. Relying on traditional contraceptive methods increases the risk of unwanted pregnancies and backstreet abortions effectuated under poor health and safety conditions.

On the legal level, interventions are needed to tackle discriminatory clauses in the penal code that indirectly affect women's health. Clauses against prostitution and abortion jeopardize women's safety and entrench women's disadvantaged situation. Laws against prostitution are not usually adequately enforced, and tougher measures need to be taken against ringmasters and human trafficking gangs. Law reform in this area needs to tackle the wider structural causes such as lack of economic opportunities and abuse through upgrading women's economic skills for their

²² UNDP website, Socio-Economic Indicators

²³ UNDP website, Socio-Economic Indicators

²⁴ World Bank website, MDG country indicators

²⁵ World Bank website, MDG country indicators

²⁶ MDGs Lebanon report 2003

²⁷ MDGs Lebanon report 2003

²⁸ MDGs Lebanon report 2003

²⁹ MDGs Lebanon report 2003

participation in the labour market. Also quasi-total prohibition of abortion (except in cases of medical causes) compromises women's health as they seek illegal and often unhealthy outlets. Legalizing some aspects of abortion and creating counselling and awareness centres for sexual health are needed to reform these laws³⁰.

Interventions need to address HIV/AIDS prevalence that constitutes a growing risk to women as the number of infected females is growing and prevention and detection measures are still largely unused. The number of detected cases is estimated at 700, while the WHO estimates the number of unreported cases at 2,500³¹. Despite the ratio of females to males still low at 1:9, trends in contraction are alarming. Most cases are found among those aged between 31 and 50 years of age. Travel and tourism constitute almost half of all cases (48%). With the growing incidence of men's work migration and sex tourism, it is also important to include married women among the vulnerable sub-populations and aim at lowering their vulnerability³².

Understanding and blocking the causes behind transmission are of particular relevance to women. Sexual relations constitute the main cause of infection set at 68% of all cases³³. Contrary to popular belief, only 14.8% of cases infected through sexual relations are present among homosexuals³⁴. This implies that the majority of sexually transmitted cases are among heterosexuals and the risk on women needs to be emphasized. Institutional barriers mainly lie within the conceptual and behavioural stereotypes around the disease and its transmission. Despite the increased awareness through the "National HIV/AIDS Program (NAP)", it is not translated into increased precautionary measures. The use of male condoms is still at only 33% and 24% within the 15-65 and 15-24 age brackets respectively³⁵.

III.4.3 Broader health issues

Interventions need to provide comprehensive emergency obstetric care, reproductive health interventions and HIV/AIDS detection and treatment and several suggestions are put forward by the MDG report recommendations in this area³⁶. Reproductive health and HIV/AIDS protection awareness programs need to target increased male participation, and strategic interventions should focus on broadening the range of modern methods available and widening outreach to men and women on reproductive health rights and choices. In addition, quality control on services related to maternal health and HIV/AIDS transmission need to be offered by hospitals, health centres, and dispensaries to insure adequate health services provision.

³⁰ The second Lebanese review for eliminating all forms of discrimination against women in Lebanese laws. The committee to follow up on women's issues. 2005.

³¹ MDGs Lebanon report 2003

³² MDGs Lebanon report 2003

³³ MDGs Lebanon report 2003

³⁴ MDGs Lebanon report 2003

³⁵ The National Program for Combating AIDS, quoted in the MDGs Lebanon report 2003

³⁶ MDGs Lebanon report 2003

Similarly, interventions need to address broader women's health issues with special emphasis on women belonging to disadvantaged and vulnerable socio-economic backgrounds. Research indicates that the decline in the general socio-economic situation in Lebanon limits families, and women's access to health care, as only 42% of the population benefit from health insurance³⁷. Disadvantaged groups tend to suspend accessing health care services over other spending priorities. Also, women tend to be affected by mental health issues especially in situations of domestic violence, war trauma and economic burden as sole providers of their families. Related interventions can work on reforming the current health care system to comply with ICESCR and provide essential care for all individuals and specifically women of all ages in a way that insures efficiency, better quality, lower cost, and more equity in its coverage.

III.5 Women's Economic Empowerment and Poverty

Women NGOs thrived to boost women's economic empowerment mainly through upgrading technical and vocational skills. However, achievements in this sector have been curtailed by several factors, and women's participation in the remunerated labour force is still limited and aggravated by regional disparities³⁸.

Issues related to economic empowerment include the entrenchment of conventional gendered economic roles represented in limited career options and low professional skills; legal and institutional discrimination against women; main structural challenges including a stagnant market and high unemployment rates; and lack of a comprehensive public policy to insure efficient skills upgrading and job market placements.

III.5.1 Legal Setting

Several interventions by women NGOs and other actors have tried to tackle institutional discrimination in the labour law and lack of enforcement mechanisms that particularly increase women's vulnerability. These efforts succeeded in overruling several discriminatory clauses such as requirement of husbands' permission to establish business and excluding women employees from family benefits³⁹.

Interventions are needed to remove other institutional barriers specifically affecting women. Women constituting the majority of domestic workers and employees in agricultural institutions are hit by article 7 of the labour law excluding these groups from regular working conditions. In addition, women suffer from lack of proper and

³⁷ MDGs Lebanon report 2003

³⁸ MDGs Lebanon report 2003

³⁹ The second Lebanese review for eliminating all forms of discrimination against women in Lebanese laws. The committee to follow up on women's issues. 2005.

exclusive regulation, as some clauses jointly regulate them and youth workers under the same category⁴⁰.

Social security and cooperatives laws still disadvantage female employees in relation to benefiting from family insurance. Women employees are considered as heads of family only in cases of their husbands' death or incapacity. Article 14 of the social security law bars the husband of a female subscriber from medical insurance unless he reaches 65 years of age or proves to be physically or mentally incapacitated, contrary to male subscribers⁴¹. Female subscribers or relatives suffer discrimination from article 16 that allows them to benefit from maternity leave only after 10 months from subscription, contrary to male subscribers' terms allowing it at only three months from subscription. Finally working mothers don't benefit from additional tax deduction according to the number of their children except for limited cases such as their father's death or incapacity, in contrast to men's unconditional tax deduction⁴².

III.5.2 Women's Contribution to the Labour Force

Many women NGOs have oriented their projects of economic empowerment towards low-skilled women belonging to disadvantaged socio-economic backgrounds. This group tends to have low access to waged and formal sector employment. Main interventions focused on upgrading their technical and vocational skills and insertion in waged and self employment. Activities typically included a limited set of vocations such as handicrafts and agro-food production. Later interventions tried to provide access to financial services, enhancing entrepreneurship skills and providing marketing channels.

New interventions need to enhance Lebanese women's economic participation at various levels of waged, self-managed, formal and informal employment. First, as women economic activity constitutes only 30.3% of the female economically active population, interventions need to break the barriers blocking women from choosing economic activity⁴³. The needs of different age groups ought to be considered as their economic activity varies between 31.1%, 23.8% and 26% among the 25-29, 20-24 and 30-39 age brackets⁴⁴.

Second, interventions related to professional training and skills building need to be addressed especially to the young female population to increase women's contribution to the labour force that is currently set at a low 21.7% ranging from 20.6%, to 17.4% and 16.1% among the 25-29, 30-34 and 20-24 age brackets⁴⁵.

⁴⁰ The second Lebanese review for eliminating all forms of discrimination against women in Lebanese laws. The committee to follow up on women's issues. 2005

⁴¹ The second Lebanese review for eliminating all forms of discrimination against women in Lebanese laws. The committee to follow up on women's issues. 2005.

⁴² The second Lebanese review for eliminating all forms of discrimination against women in Lebanese laws. The committee to follow up on women's issues. 2005.

⁴³ MDGs Lebanon report 2003

⁴⁴ Dr. Najib Issa. Gender differences in the economic sector in Lebanon. MoSA & UNFPA 2000

⁴⁵ Dr. Najib Issa. Gender differences in the economic sector in Lebanon. MoSA & UNFPA 2000

III.5.3 Institutionalized Discrimination

Initiatives are needed to eliminate discrimination against women from unfair wage distribution. A substantial gap between the female and male estimated earned income was set at 2,552 and 8,336 respectively (PPP US\$) in 2002⁴⁶. Other studies indicate that the average monthly wage was estimated at LBP 606,000 for males compared to LBP466,000 for females and that around half of working women earn monthly wages of LBP300,000- LBP500,000⁴⁷. More importantly, 34.4% of working women provide unpaid labour for their families businesses, increasing their vulnerability and dependence on their male relatives⁴⁸.

The female labour force is distributed according to conventional gendered roles and socio-economic disadvantage. The glass ceiling limiting women's accession to top and medium decision making positions is highly present as women in high managerial positions constitute only 1.9% of the female labour force⁴⁹ and 8.5% of the total labour force⁵⁰. Professional vocation⁵¹ and middle management positions accounted for 8.4% and 13.3% respectively.

Women tend to belong to lower or less paid professional categories. Female teachers constitute the largest single professional group with 23.2% of the total female labour force. Administrative, services and commerce female employees account for 27.9% of the female labour force. The lower professional categories of agriculture workers, artisans, unskilled and unskilled services workers constitute 24.7%. Women belonging to most vulnerable age groups belong to these categories as 34.6% of unskilled services female workers are at least 65 years old, and 25.8% of unskilled workers falling within the 10-19 years of age bracket.

Gendered roles are also reflected in women's distribution over organisational and professional sectors. Women have difficulty accessing the private sector, constituting only 20.9% of private sector employment, in contrast with 49.7% in the NGO sector, and 18% in the public sector⁵². Also women constitute 83.4% of the personal services sector, followed by 52.3% in the social services sector, and 30.7% of the banking and financial services sector.

III.5.4 Women Poverty

The labour market situation shows that women are in a more vulnerable position and can be more affected by poverty. Their condition might be worsened by their uneven access to generated income within their households and their tendency to even suffer from lower levels of food intake and satisfaction of basic needs. A review of poverty levels in Lebanon can provide an idea about disadvantaged women's

⁴⁶ UNDP website, Socio-Economic Indicators

⁴⁷ MDGs Lebanon report 2003

⁴⁸ Dr. Najib Issa. Gender differences in the economic sector in Lebanon. MoSA & UNFPA 2000

⁴⁹ Dr. Najib Issa. Gender differences in the economic sector in Lebanon. MoSA & UNFPA 2000

⁵⁰ MDGs Lebanon report 2003

⁵¹ Careers relating to professional orders, such as physicians, lawyers, engineers etc.

⁵² Dr. Najib Issa. Gender differences in the economic sector in Lebanon. MoSA & UNFPA 2000

situation, although a gender-focused analysis of poverty is essential for an accurate view of women's situation.

The 'living conditions index' based on the data of the Population Housing Survey in 1995/1996 shows that 35% of the population live under the satisfaction level of basic needs (equivalent to upper poverty line)⁵³. Poverty is entrenched by lower access to basic services and educational attainment, activity rates and lack of employment opportunities, degradation of public infrastructure and services, crowding, school dropout, and child labour. Regional disparities constitute a major factor as poverty is concentrated in rural and urban poverty pockets within cities and suburbs. Poverty in peripheral areas such as Bint-Jbeil, Hermel and Akkar particularly hit two-thirds of residents, constituting almost double the national average (32.1%)⁵⁴.

Research has also shown that poor households mainly rely on wages and revenues from self-employment. The lower incomes are registered for workers in agriculture and unskilled labour, lower-category administrative personnel in the public sector, the unemployed, and the self-employed⁵⁵. Poor women include vulnerable sub-groups such as females heads of households (43.8% of female headed households registering low satisfaction compared to 30.1% for male headed households), agriculture workers, and the elderly who constitute a large number of very poor families⁵⁶. Poor women also suffer from low access to social welfare services and social safety nets especially that access to health insurance (public and private) is limited to around 42% of the total population⁵⁷. They tend to be oriented towards the informal sector and suffer from the absence of any regulations protecting their rights in terms of social security, pension and employment security.

Current initiatives by microfinance organisations in collaboration with commercial banks have addressed women micro-entrepreneurs' needs for greater access to financial services such as micro-loans and savings. Future initiatives are needed to include business development skills such as management, accounting, and quality enhancing and promotion. Also, additional efforts can be made to provide insurance packages tailored to the specific needs of their vulnerable economic situation.

III.5.5 General Suggestions

Suggestions for interventions have stressed the importance of running periodic detailed gender-sensitive surveys on poverty and the labour force to accurately depict the employment gender gap, its related causes, and potential interventions. In addition, comprehensive national development and employment strategies are needed to create new employment opportunities and adequate safety nets especially for the most disadvantaged⁵⁸. These policies are multidimensional and include three main components⁵⁹:

⁵³ MDGs Lebanon report 2003

⁵⁴ Ministry of Social Affairs and UNDP: Mapping of Living Conditions in Lebanon, 1998

⁵⁵ MDGs Lebanon report 2003

⁵⁶ Ministry of Social Affairs and UNDP: Mapping of Living Conditions in Lebanon, 1998

⁵⁷ MDGs Lebanon report 2003

⁵⁸ MDGs Lebanon report 2003

⁵⁹ Dr. Najib Issa. Gender differences in the economic sector in Lebanon. MoSA & UNFPA 2000

- Suggesting interventions tackling structural causes behind gendered employment patterns such as reactivating the economy and broadening professional categories, and reforming the educational system to match these outlets.
- Drawing a women-specific policy promoting women's insertion into the labour market by upgrading their skills and providing support mechanisms for working women in terms of flexible work schemes and child support facilities.
- Actively seeking to remove all gendered employment prospects from textbooks and the media.

III.6 Women's Civil and Political Decision Making

In the post-war era and with the reinstatement of legal system and democratic process, various women organisations as well as international donors have focused on women's civil and political participation in decision making. This dimension comprises the most important challenges to gender equality and women's empowerment in Lebanon. Two main areas have been taken up by local and international actors in relation to civil and political rights. NGOs' initiatives in Lebanon on issues of civil and political rights have been mainly framed by the ICCPR, CEDAW and the later agreement of eliminating all forms of violence against women.

III.6.1 Political Decision Making

Much interest has been placed on increasing women's participation in the political process through raising awareness on democratic participation and lobbying for women's access to municipal and parliamentary seats and decision making positions.

Many initiatives have focused on increasing women's political participation in post-war parliamentary and municipal elections through organizing awareness campaigns in various Lebanese regions and training women voters and potential candidates on informed voting and campaigning techniques.

More initiatives need to be placed in this area despite some recent changes. Women's access to parliamentary seats witnessed a 100% increase in 2005; however women MPs' ratio is still significantly low at 4.6%. These figures contrast with high female voter turnout in parliamentary elections reaching around 50% of total voters, and higher female access to municipal seats in 2004. Any potential interventions need to address the wider Lebanese legislative-political system at various institutional, legislative and operational levels and be steered by combined efforts from major stakeholders. Affirmative action including a quota insuring

women's access to public offices is currently prepared by various women and democracy NGOs.

Integrated initiatives are needed to strengthen the link between women's decision making and economic empowerment. They can include partnerships between civil society actors and the private sector to increase women's insertion into the labor force and remove the glass ceiling limiting their professional mobility and increase their general decision making potential.

III.6.2 Personal Status Issues

Removing institutional civil discrimination against women within the family and wider society focuses mainly on advocating fair personal status, penal and civil laws, and eliminating all forms of violence against them. There are fewer but promising interventions in this area due to the sensitivity of the issues and their relation with the broader Lebanese political context.

Current initiatives are actively addressing legal and institutional discrimination against women. Campaigns have been launched to eliminate discrimination against women in the penal code and other reservations imposed on ratified CEDAW convention, namely nationality, personal status, and arbitration. Various human rights and democracy NGOs and the law order are providing legal support and awareness to women who are unable to use their legal rights.

Initiatives need to address the substantial discrimination faced by Lebanese women in relation to extending citizenship to her family⁶⁰. Lebanese women married to foreigners can't pass their nationality on to their foreign husbands and children. They are put in a lower position against their foreign male and female counterparts. For instance, Lebanese women married to foreigners need their husbands' approval when applying to regain her Lebanese citizenship. Also foreign women who gained Lebanese nationality through marriage are allowed to extend citizenship to their under-age children in case of their husbands' death, while this right is not granted to Lebanese women.

Initiatives are actively tackling discrimination against women in the penal code⁶¹. The clause 562 related to what is labelled as 'honour crimes' has been recently amended by incurring an attenuating sentence instead of a release for aggressors. However, this amendment still discriminates against women by providing lighter sentence for men and legitimizing crimes against women. Also laws related to adultery contain obvious discrimination against women. Clauses 478, 488, 479 incur a heavier sentence for married females and their married partners, while married males are

⁶⁰ The second Lebanese review for eliminating all forms of discrimination against women in Lebanese laws. The committee to follow up on women's issues. 2005

⁶¹ The second Lebanese review for eliminating all forms of discrimination against women in Lebanese laws. The committee to follow up on women's issues. 2005.

incriminated only when caught at the marital home or if they display the relationship in public. They also allow only men to drop the legal case. Clauses related to rape and kidnapping include blatant discrimination as they exclude marital rape and suspend sentences of kidnapping if aggressors agree to marry the victims.

Finally, initiatives need to target discrimination imposed by the current Personal Status Laws (PSL) that affect every aspect of women's physical, psychological, and economic empowerment. Interventions need to address the broader sectarian-based infrastructure and break traditional gendered stereotypes of the 'private' domain of the family that is set outside of public regulation. Initiatives need to implement serious reform to current PSLs as they provide entrenched discrimination against women in comparison to men, but also discrimination between different women from different confessions and socio-economic backgrounds. Several initiatives are currently undertaken to provide amendments to the current personal status courts, proposing either the establishment of optional civil courts, or reforming religious laws by including them as religious chambers under the Lebanese legal institutions. Also several women NGOs are providing legal, social and psychological support for women victims of marital violence.

III.7 Conclusion

This review has presented the current situation and the main areas of interventions that are needed in the various education, health, economic participation and politics and decision making. These interventions are closely interrelated and can be categorized according to legal, institutional and operational levels.

First, interventions at the legal level need to address amendment of some discriminatory clauses and to enforce application of some amended laws. The main legal changes need to take place in several sectors. The compulsory free primary education law needs to be enforced. The legal dimension in the health sector mainly relates to abortion and prostitution. In the employment sector employment laws specific to domestic and agriculture workers in addition to social security and taxation laws need to be changed. Amendments in political participation and civil rights include affirmative action through a quota for women in public offices and elections, amendment of the penal code and nationality and personal status laws to guarantee gender equality and women's empowerment.

Second, the institutional level mainly requires public institutions' involvement – with participation of NGOs and private sector – in designing and implementing policies that favour women's empowerment in various sectors. In order to achieve informed policies, systematic and scientifically representative gender-focused research is required to provide accurate and updated data. Comprehensive gender-related indicators have to be included in all current public and private undertaken research.

In education, improved quality of teaching will enhance girls' schooling retention and academic knowledge. In addition adequate career orientation and diversified

vocational formation will develop their technical skills and better link them to the job market. Women's greater economic participation can be enhanced by designing mechanisms to diversify job market, build skills and break the glass ceiling of women's lower payment and professional positions. Also safety nets are needed to assist disadvantaged women from economic and social vulnerability. Existing legal and state institutions such as the police and religious and civil courts need to be subjected to institutional mechanisms to provide maximum support to women victims of violence.

Third, providing maximal impact on the operational level necessitates efficient and broad cooperation among different stakeholders at the local and national levels among governmental and non-governmental institutions. Municipalities can play a crucial role in providing an updated database of local interventions and allowing for networking and information sharing by various actors. Similarly issue-based coordination would provide a better distribution and use of resources and reach complementary services provision. Awareness efforts implemented by various women NGOs and other bodies can be linked to action-oriented activities in order to change anti-women stereotypes within society.

IV. Profile of Interviewed Groups

Based mainly on the results of the field work, the following section presents the profiles of the interviewed stakeholders. As mentioned earlier, the total number of organisations covered in this survey is 73, subdivided as follows:

- 44 non-governmental organisations
- 19 international organisations (including United Nations institutions)
- 10 governmental organisations made up of ministries involved in development projects and bodies focusing on women empowerment.

It is worth noting, that three of the local organisations included in the above classification (the Centre for Research and Training on Development (CRTD), the Institute for Women's Studies in the Arab World (IWSAW), and the Lebanese Women Researchers' Association)⁶² focus on research, capacity building, and training along with their focus on women's issues and development projects in general.

IV.1 Non-governmental Organisations

The 44 non-governmental ones are split for the purpose of the study into "women NGOs" (13) and "local NGOs" (31). While, in the case of the former, "the empowerment and emancipation of women" is the major goal behind their establishment, "care" is the focus of the majority of the latter. It should be mentioned, however, that in more than one instance there is an overlapping of objectives between the two groups.

The major goals behind establishing these non-governmental organisations are summarized in the following table (table 2).

Table 2: Major goals behind establishing non-governmental organisations

Goal	No. of NGOs
Empowerment and Emancipation of Women ⁶³	13
Family Welfare and Social Care (mothers and children) ⁶⁴	4
Care for and Empowerment of Disabled Persons ⁶⁵	2

⁶² CRTD stands for Collective for Research and Training on Development – Action, and IWSAW stands for Institute for Women's Studies in the Arab World.

⁶³ League of Lebanese Woman's Rights / *Al Lajnat al Ahliyah Lemotaba'at Kadaya al Mar'a* / Lebanese Women's Network / Lebanese Women's Council / Lebanese Women Democratic Association / Young Women's Christian Association / Institute for Women's Studies in the Arab World / Working Women League in Lebanon/ Dar al-Amal/ Lebanese Women Researchers' Association/ Lebanese Council to Resist Violence Against Women / The Child and Mother Welfare Society/ Women of Hizbullah Associations/

⁶⁴ Auxilia – Lebanon/ Lebanese Family Planning Association / Lebanese Association of SOS Children Village /

Lajnat Islah That al-Beyn

⁶⁵ Institut de Reeducation Audio-Phonetique / Lebanese Association for the Disabled

Development and Provision of Social Services ⁶⁶	13
Networking between the Different Actors in Civil Society ⁶⁷	4
Safeguarding of Unions Members' Rights and Securing Services to their families	7
Promoting Democracy ⁶⁸	1
Total	44

IV.1.1 Key Actors

IV.1.1.A Women NGOs

More than half of the women NGOs do not have men on their board of directors and are exclusively managed and run by women. In only one, men constitute the majority of the board members. A few men are, however, involved as volunteers or staff. As far as membership in the women NGOs is concerned, five organisations report that more than half of their members are women, while four others have only female membership (table 3).

IV.1.1.B Local NGOs

Almost 70 % of these organisations (21 out of 31) report that more than half of their board members are men, with three organisations having exclusively men on their board of directors. It is significant to note here that the percentage of male board members in the professional unions and syndicates ranges between 92% and 94%; while women represent more than 50% of the full-time staff in 17 organisations⁶⁹, the part-time staff in 7 organisations⁷⁰, and the majority of volunteers in 6 organisations⁷¹ with the majority of these organisations focusing essentially on the provision of services (table 3).

⁶⁶ ADR/ Amel Association/Centre for Research and Training on Development/Gender Linking & Information Project / Mutual Aid Association (AEP)/ Al-Majmoua - Lebanese Association for Development / Imam al-Sadr Foundation / Restart / Makhzoumi Foundation / Rene Moawad Foundation / Young Men's Christian Association / Beirut Social Development Association/ Caritas – Lebanon/ Cooperative Housing Fund

⁶⁷ Collectif des Ongs au Liban / The Lebanese NGO Forum/ Directorate of Sustainable Human Development/ Mouvement Social

⁶⁸ Lebanese Association for Democratic Elections

⁶⁹ LADE, Al-Majmoua - Lebanese Association for Development, Mouvement Social, Amel Association, Collectif des ONGs au Liban, AEP, Auxilia-Lebanon, Family Planning Association, Restart, Imam Sadr Foundation, Makhzoumi Foundation, Directorate of Sustainable Human Development, Journalists' Syndicate, Doctors' Union, Editors' Syndicate, and Teachers' Syndicates, Cooperative Housing Fund

⁷⁰ Lebanese Association for the Disabled, Mouvement Social, Amel Association, Auxilia-Lebanon, Family Planning Association, Restart, Makhzoumi Foundation

⁷¹ Lebanese Association for the Disabled, AEP, Auxilia-Lebanon, Restart, Imam Sadr Foundation, *Lajnat Islah That el Beyn*

Table 3: Male and female actors in women and local NGOs

	Number of Women NGOs					Number of Local NGOs				
	Board members	Volunteers	Part Time Staff	Full Time Staff	Members	Board members	Volunteers	Part Time Staff	Full Time Staff	Members
Only Women	8	4	5	6	4	0	1	2	3	1
Only Men	0	0	0	0	0	3	0	1	0	0
Equal Number of Men and Women	0	0	0	0	0	0	3	2	2	3
More than 50% women	0	2	0	3	5	0	5	6	17**	5**
More than 50% men	1	0	1	0	0	21*	1	0	2	8

* This figure includes the three organisations the board members of which are only men.

** This figure includes the full time staff women in the categories "Only Women"

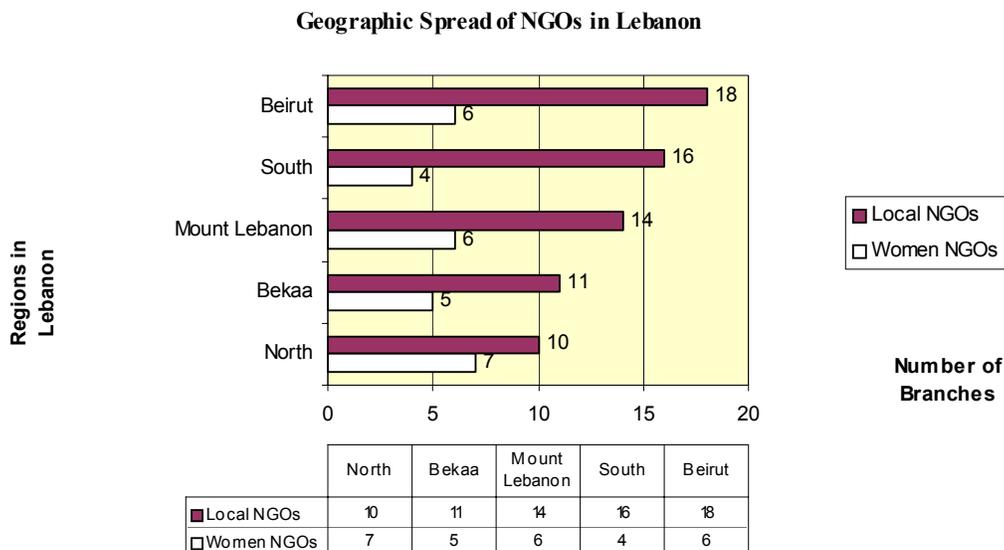
The distribution of male and female actors in the NGOs surveyed, as reflected in the table above, is actually not surprising in the Lebanese context; where women – although involved in public life – have not really succeeded in breaking the glass ceiling and reaching decision-making positions and cluster essentially in the service sector.

IV.1.2 Geographical Spread

With the exception of 3 NGOs, which highlight the regional dimension of their scope of action, all the others operate at the national level. All of the women NGOs, with the exception of two, which do not provide information about the geographical spread of their major activities, declare that they undertake projects all over Lebanon.

The majority of the organisations included in this study have more than one branch in Lebanon with the heaviest concentration in Beirut and the South for the local NGOs and in the North for the women NGOs. It is worth noting that 7 women NGOs do not have branches in Beirut.

Figure 1: Geographic Spread of NGOs in Lebanon



This geographical distribution could be partly accounted for in terms of the poverty levels prevailing in the country “with most poor areas being rural and with poverty pockets found within and around cities.” (Lebanese Republic & UN, 2003, p.7). In fact the percentage of households living in very low satisfaction is estimated at:

- 67.2% in the Kada of Bint-Jbeil (Mohafazat of Nabatieh);
- 65.9% in the Kada of Hermel (Mohafazat of North Lebanon);
- 63.3% in the Kada of Akkar (Mohafazat of North Lebanon);

compared to 7.1% for the country as a whole.

Another important determinant of this geographical distribution is the political one: Local NGOs, linked to political leaders, operate and have most of their branches in the areas where these leaders come from or run for elections.

IV.1.3 Sectoral Focus

Information on the sectoral focus of the organisations included in this study is based on their reports regarding major achievements in general, gender sensitive projects they undertook within five years prior to the study, issues related to women which ought to be addressed, as well as projects they plan to undertake in the near future, targeting women.

IV.1.3.A Women NGOs

The major areas on which NGOs focus could be listed as follows:

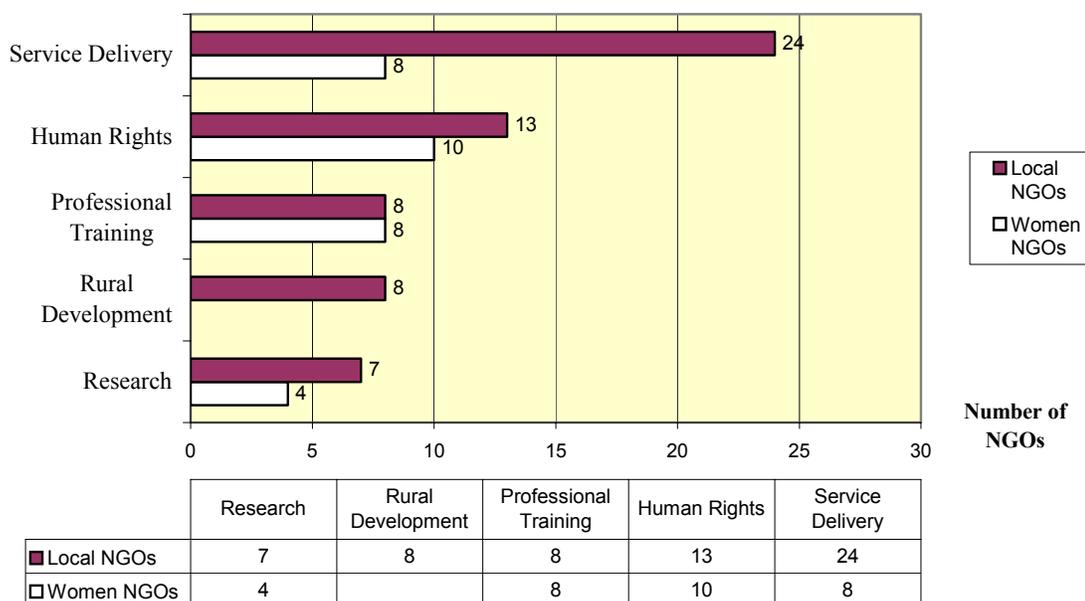
- service delivery⁷² (8 organisations);
- human rights⁷³ (10 organisations);
- professional training⁷⁴ (8 organisations);
- research including publications and cultural activities (4 organisations).

IV.1.3.B Local NGOs

Gender and women's issues do not seem to be the prerogative of the women NGOs only. 14 organisations out of the 31 included in the survey, focus on these issues as well. As for their major areas of interest, they include:

- service delivery (24 organisations);
- human rights⁷⁵ (13 organisations);
- professional training (8 organisations);
- rural development (8 organisations);
- research (7 organisations).

Figure 2: Sectoral Focus of NGOs



⁷² Education and training of semi-skilled and unskilled women, children, elderly and youth, and securing their needs namely health care, financial and social support, integration in society, and securing jobs.

⁷³ Raising awareness about human and women's rights and legal reform

⁷⁴ Professional training for social workers and other professionals

⁷⁵ In the case of Local NGOs this category also includes promotion of freedom, democracy and participation in the public sphere and civil society

The above sectoral focus distribution, be it at the level of the women or local NGOs is a revealing one. While one would have expected the former to focus more on service delivery, strengthening the “charity” and “care” dimension usually associated with women NGOs, one notices that 71.4% of them focus on human rights, followed equally by professional training and service delivery. In the case of local NGOs, the major emphasis (in 80% of the cases) is placed on service delivery. Among the possible explanations of this phenomenon is that some of the most prominent among them dispose of better financial means and are more prone— being more politically motivated – to respond to the social and economic needs which the Lebanese government fails to provide.

IV.1.4 Assessment of the NGOs’ Modes of Operation

The purpose of this section is to shed light on the modes of operation of the organisations included in this study through a summary of the informants’ inputs regarding the expansion of their scope of action, the variations at the level of target groups and beneficiaries; the assessment and follow-up procedures reported by the organisations; the involvement of women beneficiaries in the planning process; the issues related to women they deem essential to focus on and the projects planned for the near future to improve women’s lives.

IV.1.4.A Scope of Action

Thirty-seven of the NGOs included in this study report that the scope of their action has expanded since they were established. New activities and projects were added to their original agendas. In the case of women NGOs the major expansion was in the realm of human rights⁷⁶ and women’s empowerment. As for the local NGOs, they did expand their involvement in professional training, human rights, and research; but the major expansion achieved was in service delivery⁷⁷.

This evolution in the scope of action of the NGOs could partly reflect the increased awareness, particularly in the case of women NGOs, about the importance of achieving gender equality and empowering women to become active partners, rather than mere beneficiaries, in the process of development.

⁷⁶ Spreading the culture of human and women’s rights; combating violence against women; addressing the issue of discrimination against women in laws; issues related to nationalism and citizenship; involvement in issues related to women prisoners.

⁷⁷ Technical education leading to official degrees; enhancing social and health care provided to beneficiaries and members of unions; providing micro credit facilities; creating income generating projects and cooperatives for social and health security; involvement in projects that secure sustainable development; rehabilitation of victims of violence namely women and children; involvement in a variety of projects that offer comprehensive care; establishment of technical schools; advocacy in general and encouraging more members to join networks and unions; involvement in rural development.

IV.1.4.B Target Groups and Beneficiaries

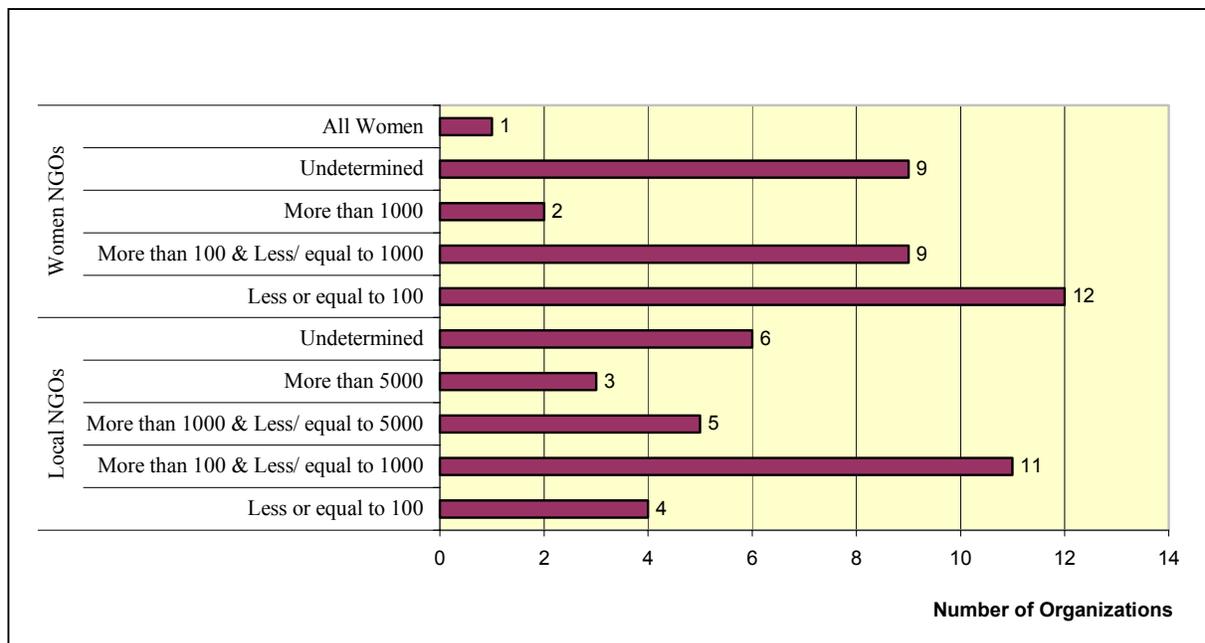
Changes have been registered at the level of target groups and beneficiaries in twenty-one organisations out of the forty-four included in the study.

Women NGOs

The majority of women NGOs report that their target groups and beneficiaries have changed since the days they were established; encompassing a much wider range of groups in society which extend to cover, among others, youth, elderly, children and men.

As for the number of women benefiting from the projects undertaken by women NGOs during the five years prior to the study, it varies widely, with the majority of the organisations (9) indicating that this number is undetermined. It is interesting to note that nine organisations indicate that 50% of the beneficiaries are Lebanese.

Figure 3: Women beneficiaries in NGOs



Local NGOs

Changes in the target groups and beneficiaries have been experienced in the majority of local NGOs (22 organisations). It is noteworthy that some target groups and beneficiaries have been dropped from some local NGOs while being added to others; the most significant changes being registered at the “men” and “elderly” target groups, as indicated in the table below.

Table 4: Target groups of NGOs

Target groups	Number of Organisations		
	Added to List of Target Groups	Part of Target Groups since Establishment	Do not feature anymore among list of target groups
Youth	1	3	1
Children	2	2	2
Women	2	1	4
Men	5	0	1
Elderly	5 (One only for women)	0	0
Special Needs	1	0	2
All Family Members	1	0	1
Farmers	0	0	1
All Social Groups	0	0	1
All Workers	0	0	1

IV.1.4.C Assessment Procedure

All NGOs included in this study, with the exception of three at the local organisations' level and one at the women NGOs' level, report that their activities and projects are evaluated internally, externally or both. As to whether NGOs take any specific action in case of a negative evaluation, the informants' answers were positive in all instances. Explanations regarding the measures adopted were, however, provided by only four organisations.

IV.1.4.D Follow-up

The majority of the NGOs (38) follow up on beneficiaries. In the case of women NGOs, 8 of them report that this is an ongoing process, when the project is being executed and after it is completed as well, while 2 do so only when the project is ongoing. As for the local organisations, 18 report that they follow up on beneficiaries during the implementation and after the completion of the project; while 6 do so during the execution phase only. As for the organisations that do not follow up on beneficiaries, they have singled out lack of resources, namely funding, as the major obstacle that prevents them from doing so.

IV.1.4.E Planning

The majority of the women NGOs (10 organisations) and the local organisations (22) report that women beneficiaries are involved in determining their activities and impact their agendas, with financial difficulties being singled out by both groups as the major internal problems, along with lack of adequate human resources, administrative and legal problems.

IV.1.4.F Obstacles

Internal obstacles

36 out of the 44 NGOs report that they face internal obstacles that affect their operations (11 women NGOs and 25 local NGOs), with financial difficulties being singled out by both groups as the major internal problems, along with lack of human resources, administrative and legal problems. The table below summarizes the major internal obstacles faced by the various NGOs, along with the solutions adopted by the various NGOs in solving them.

Table 5: Internal obstacles and solution adopted by NGOs

Internal Obstacles			Solutions Adopted		
	Women NGOs	Local NGOs		Women NGOs	Local NGOs
Financial difficulties	X	X	Undertaking fund raising campaigns on a yearly basis	X	
			Creation of a committee to secure funds	X	
			Finding ways to be financially self-sufficient		X
			Developing funding strategies inside and outside Lebanon		X
			Securing local funding from donors and families of beneficiaries		X
			Using returns from selling own products		X
			Raising funds from international and Arab organisations and associations		X
Lack of adequate human resources and lack of seriousness of the volunteers joining the organisation	X	X	Spotting and recruiting capable human resources in the different regions of the country		X
			Cooperation with other organisations to solve these problems	X	
Administrative problems	X	X	Consulting with specialists		X
Legal problems	X	X	Consulting with experts in the field		
The prevailing mentality	X				

External Obstacles⁷⁸

As far as the external problems are concerned, information was provided regarding the solutions adopted to solve them. The variables behind these obstacles were, however, highlighted.

Table 6: External obstacles and solution adopted by NGOs

External Obstacles			Variable Behind these Obstacles		
	Women NGOs	Local NGOs		Women NGOs	Local NGOs
Archaic religious interpretations	X		Religious authorities	X	X
Resistance to legal reform (amendment of law related to honour crime was highlighted)	X		Legislators and prevailing mentalities	X	X
Mismatch between the NGO and the donor priorities	X		Donors & other organisations	X	X
Political issues		X	Politicians	X	X
Governmental agencies		X	Governmental bureaucracy	X	X

IV.1.4.G Membership in Networks

The majority of NGOs included in this study are members of at least one local and/or international network. Benefits that organisations draw from these memberships include essentially: exchange of expertise, information and services, functioning as a pressure group, enhancing social participation, organisational cooperation and coordination between beneficiaries.

It is interesting to note that networking is more prevalent among local NGOs (86.2%) than women NGOs (64.3%). But the majority of the latter are members of networks that focus on women's issues, unlike the local ones where on 27.6% of them are members of such networks.

IV.1.4.H Funding of Projects

An overview of the projects carried out by the various NGOs, during the five year period preceding the study, indicates that a substantial number of these projects have been funded, as indicated in the table below, from internal sources such as membership fees, donations from voluntary members, selling own products and allocating sections of the overall budget for such endeavours.

⁷⁸ This table includes sources of external obstacles rather than solutions because the questionnaire includes information regarding this variable without any mention of solutions to external obstacles.

Table 7: Main sources of funding for NGOs

Main Sources of Funding (within 5 years prior to the study)	Number of Projects: Women NGOs	Number of Projects: Local NGOs
Beneficiaries	1	3
Civil Society Organisations	1	10
International Philanthropic Organisations	12	17
Internal Funding	15	20
Lebanese Governmental Agencies	5	11
Local Funding	0	2
Municipal Sources	0	2
Other Sources of Funding	25	33
United Nations Organisations	2	9

However, the majority of the projects undertaken by all the surveyed NGOs rely on “other sources of funding”, which are essentially foreign governmental agencies and/or embassies.

IV.1.5 Gender Sensitivity

The questionnaire used in this study is more woman than gender focused and makes it difficult to assess whether the surveyed NGOs are gender sensitive or not. All of the questions raised inquire about the organisations’ achievements, opinion and future projects to improve the status of women only.

It is worth mentioning, though, that some of the local NGOs encourage initiatives that focus on men and women and undertake projects aimed at fulfilling the strategic needs of both of them. In addition, one notices that, at the legal level, they basically advocate for legal reform to safeguard human rights and not women’s rights only, as is the case with women NGOs.

The various venues adopted to improve the status of women focus essentially on the amendment of discriminatory laws, education, and economic empowerment of women, breaking the glass ceiling and changing the stereotyped image of women.

Table 8: Approaches(by NGOs) to Improve the Status of Women in Society

	Women NGOs	Local NGOs
- Legal level:		
• Amendment of personal status and nationality laws	X	X
• Amendment of laws that discriminate against women	X	
• Legal reform to safeguard human rights and not only women's rights		X
• Abiding by international conventions and agreements and amending laws accordingly	X	X
- Empowerment level:		
• Developing women's confidence in themselves and enabling them to make their own decisions	X	
• Mainstreaming gender in public projects		X
• Developing women's capacities through education	X	X
• Training and creating job opportunities for women	X	X
• Help women reach decision-making positions		X
• Matching market needs with women's skills	X	X
- Stereotyped image of women:		
• Changing the current mentality and perception of women		X
• Changing the way women are portrayed in school books		X
• Administrative reform in governmental agencies to replace officials with an archaic mentality regarding women	X	

IV.2 Governmental Organisations

10 governmental organisations are included in this study. They are: the Council for Development and Reconstruction, the Ministry of Agriculture, the Ministry of Education, the Ministry of Environment, the Ministry of Health, the Ministry of Justice, the Ministry of Labour (Department of Foreign Relations), the Ministry of Social Affairs (Women's Affairs Department), the National Commission for Lebanese Women (NCLW), and the Parliamentary Commission for Women and Children.

IV.2.1 Key Actors

The number of employees in these governmental organisations who were involved in the projects under review ranges between 2 and 13. The Ministry of Agriculture reports having 12 project managers. The Parliamentary Commission for Women and Children has two employees and 12 deputy members. There are only two employees in the Women's Affairs Department at the Ministry of Social Affairs; in fact, they should have been 8 had it not been for the decision to freeze employment.

Table 9: Number of employees in the interviewed governmental organisations

Number of Employees Involved in Projects Under Review	Number of Governmental Organisations
Less than 5	4
5 to 10	1
More than 10	2

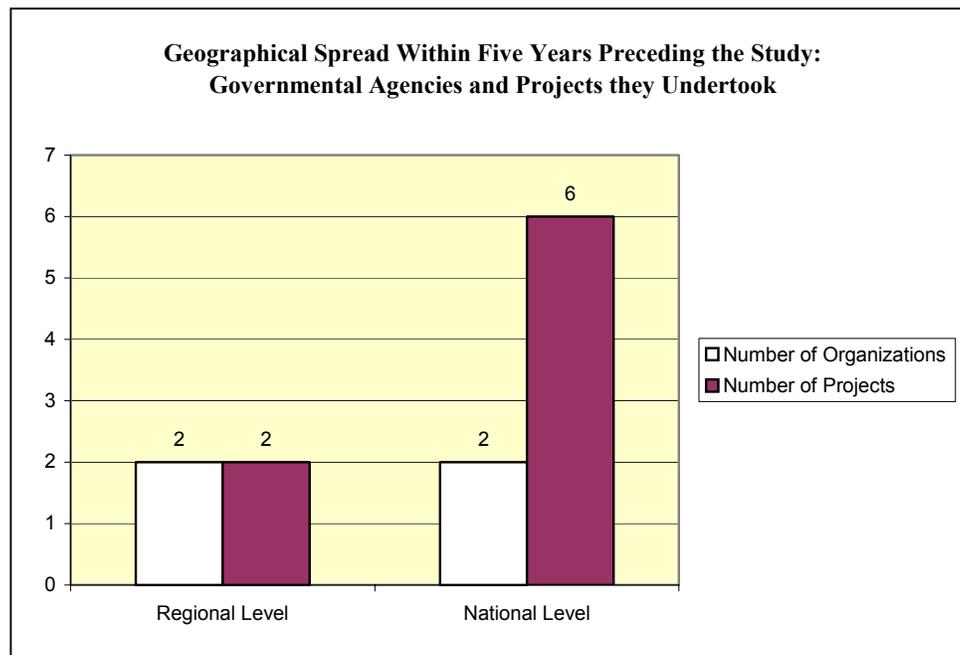
** Three agencies do not provide information on this variable.*

The principal task of the Parliamentary Commission for Women and Children is to review law proposals and amendments submitted to it. The Ministry of Education plays the role of coordinator between international and local organisations and is approached by local NGOs to undertake projects with them. The Ministry of Labour (Department of Foreign Relations) collaborates with the International Labour Office and the Arab Labour Organisation. The National Commission for Lebanese Women works jointly with various Lebanese ministries. It acts primarily as the chief consultant to the government regarding women's issues; it represents Lebanon in the Arab Women Organisation; and is in charge of implementing UN decisions and drawing policies regarding women's issues. Local NGOs constitute the principal partners of the remaining governmental organisations included in this study. In addition the Ministry of Agriculture singles out international organisations and universities as recurrent partners and the Ministry of Health reports that it chooses its partners on the basis of its prior collaboration with NGOs.

IV.2.2 Geographical Spread

Seven of the governmental organisations included in this study do not provide information about the geographical spread of their activities in Lebanon. As for the remaining 3 agencies, two have carried projects at the national level within the five years prior to this study (6 projects) and two have done so at the regional level (2 projects) within the same period. It is worth noting that one organisation has undertaken projects at both the national and regional levels.

Figure 4: Number of projects undertaken by governmental organisations per geographical spread



IV.2.3 Sectoral Focus

The major areas on which governmental organisations focus could be listed as follows:

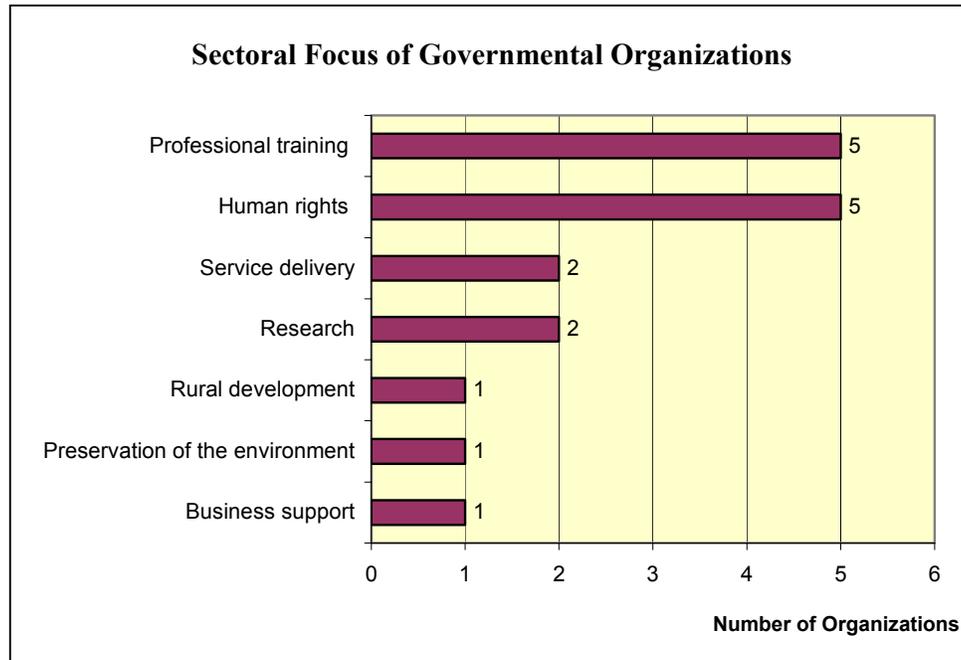
- Professional Training;
- Human Rights⁷⁹;
- Service Delivery⁸⁰;
- Research;
- Rural Development;
- Preservation of the Environment.
- Business Support⁸¹;

⁷⁹ Raising awareness and securing rights;

⁸⁰ Health and social needs and empowerment of women through education and training

with human rights and professional training taking the lead.

Figure 5: Sectoral focus of governmental organisations



IV.2.4 Assessment of governmental organisations' mode of operation

IV.3.4.A Beneficiaries

5 of the governmental organisations included in this study report that beneficiaries do influence the choice of projects and thus the organisations' modes of operation, while one does not consider that this is part of the beneficiaries' prerogatives.

The ways in which beneficiaries affect the choice of projects varies from one organisation to another:

⁸¹ Micro credit facilities & economic development

Table 10: Ways in which beneficiaries affect the choice of projects for governmental organisations

Ministry of Agriculture	The Ministry conducts field visits to survey needs of farmers and rural development requirements.
Council for Development and Reconstruction	The Council undertakes a survey of primary needs in cooperation with concerned ministries and local NGOs in targeted regions.
Ministry of Education	Local NGOs select activities and submit working plans to the Ministry, which depending on the nature of the project, either approves or rejects it.
Ministry of Environment	Local NGOs submit ecological projects to the Ministry seeking financial support.
	On the International Environment Day, the Ministry invites local NGOs to participate in drafting major approaches to dealing with ecological problems.
Ministry of Social Affairs – Women’s Affairs Department	The Department takes into consideration the beneficiaries’ observations regarding proposed projects. It often meets their demand for additional awareness raising sessions.

Some of the governmental organisations supply information regarding the extent to which women benefit from projects they undertake:

- At least 30% of beneficiaries from the Council’s for Development and Reconstruction’s project ESFD are women.
- The Primary Health Care project of the Ministry of Health benefits 400,864 persons out of which 281,569 are women. At the same time, more women than men benefit from the Ministry’s Essential Drugs project.
- All beneficiaries from three projects of the Ministry of Social Affairs – Women’s Affairs Department are women (Economic Empowerment of Women, Legal Empowerment of Working Women, & Capacity Building). At the same time, 80% of beneficiaries from the Gender Training for Social and Health Workers in Reproductive Health and Protection from Domestic Violence are women.
- The Dissemination of Information Project of the National Commission for the Lebanese Women benefited 3000 women.

IV.2.4.B Assessment Procedure⁸²

All of the governmental organisations included in this study assess projects they undertake. They are almost equally split between internal, external, as well as internal and external assessment procedures (three in each case).

Reports, meetings with beneficiaries and/or experts, workshops, questionnaires, visits to the executing agency, as well as other traditional auditing procedures constitute the organisations' approaches to assessing projects they become involved in.

All of the governmental organisations included in this study have a procedure to follow when the evaluation of a project is negative. Corrective measures are set as soon as a problem is detected. Only one organisation resorts primarily to interrupting the project.

IV.2.4.C Follow-up⁸³

7 of the governmental organisations included in this study provide information about their follow-up schemes; they report that the process takes place while the project is unfolding, as well as after its completion. They single out field visits and regular meetings with beneficiaries and target groups as the methods used for follow-up purposes.

IV.2.4.D Obstacles

Internal Obstacles

All of the governmental organisations included in the study report that they face internal obstacles that affect their operations. These obstacles are, in fact, multi-levelled. The majority face difficulties at the financial level (8 organisations) the money allotted in their respective budgets being barely enough to pay salaries; 7 report that administrative routine and lack of coordination between departments prevent them from working adequately and efficiently; 3 say that they lack adequate human resources and are not allowed to hire new personnel; as a result, they often resort to contracting part timers and experts. 2 governmental agencies report that they encounter problems related to legislation (failure of legislators to agree among themselves). In addition, the Ministry of Justice reports that it is unable to undertake projects that would improved the performance of the judiciary system due to the political pressure and the economic situation prevailing in the country.

⁸² The Ministry of Justice does not provide information whether assessment of projects is internal or external

⁸³ The Ministry of Health, the Parliamentary Commission for Women and Children, and the Ministry of Justice do not provide information about the follow-up schemes in their respective organisations.

External Obstacles⁸⁴

8 of the governmental organisations report that they face external obstacles. As to the types of such obstacles they mention, they are listed in the following table.

Table 11: External obstacles faced by different governmental organisations

Ministry of Agriculture	The slow process of decision making and consulting between the Parliament, the government, and the donors makes it often impossible to finish projects on time.
Council for Development and Reconstruction	Administrative routine often leads to postponing or cancelling projects.
Ministry of Health	The private sector feels that the Ministry is always getting in the way.
Ministry of Environment	Political pressure.
Ministry of Social Affairs – Women’s Affairs Department	The sensitivity prevailing in society regarding certain issues forces the Ministry to resort to time consuming and costing alternatives.
Parliamentary Commission for Women and Children	The separation of powers restricts the role of the Commission to legislation.
Ministry of Justice	Political disagreement

IV.2.4.E Funding of Projects

Some governmental organisations contribute to expenditures incurred, while undertaking projects. In general, however, projects implemented by these organisations are primarily funded by international organisations, UN agencies and the European Union, along with International Fund for Agricultural Development. As for the projects related to women, they focus mainly on empowerment at both the economic and legal levels, as well as professional training (See Annex 3).

IV.2.5 Gender Sensitivity

Venues that international and governmental organisations adopt or plan to adopt to improve the status of women are more or less the same as those of international organisations. To these should be added assisting working mothers, changing the prevailing mentality, as well as women’s health.

⁸⁴ The National Commission for Lebanese Women does not provide information about obstacles.

IV.3 International Organisations

The 19 international organisations included in this study are among the main sponsors of development projects in Lebanon. They include AMIDEAST, the British, Canadian and Spanish embassies, the European Union, the Food and Agriculture Organisation, the Friedrich Ebert Stiftung, the International Labour Organisation, Mercy Corps, the Middle East Council of Churches, the National Democratic Institute, UNESCO, UNDP, UNFPA, UNICEF, the Women's Centre – ESCWA, the World Bank, and the World Health Organisation.

IV.3.1 Key Actors

Among the organisations mentioned above, only UNDP reports having more than 100 employees who work on its projects in Lebanon. All the remaining organisations have less than 20 employees to manage and undertake their projects in the country.

Table 12: Number of employees in the interviewed international organisations

Number of Employees Involved in Projects Under Review	Number of International Organisations⁸⁵
Less than 5	5
5 to 10	8
More than 10	3

Only one organisation (the World Bank) deals exclusively with government agencies, while 8 report that they work with NGOs only. In this category, the British Embassy states that in its choice of partners it tries to preserve a balance between the various religious sects in the country. The remaining nine organisations report that the objectives, nature of projects, prior experience, capacities and/or reputation, determine their choice of partners. The World Health Organisation singles out the Ministry of Health among its major partners.

Table 13: Parties with which international organisations collaborate⁸⁶

Government agencies only	1
NGOs only	8
Both; depending on focus and other criteria	9

The mode of collaboration between international organisations and NGOs is varied. The information provided by only 4 of these organisations indicates that while one operates on a partnership basis and does not consider itself as a donor agency (Friedrich Ebert Stiftung), two others expect NGOs to contribute to costs (British Embassy) or in kind (Canadian Embassy); while the fourth (the World Bank) deals basically with a governmental agency (the Council for Development and

⁸⁵ UNESCO, UNICEF, and ILO do not provide information about the number of employees they have in Lebanon.

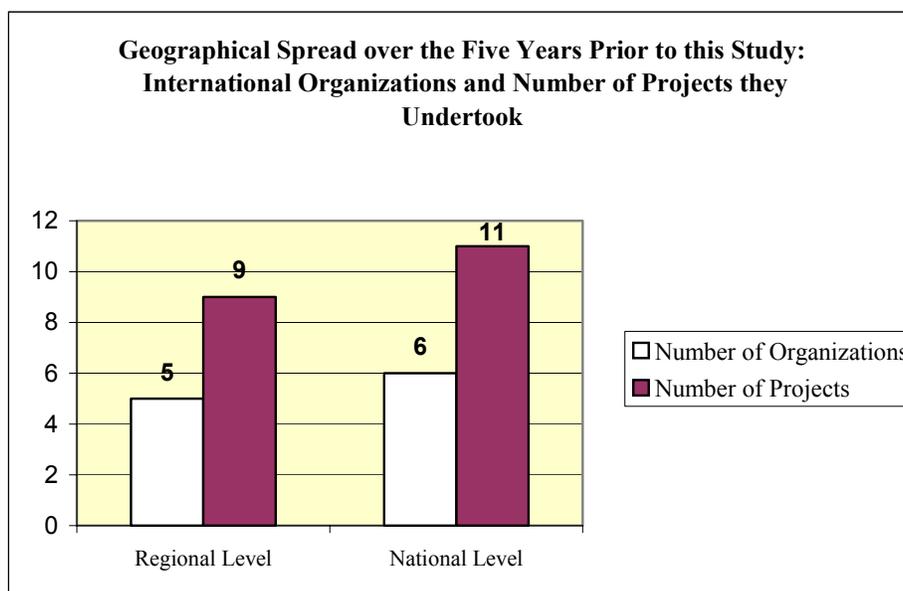
⁸⁶ The ILO does not provide information regarding its partners.

Reconstruction, CDR), and leaves to it the choice of the local partners for the implementation of the projects.

IV.3.2 Geographical Spread

Twelve of the international organisations included in this study do not provide information about the geographical spread of their activities in Lebanon. Among the remaining 7, 6 organisations have undertaken projects at the national level within the five years prior to this study (11 projects) and 5 organisations have undertaken projects in different regions of the country (9 projects) during the same period.

Figure 6: Number of projects undertaken by international organisations per geographical spread



Note: It is worth noting that the total number of organisations in this diagram does not add up to 7 as mentioned in the paragraph above because some of them undertake projects at both the regional and national levels.

IV.3.3 Sectoral Focus

The major areas on which international organisations focus could be listed as follows:

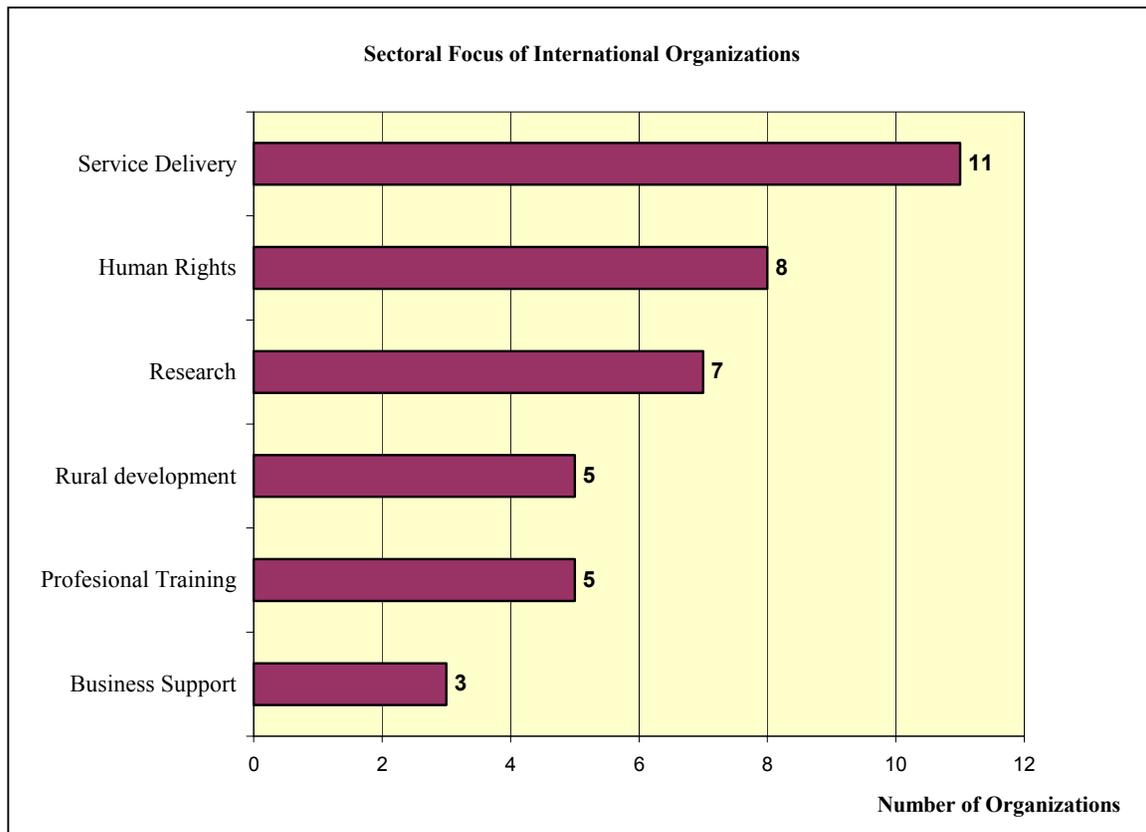
- Service Delivery⁸⁷;
- Human rights⁸⁸;

⁸⁷ Education, vocational training, and empowerment of women and youth as well as securing health and social needs

⁸⁸ Promotion and safeguard of freedom, democracy, governance (administrative and political reform), participation in the public sphere and civil society & raising awareness about human rights (freedom of expression, HIV, abuse of children, disability, refugees and migrant workers, and violence against women)

- Research⁸⁹;
- Rural development;
- Professional training⁹⁰;
- Business support⁹¹.

Figure 7: Sectoral focus of international organisations



Here again, like in the case of local NGOs, service delivery and human rights have priority on the life of international organisations' areas of interest.

A close look at the sectoral focus distribution reveals that:

- at the "service delivery" level, most of the projects undertaken (13 out of 20) are geared towards women and centre essentially on the acquisition of technical and income generating skills as well as the provision of equipment (essentially computers);
- at the "human rights" level, more emphasis is placed on projects carried out with the government in fields related to reform at the financial management and educational levels. The projects focusing on women, tackle basically issues related to women's political rights,

⁸⁹ Research, publications and cultural activities related to women and gender

⁹⁰ Training of social workers and other professionals

⁹¹ Micro credit and economic development

their participation in political life, and enhancing their capacities. As for projects related to raising awareness about human rights they all focus, with the exception of 1, on women's rights, be they Lebanese or foreign migrant workers.

- at the "research" level, focus is mainly put on undertaking statistical surveys which ensure the availability of adequate, updated and gender-disaggregated data in the fields of agriculture and the labour market;
- at the "rural development" level, the projects related to women focus on their economic empowerment, while the others address issues dealing with the economic well-being and the quality of life of the rural population;
- at the "business support" level, two projects have been undertaken and relate to the provision of micro-credit schemes and loans essentially to women and specifically to women heads of households.

IV.3.4 Assessment of the International Organisations' Modes of Operation

IV.3.4.A Beneficiaries

2 of the international organisations included in this study report that beneficiaries do influence the choice of projects, 2 state that this is not always the case, one does not consider it as part of the beneficiaries' prerogatives, while 4 do not provide information about this variable.

The ways in which beneficiaries affect the choice of projects varies from one organisation to another, as the following table shows.

Table 14: Ways in which beneficiaries affect the choice of projects for international organisations

FAO	Projects are usually undertaken after discussion with ministries that solicit funding from the organisation.
	In some cases, a number of NGOs submit proposals that detail their problems and needs and FAO chooses the projects that are in line with its selection criteria.
World Bank	Before drafting a strategy, the World Bank discusses national priorities with the government, and holds meetings with local NGOs, economic bodies, deputies and ministers. This procedure enables it to determine the needs that have to be met if Lebanon is to achieve real development.
Mercy Corps	All projects undertaken aim to meet the needs of the local community. To secure this, meetings are held with various stakeholders.
UNESCO UNFPA WHO	The way beneficiaries affect the selection of projects varies from one project to another.
MECC	Project coordinators are in contact with women beneficiaries to

	determine their needs.
AMIDEAST	Brainstorming.
NDI	Priorities are set following an analysis of the political situation.
Canadian Embassy British Embassy Spanish Aid UNIFEM	Consulting with NGOs.

Women seem to be important beneficiaries of the various projects undertaken. Some of the donors included in this study provide an idea of the extent to which women benefit from projects they undertake:

- 60% of beneficiaries from FAO's Telefood project are women.
- In the case of Mercy Corps, women represent 30% of the beneficiaries from the Tourism Project and 10% of those benefiting from the Agriculture Project.
- In the case of UNFPA, 62% of beneficiaries from the Gender Based Violence Project are women.
- In the case of the British Embassy, the number of women beneficiaries varies between 150 and 1000 women; depending on the project.

IV.3.4.B Assessment Procedure⁹²

All of the international organisations included in this study assess the projects they undertake. 7 of them resort to an internal assessment process, while 9 report using both internal and external parties in their assessment.

Reports, meetings with beneficiaries and/or experts, workshops, questionnaires, regular visits to the partner agency as well as other traditional auditing procedures constitute the organisations' approaches to evaluating projects they sponsor. Below is a detailed description of the evaluation procedure followed by some of the international organisations included in this study.

Table 15: Evaluation procedure followed by some of the international organisations

FAO	Internally, the Chief Executive in the institution implementing the project evaluates it, basically in terms of its sustainability. Externally, there is a yearly evaluation process in the FAO headquarters in Rome.
World Bank	The World Bank evaluates the projects. Experts are subcontracted to monitor the unfolding of the project jointly with the CDR and go over all reports including the final one.

⁹² Women's Centre – ESCWA, NDI, and ILO do not provide information as to whether the projects' assessment is internal or external.

Mercy Corps	Internally, as the project is unfolding, a staff member follows upon the project making sure that the outcomes correspond with the set objectives. Externally, the know-how of local and international experts is sought.
UNESCO	Workshops involving beneficiaries, daily evaluation through training, and questionnaires filled by beneficiaries.
UNFPA	Internally, through an annual report on the project, and externally through special experts.
MECC	Regular meetings of specialized committees responsible for monitoring the different projects being undertaken.
AMIDEAST	Internally, written reports on findings, goals, and priorities. Externally, through meetings with beneficiaries and/or questionnaires
WHO	Through Med Net
NDI	Depending on the project
Friedrich Ebert Stiftung	Once a year
Canadian Embassy	Regular monitoring of how funds are spent and submission of narrative reports by NGOs.
British Embassy	Monthly financial report, narrative report every 3 months, final report, 1 or 2 visits a year to the grantee.
Spanish Aid	Semestrial report, regular visits, evaluation panel within 2 years of end of project
EU	Regular monitoring by program manager and by external experts contracted from Brussels.
UNIFEM	Progress report every 6 months, report at the end of the year, and partners' feedback included in the UNIFEM report

All of the international organisations included in this study have a procedure to follow when the evaluation of a project turns out to be negative. As soon as a problem is detected, it is usually remedied to on the spot. In some of the cases where the corrective measures do not yield the desired outcome, funding is immediately cut, while in others, collaboration with the parties concerned is interrupted. At the same time, each of the organisations reports that it always takes into consideration lessons learned from prior projects and is keen to avoid experiencing them again.

IV.3.4.C Follow up

All of the international organisations, except Friedrich Ebert Stiftung, report that they follow up on the projects they undertake while they are unfolding and after their completion. Among the follow-up procedures are:

- creating a field team which is constantly present with beneficiaries and target groups observing their performance;
- monitoring how credit is used and ensuring it is properly allocated;
- holding meetings with beneficiaries or their representatives;
- submitting reports during and after the execution of projects;
- keeping in touch with beneficiaries and/or visiting them to monitor the impact of the projects, and offering help whenever needed.

IV.3.4.D Obstacles

Internal Obstacles

7 of the international organisations included in this study say that they do not face internal obstacles as they undertake their projects. The remaining 12 report that they have to deal with such obstacles and one has administrative problems. These are basically the same as those faced by NGOs surveyed (financial difficulties, lack of adequate human resources and administrative problems); with the exception of legal problems. As for the list of other types of internal obstacles mentioned by informants, it includes failure of partners to communicate and cooperate efficiently and to meet deadlines, as well as lack of professionalism in general. One organisation made special reference to the negative effect of nepotism prevalent in the culture which often results in having local NGOs send unqualified personnel to undertake training abroad just to offer them “free trips”.

External Obstacles

All of the international organisations, except 3, report that external obstacles often prevent them from achieving the goals behind projects they commission and/or undertake. The major types of impediments they face are the prevailing traditional mentality, the inefficiency of governmental and non-governmental organisations, the financial problems that partner NGOs face and competition with other donors (See Annex 4)

IV.3.4.E Funding of Projects⁹³

As mentioned above, international organisations are major sponsors of development projects in Lebanon. 3 of them report that they fund their own projects, while others receive funding from governmental as well as international agencies. The Food and Agriculture Organisation, the World Bank, and the UNFPA representatives in Lebanon report that they fund their own projects⁹⁴. Mercy Corps receives funding from the USAID and USDA, the Middle East Council of Churches from churches, the Women’s Centre of ESCWA received financial support from the German Embassy for one of its projects (Empowering Poor Women), AMIDEAST receives funding through Middle East Partnership Initiative, the World Health Organisation receives support from the World Bank, the International Labour Organisation is backed up by the Dutch Embassy and CARITAS to undertake its project related to migrant women domestic workers in Lebanon.

As for the sectors that international organisations have focused on within the five-year period prior to this study they are basically of an “infrastructural” nature, where the largest amount of expenditures have been disbursed by the World Bank, followed

⁹³ UNESCO, UNICEF, NDI, Friedrich Ebert Stiftung, Canadian Embassy, British Embassy, Spanish Aid, and EU do not provide information related to sources of funding of projects related to women.

⁹⁴ Except in one case where FAO reports that one of its projects was funded by the Council for Development and Reconstruction.

by those of a “service delivery” nature, where emphasis was put on health and social needs with WHO as the major funding agency as well as education and training. “Human rights” projects came third in importance with the European Union as the main supplier of funds. Projects related to women and youth occupied the fourth position (See Annex 4).

IV.3.5 Gender Sensitivity

Venues that international take or plan to take to improve the status of women focus essentially, as in the case of NGOs, on legal reform, empowerment of women both at the economic and decision-making levels, as well as raising awareness about women’s rights. It is worth noting that achieving the Millennium Development Goals is considered by international organisations as an adequate approach to improve the status of Lebanese women (See Annex 4).

V. Main Findings

The main findings of the mapping exercise undertaken may be summarized as follows:

- predominance of women in the decision-making positions of “women NGOs” and small representation, if any, in those of the “local NGOs” surveyed, particularly in the professional unions and syndicates;
- heavy concentration of the “local NGOs” in Beirut and the South and of “women NGOs” in the North;
- focus of a substantial percentage of “local NGOs” (45.1 %) on women’s issues. But while “women NGOs” concentrate essentially on human rights, the major emphasis of “local NGOs” is placed on service delivery. Both human rights and service delivery have also priority in the case of international organisations; with, in addition, professional training when it comes to governmental organisations;
- expansion in the scope of action of NGOs since their establishment: Changes in their target groups and beneficiaries have been witnessed to encompass a much wider range of groups in society, essentially men and elderly;
- adoption of assessment procedures and follow-up schemes for the projects being undertaken by the majority of NGOs as well as international and governmental organisations;
- similarity in the major internal obstacles faced by all NGOs and governmental organisations. They basically relate to financial difficulties, lack of adequate human resources, administrative and legal problems. These same obstacles, with the exception of legal problems, confront the majority of international organisations;
- highlighting by the various organisations of archaic religious interpretations, resistance to legal reform, mismatch between NGOs’ and donors’ priorities, political issues, as well as governmental agencies as the major external obstacles;
- membership of NGOs in at least one local and/or international network;
- funding by foreign governmental organisations and/or embassies as well as internal resources of the projects carried out by NGOs;
- difficulties faced in assessing – on the basis of the information provided in the questionnaire – whether the organisations surveyed are gender sensitive or not. But what is clearly evident is that they are all pushing for improving the status of the Lebanese woman and this through legal reform, women’s empowerment, changing the prevailing mentality and raising awareness about women’s rights;
- varied modes of collaboration between international organisations and NGOs which extend from partnership to contributions to the project (either in terms of costs or in kind), to indirect cooperation, using a government agency as an intermediary.

VI. Recommendations for UNDP Strategy

The major findings arrived at indicate that the organisations surveyed share more or less the same concerns, target similar objectives and suggest comparable solutions.

It is important to note, however, that the information secured through the mapping exercise, be it from the various NGOs, the international organizations or the governmental ones regarding their activities, was neither adequate nor specific enough to analyze these activities thoroughly and evaluate their **impact** in terms of successes or failures.

In addition, the paucity of the literature directly related to Lebanon in general and to the topic being addressed in particular and its focusing on generalities wherever available, has rendered this task even more complicated, given the lack of yardsticks that could be used in the assessment process.

Could one, thus, attempt – based on the information gathered – to draw a plan of action that would enhance the status of Lebanese women and promote gender equality? Such an attempt could be quite risky, because although the 73 organisations covered by the mapping are important ones they do not provide enough of a solid background to formulate a strategy for a country where thousands of NGOs operate. To be able to draw such a strategy, a close look at the status of the Lebanese woman should be taken and recommendations should be formulated in the light of a much broader framework that would encompass the Millennium Development Goals and the recommendations of the Committee on the Elimination of Discrimination against Women – based on the report submitted to it by the National Commission of Lebanese Women – which were formulated during the thirty-third session of the committee held in July 2005.

In fact, the Committee on the Elimination of Discrimination against Women highlights this status and draws on the basis of it the following concerns⁹⁵:

- the persistence of violence against women and girls, including domestic violence and honour crimes;
- the stereotyped attitudes deeply rooted in tradition and culture regarding the gender division of roles, be it inside the family, at the workplace or in society;
- the inequality prevailing in the labour market as reflected by the persistence of a gender wage gap and a “strong occupational segregation”;
- the unequal access of rural women to reproductive health services and education with high illiteracy rates prevailing among women in rural areas.

⁹⁵ This section draws heavily on CEDAW / C/ LBN/Co/2, 22 July 2005.

In addition, concern is expressed by the Committee at the legal and women machinery levels:

- the ad hoc nature of the efforts undertaken to reform the discriminatory legislation against women. Despite the Lebanese government's focus on formal equality, there is a "lack of progress in achieving de facto equality in many sectors, including the absence of time-bound targets"
- the absence of a unified personal status law
- the inadequacy of the prerogatives, financial and human resources of the National Commission for the Lebanese Women to "effectively provide gender equality and advancement of women ..."

Furthermore, the Committee emphasizes that one of the most important prerequisites for the achievement of the Millennium Development Goals is "a full and effective implementation" of the Convention on the Elimination of All Forms of Discrimination Against Women and calls for the inclusion of a gender perspective and "the explicit reflection of the provisions of the Convention" in all attempts made to achieve these goals.

It urges also the government to cooperate more effectively with non-governmental organisations (be they women NGOs, or human rights organisations) and keep abreast, along with government officials, politicians and parliamentarians of the various measures adopted to ensure de jure and de facto gender equality and of the future steps to be undertaken in this respect.

In the light of the above and given the magnitude of the task to be undertaken, if Lebanon is to achieve the Millennium Development Goal 3, namely promote gender equality and empower women, UNDP might envisage the following plan of action.

1. Formulation of a Gender Strategy

A gender strategy aimed at promoting gender equality with time-bound targets and price tags is to be formulated. Although the main components of this strategy are common knowledge – legal reform, better representation of women in decision making positions, greater involvement in the political scene, equal opportunities in the labour market, fighting violence against women and girls ... – they need to be clearly spelled out within a general framework that would address each one of them, using a detailed and well-structured approach, keeping in mind the intertwined relationship that exist between all of them.

In fact, the progress achieved – be it in the fields of education, legislation, labour force participation or women representation in decision-making positions – particularly at the judiciary level – has been done on an ad-hoc basis and not as part of an over all vision geared towards gender equality.

It is worth noting that an attempt of this nature had been made by the National Committee for Women which was established following the Beijing conference. Actually, a Lebanese national strategy was formulated in 1996 which recognized:

- the important role to be played by the NCLW in the implementation of this strategy

- the respect of the NGOs' freedom of action, freedom which is characteristic of the Lebanese democratic regime and traditions
- the need to coordinate between official and civil initiatives in promoting women's rights

This strategy did not, however, get implemented for various reasons, not least among them the unavailability of adequate funding, the lack of coordination among the various stakeholders and the changes witnessed in the Lebanese women machinery. In addition, it was too broad and ambitious with neither a time frame, nor a specific plan of action for its implementation by the various stakeholders.

There is, therefore, an urgent need to formulate a new strategy with very specific targets and objectives aimed at achieving the millennium development goals related to gender and the recommendations formulated by the Committee on the Elimination of Discrimination Against Women. The formulation of this new strategy should involve all stakeholders – be they international organizations, governmental ones or NGOs directly involved in women's empowerment.

Such a task would have to be under the NCLW umbrella since it is recognized, by virtue of law, as the official body in charge of women's affairs. This body should, however, be provided with continuous support by international organizations such as UNDP and UNIFEM, through the provision of both sustained technical and financial assistance over a two to three-year period. The technical assistance provided would make it possible to train an adequate core team to pursue the work started in an effective manner, despite any changes that could take place in the composition of the NCLW, which could jeopardize its action. Other governmental bodies and ministries should also be co-opted to participate in this process. It is imperative to reactivate the gender focal units that were theoretically created in these various bodies and out of which only four are presently more or less operational, although not officially institutionalised (those at the Ministry of Social Affairs, the Ministry of Environment, the Council for Development and Reconstruction and the Educational Centre for Research and Development). This is currently the case despite the efforts exerted by NCLW, in cooperation with UNIFEM, in training and graduating 16 gender focal points in line with ministries and institutions through a workshop program that extended over 2000 and 2001.

In fact, although the training of such personnel is a necessary condition for gender mainstreaming, it is not a sufficient one. What is actually needed is increasing the awareness of the heads of these institutions – be they ministers, director generals or department heads – as well as colleagues of the gender focal points, be they male or female, about the importance of the gender focal units and the role they could play in promoting gender equality and development. Here again the role that could be played by international organizations, like UNDP, could be very significant.

The involvement of NGOs is also imperative. It might be advisable to resort here to the various networks that have been recently created and that are being very active in the fields of human and women's rights, such as the Lebanese Women's Network and the National Coalition for the Elimination of All Forms of Discrimination against Women. Their contribution should not, however, be limited to helping in the

formulation of the strategy, but in its implementation as well. Here again, the time element and transparency as far as financial matters are concerned are of prime importance.

The time frame for the formulation of such a strategy should not exceed six months and should include, along with its budget, a list of potential donors and/or partners for its implementation, as well as a time table for the completion of each of its steps. Once these steps are determined, UNDP could choose among them the ones it would be interested in implementing – given its scale of priorities – and select adequate partners, be it at the governmental and/or non-governmental levels, for that purpose.

In addition, the availability of such a clear-cut strategy would, if properly mediated, provide a general framework of action and help – be it at the level of international, local or governmental organisations – reduce the overlapping that is presently being witnessed in the various projects that are being implemented. In fact, it could foster cooperation between the various stakeholders, be they NGOs, governmental institutions, UN agencies or international organisations, enhancing the nature of their relationship from a competitive to a complementary one.

2. A New Gender Perception Outlook

The effective implementation of the gender strategy will depend to a great extent on the willingness and capability of the various stakeholders to address a vital issue on the Lebanese scene, namely gender perception. In fact, the prevailing stereotyped gender division of roles has been one of the major, if not the major obstacle, to women's empowerment, almost neutralizing one important prerequisite for this empowerment, namely education. Although there is no gender gap in educational attainment⁹⁶ in Lebanon, it is not being translated into better opportunities for women in the labour market or access to decision-making positions at the national level.

In addition, various studies indicate that most Lebanese women involved in remunerated jobs consider themselves as “working” women rather than “career” women, especially the married ones among them. They, in many instances, think of their husbands as the breadwinners of the family, even if their earnings are higher than his. The responsibility of homemaking is still considered – by them and society at large – to be primarily theirs, while their husbands are viewed – at best – as “helpers”.

Addressing this issue is thus imperative and has to be tackled in depth through a national plan of action. This plan should extend over a period of at least three years and involve an array as wide as possible of stakeholders. It should be drawn in cooperation with governmental institutions and NGOs that have experience in this domain, as reflected in the mapping exercise undertaken, as well as NGOs with religious affiliations, which would have easier access to highly conservative groups in society.

⁹⁶ “Gender equality in access to primary education has almost been achieved.” (Lebanese Republic & United Nations, 2003, p.13) and women represented 53.9 % of the total number of students enrolled in institutions of higher learning in 2002/03 (CEDAW/C/LBN/CO/2, 22 July 2005).

At the level of governmental institutions, the Ministry of Social Affairs, with its social centres spread all over the country, seems to be an adequate partner and a good venue for the implementation of the national plan of action. Local NGOs should be resorted to in areas where the Ministry does not have such centres and adequate training should be provided to their members to fulfil their task efficiently.

It should focus on increasing the awareness of the various groups in society about the important productive role that could be achieved by women in the development process and help them define themselves not only in terms of their relation to men, but also in terms of their own achievements.

The role of the media in this respect is of primary importance, in terms of the messages it conveys. Changing the nature of these messages entails, however, a better understanding and knowledge of issues related to gender equality by influential media experts, who should consequently receive adequate training regarding these matters. This could be achieved through workshops or focus group discussions that could be sponsored by international organizations like UNDP or UNIFEM. This sponsorship could be extended to cover TV programs that highlight achievements of Lebanese women who have marked the history of their country. A series of biographies based on oral history could be envisaged.

Another sector that is of prime importance in this respect is the educational one. Despite many attempts that have been made to change the stereotyped image of women as homemakers and men as breadwinners in school textbooks, no positive impact can be depicted yet. Such efforts should, however, be maintained given the long run nature of this process. Workshops geared towards teachers and educators with the aim of increasing their awareness regarding the importance of such issues could also help in consolidating efforts already undertaken in this field.

The role to be performed by NGOs in this domain could be envisaged as complementary to that of the education and media sectors. Programs aimed at increasing the awareness of women regarding the importance of the work they undertake, boosting thus their self-esteem and convincing them of the need to raise their children on an egalitarian basis, regardless of their sex, ought to be supported.

3- A More Effective Participation of Women in the Public Sphere

Despite the high level of education achieved by Lebanese women, their participation in the public sphere, be it in the political arena or the labour market – particularly at the decision-making level – is relatively low.

In fact, although the number of women in Parliament has doubled following the last elections, they still represent only 4.7% of the total number of Parliamentarians and are there basically because of family ties.

With the draft of the new electoral law that provides a 20% quota for women on the electoral lists only, it becomes imperative to prepare women for such a task to ensure their success. UNDP could in this respect:

- carry on awareness campaigns – in cooperation with the NGOs operating in this field, on the ground – about the important role that women could play in introducing qualitative changes in this domain. Media campaigns could be quite useful in this respect, provided that they are not carried out on an ad-hoc basis and over a short period of time
- encourage women to join political parties and cooperate with the latter in spotting among their members potential MP candidates that would join training programs, based on successful experiences in other countries which would prepare them adequately to run for elections
- cooperate with women NGO networks in drawing a plan of action that would be used as a platform by women running for elections. This plan should not only be geared towards women's rights and empowerment but should include aspirations of other marginalized groups in society as well. In addition, it should not be too ambitious and should be linked to a time frame that does not exceed the period falling between two electoral campaigns. The implementation of such a plan would undoubtedly introduce a new qualitative dimension to the political life in Lebanon and increase the chances of women representation in the following election rounds.

At the economic level, it might be advisable – given the relatively high rate of unemployment that is prevailing in the country, although no precise reliable figure about it is available – to focus on women entrepreneurship. Despite the fact that an increasing number of women are becoming visible as entrepreneurs, it is difficult to assess their number, performance and impact. This is partly due to the fact that one could distinguish under this heading between three types of business concerns: (a) those that are registered officially and are owned and actually run by women, (b) those registered under women's names, but actually belong to their husbands or close relatives, and (c) those in the informal sector.

The steps that UNDP could envisage adopting in this sector could consist of:

- carrying a fact finding survey that would involve NGOs, chambers of commerce and industry and prominent women entrepreneurs. It is important to note here that the ILO is undertaking a mapping exercise in the Arab countries that reviews the existing resources on women entrepreneurship, be it in terms of research, publications, organizations, or resource people. In addition, IFC is in the process of launching a new project related to women entrepreneurship in five Arab countries of which Lebanon is one. It might thus be advisable, before embarking in the suggested survey, to find out what is being done by these two international organizations to avoid duplication of work and fill in the gaps if and where necessary
- cooperating with the Lebanese Business Women Association to ensure the membership of women entrepreneurs in the boards of the four Chambers of Commerce and Industry operating in

Lebanon - namely those of Beirut, Tripoli, Saida, and Zahleh. One woman only has been recently appointed in the Beirut Chamber of Commerce and Industry; while two made it recently in Saudi Arabia.

In the same context, it might be advisable to encourage the creation, within these Chambers of Commerce and Industry, of business women's committees which would support existing women's businesses by helping them identify the obstacles they are facing and develop strategies to overcome them, thus ensuring their sustainability. These committees could also be quite instrumental in building the women's capacities needed to establish new businesses and assist them in determining the feasibility of the projects they intend to undertake. The creation of such committees need not be limited to employers' organizations and, in fact, should be extended to NGOs.

The contribution of UNDP, in this respect, could be both financial and technical, through the creation of business incubators. Cooperation with ILO could prove to be quite instrumental in this respect, especially since the adoption of its new approach known as GET (Gender and Entrepreneurship Together).

As for the informal sector and in an attempt to fight poverty that is common usually among women operating in this sector, it might be useful to train women into skills and the production of goods and services that are easily marketable. It might make sense for UNDP to undertake market surveys which would be used as guidelines by the various NGOs in determining their sectoral focus. These surveys could be done in cooperation with "successful" NGOs that have been able to acquire shares in the product market.

4. The Creation of an Electronic Gender Sensitive NGOs Directory

Despite the important role played by civil society in a country where the government's performance falls short of the people's needs and aspirations, there is no comprehensive, easily accessible and reliable source to which one could refer regarding Lebanese NGOs dealing with gender issues. This situation could be easily remedied through the establishment of an electronic NGOs directory. This directory would be user friendly, and gender sensitive. In implementing this project, UNDP could partner with governmental institutions that already have at their disposal – given the nature of the work they undertake – relevant information regarding such organisations. In addition to the Ministry of Interior, which has to be notified upon the establishment of any association, "service delivery" ministries (like those of Social Affairs), Health and Education come to one's mind. Other potential partners could be NGOs' networks as well as donors' agencies.

A first selection of the NGOs to be included in the directory will have to be done. They will then be grouped by sector of activity and a brief synopsis for each one of them will be prepared indicating the type of activities it carries out, its target group, its geographical spread, as well as its main sources of funding.

It is estimated that the time needed to complete such a project is one year. The update of this directory shall be carried out on a yearly basis and will be UNDP's responsibility.

The availability of such a directory will be of great use to donors as well as to foreign or local NGOs looking for potential partners. It will also help all parties concerned familiarize themselves with the work being done by civil society in Lebanon.

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VIII. Annex 1: Original List of Stakeholders

The following five tables show comments on each of the originally scheduled stakeholders.

International Donors			
Name	Address	Telephone #	Comments
EU	Charles Helou Ave.	-	Done
USAID	-	-	Cancelled. They indirectly refused to conduct the interview. They said all their programs address men and woman equally. Gender is mainstreamed throughout their projects.
Australian Embassy	-	-	Cancelled Not responsive They complained about the length and language of the
Spanish Embassy	Baabda		Done
British Embassy	BCD	-	Done
Canadian Embassy	Jal El-Dib	-	Done
Amideast	BCD	-	Done
IDRC	-	-	Cancelled No Offices in Lebanon
Swiss Embassy	-	-	Cancelled Refused to conduct the interview
MECC	Al-Makhoul Street Hamra	01/ 3453938	Done
Mercy Corps	Adliyah	01-611856/7	Done
Creative Associates	-	-	Cancelled No Contact Info
SRI	Snoubra (Fredirich Ebert)	-	Replaced by Fredirich Ebert No contact Info
Redda Barnarway	-	-	Cancelled Not cooperative
NDI	Sakiet El-Janzir	-	Done

Governmental Institutions			
Name	Address	Telephone #	Comments
الهيئة الوطنية لشؤون المرأة اللبنانية	Hazmieh	-	Done
Ministry of Labour	Ghobeiri	01/ 556801	Done
Ministry of Social Affairs	Badaro	-	Done
Ministry of Education	Al-Shiyah	01/ 275600	Done
Ministry of Interior	Sanayeh	-	Cancelled Could not get a contact who could help on the issue of the study
Ministry of Health	Al-Sham Street Matthaf	01/ 611177 01/ 615724	Done
Ministry of Agriculture	Bir Hassan	01/822700 01/ 848451	Done
Ministry of Justice	Adliyah	01/ 422278	Done
Ministry of Information	Sanayeh	-	Cancelled No interview was conducted as they said they do not have any
Ministry of Environment	BCD Al-Azarieh Building	01/ 976555 01/ 976525	Done
Lebanese Parliament	Riad al-Solh	01/ 982100	Done
CDR	Serail Hill	01/981373	Done

UN Organisations			
Name	Address	Telephone #	Comments
ILO	Aresco Centre, Sanayeh	-	Done
World Health Organisation	Matthaf	-	Done
UNICEF	BCD	01-981301	Done
Unifem	BCD	-	Done
Escwa	BCD	01/ 981301	Done
UNDP	BCD	01-981301	Done
World Bank	BCD	01/ 987800	Done
FAO	Baabda	05/924005/6/7	Done
UNFPA	BCD	01/ 981301	Done
UNESCO	Bir Hassan	01/ 850013/415 01/ 850075	Done

Local NGOs			
Name	Address	Telephone #	Comments
كاريتاس لبنان	Sin El-Fil	01/ 502550	Done
مؤسسة رينيه معوض	Ashrafieh Facing Hotel Dieu	-	Done
*مؤسسة الحريري	Ain al-Tineh Soubra Building	01/ 803320 01/ 792300	Done
مؤسسة مخزومي	Barah al- Qalaa Building Qalaa Street Ras Beirut	-	Done
جمعية تنظيم الاسرة	Unesco	-	Done
مؤسسات الامام الصدر	Al- Mojamma' Al- Thaqafi Sour	07/ 741610	Done
مؤسسة عامل	Salim Salam	-	Done
الحركة الاجتماعية	Badaro	-	Done
AEP	Al-'Alem Street Kefrayya	01-382610	Done
CHF	Al-Janah Adnan al-Hakeem Street	01/ 853263/780	Done
المجموعة	Spears Patriarch's Road	01/369269	Done
YMCA	Sinafil Horch Tabit	01/ 490685	Done
جهاد البناء	Haret Hreik (hai'at Al-Nise'yeh)	-	Replaced by Women's Association (Al-Hai'at Al- Nisa'iya), since Jihad Al-Bina' it
المبرات الخيرية	-	-	Cancelled Did not cooperate in setting an appointment
الجمعية اللبنانية	Zokak el-Blat	01/ 374100	Done
CRTD	Museum Plaza Salameh Building	-	Done
COLLECTIF	Corniche Mazraa	-	Done
ملتقى الهيئات الانسانية غير الحكومية - FORUM	Clemenceau Clemenceau Street	01/ 374040	Done
جمعية بيروت للتنمية الاجتماعية	Near Dunes Verdun	01/ 308011	Done

AUXILIA	Ain al-Remmaneh	01/ 290607	Done
RESTART	Bechara al-Khoury Boulevard Tripoli	06/ 410577	Done
SESOBEL	-	-	Cancelled Did not cooperate at first Their General Manager was
SOS	Sin El-Fil	-	Done
جمعية اصلاح ذات البين	Hamra Commodore Street	01/ 341516	Done
IRAP	-	-	Done
الاتحاد العمالي العام	Corniche al-Nahr	01/ 5700800/1/2	Done
نقابة اطباء	Furn al-Chebak	01/611555.702/3	Done
نقابة المهندسين	Ramlet al-Baida	01/ 850111-110 01/ 826144-5-6	Done
نقابة المحامين	Ministry of Justice Al-Adliyah	01/ 427976	Done
نقابة المعلمين	Badaro	01/614666	Done
نقابة الصحافة	Raoucheh	01/865519-343	Done
نقابة المحررين	Al-Saydeh Street Ashrafieh	01/ 200034 01/ 334116	Done
ADR	Piccadilly Centre, Hamra	-	Done
LADE	Spears	-	Done

Women's NGOs			
Name	Address	Telephone #	Comments
*لجنة حقوق المرأة اللبنانية	Wata El-Mousseitbeh	01/ 817820 01/ 817820	Done
*اللجنة الأهلية لمتابعة قضايا المرأة	Ain El-Mreisseh	-	Done
الشبكة النسائية اللبنانية	Badaro	01/ 388181	Done
*المجلس النسائي اللبناني	Sanayeh	-	Done
*التجمع النسائي الديمقراطي اللبناني	Batrakeyya, Zokak El-Blat	01/ 380189 01/ 980120	Done
*الجمعية المسيحية للشابات YWCA	Ain El-Mreisseh	01/ 367756	Done
*معهد الدراسات النسائية في العالم العربي	LAU, Koreitem	-	Done
*رابطة المرأة العاملة	Al- Horj	01/ 646410	Done
*تجمع الباحثات اللبنانيات	Toufiq Tabara Center, Sanayeh	01/ 739726	Done
*جمعية العناية بالطفل والأم	Corniche Television	01/ 788767/ 8/9/70	Done
دار الأمل	Sin El-Fil	01-483508	Done
الهيئة اللبنانية لمناهضة العنف ضد المرأة	Bassul Building Al-Sham Street, Near Sodeco Square	01/ 612899 01/ 612849	Done

IX. Annex 2: Notes on Women and Local NGOs

IX.1 Key Actors

Women NGOs

- The number of **board members** in the women NGOs ranges between 7 and 41.
- Except for *Dar al-Amal* in which 62% of the 13 board members are men, 8 organizations do not have men on their boards.
- Women exclusively manage and plan the work of all of the following organizations:
 - The Lebanese Women Democratic Gathering (10 members)
 - The Lebanese Council to Resist Violence Against Women (7 members)
 - The Child and Mother Welfare Society (21 members)
 - The League of Lebanese Woman's Rights (41 members)
 - The Lebanese Women Council (18 members)
 - The Lebanese Women Researchers' Association (8 members)
 - The Young Women Christian Association (24 members)
- Two organizations report that men work with them on a voluntary basis, the Lebanese Council to Resist Violence Against Women (15% out of 20 volunteers) and the League of Lebanese Working Women (85% out of 20 volunteers).
- The Lebanese Women Democratic Gathering (141 volunteers), the League of Lebanese Woman's Rights (100 volunteers), the Lebanese Women Council (170 volunteers), and the Young Women Christian Association (YWCA) (60 volunteers), have only women working with them on a voluntary basis.
- Only the Lebanese Council to Resist Violence Against Women has men among its part time staff (33% out of 3 part time employees are men).
- Five organizations (out of the 13), the Lebanese Women Democratic Gathering (5 part time staff), the Lebanese Women Network (1 part time staff), the Lebanese Council to Resist Violence Against Women (2 part time staff), YWCA (15 part time staff), and *Dar al Amal* (2 part time staff), report that all their part time staff is composed of women.
- Men constitute less than 50 % of full time staff in the case of the YWCA (12 full time staff), the Child and Mother Welfare Society (130 full time staff) and *Dal al-Amal* (12 full time staff).
- All of the full time staff are women in the Lebanese Women Democratic Gathering (5 full time staff), the Lebanese Council to Resist Violence Against Women (3 full time staff), *Al Lajna al ahliah lemotaba'at kadaya al-Mar'a* (1 full time staff), the Lebanese Women Council (3 full time staff), the Lebanese

Women Researchers' Association (1 full time staff), and the Institute for Women's Studies in the Arab World (4 full time staff).

- 5 organizations state that more than half of their members are women namely, *Dar al-Amal* (66% of 12 members), the Lebanese Council to Resist Violence Against Women (80% of 50 members), the Child and Mother Welfare Society (95% of 150 members), the League of Lebanese Working Women (95% of 100 members), and *Al Lajna al ahliyah lemotaba'at kadaya al-Mar'a* (99% of 70 members).
- 4 organizations report that their members are exclusively women: the League of Lebanese Woman's Rights (200 members), the Lebanese Women Researchers' Association (40 members), the Institute for Women's Studies in the Arab World (4 members), and the Young Women Christian Association (24 members).

Local NGOs

- The number of **board members** in the Local NGOs ranges between 5 and 20⁹⁷, with the exception of the General Labour Union with 234 board members (12 members on the union's main committee, 74 members on its executive board, and 148 on its board of representatives).
- Three organizations state that all board members are men, YMCA (7 board members), the Lebanese NGO Forum (6 board members), and the Editors' Syndicate (12 board members).
- In 3 organizations, Mouvement Social, AEP, and SOS, 56% of the board members are men.
- In the Collectif des Ongs au Liban, 60% out of 5 board members are men.
- In 3 organizations 67% of board members are men: the Lebanese Association for the Disabled (15 members), the René Mouawad Foundation (6 board members), the Imam Sadr Foundation (12 board members).
- In the Lebanese Association for Democratic Elections (LADE) 75 % out of 12 board members are men, 79% out of 234 members in the General Labour Union and 80% out of 5 board members in the Makhzoumi Foundation.
- In the Lebanese Association for Development (*Al-Majmou'a*) and Auxilia – Lebanon the percentage of male board members is 83; in the former out of a total of 6 board members and in the latter out of 12 board members. The percentage reaches 88% in the *Amel* Association (out of 17 board members).
- The percentage of male board members ranges between 92% and 94 % in the professional unions and syndicates: the Lawyers' Union (92% out of 12

⁹⁷ Three organizations of the 29 included in this study do not provide gender disaggregated data about their board members

- board members); the Teachers' Syndicate (92 % out of 12 board members); the Engineers' Union (94% out of 16 board members); the Journalists' Syndicate (94% out of 18 board members); the Doctors' Union (94 % out of 18 board members).
- The Editors' Syndicate reports that more than 90% of volunteers are men.
 - *Lajnat Islah That al Bayn Min Dimn Al Tajamo' Al Lubnanani Lihifath 'ala Al Usra* reports that all those who work on a voluntary basis are women.
 - 3 of the organizations state that they have an equal number of male and female volunteers; *AmeI* Association, YMCA, and IRAP.
 - Five organizations report that the majority of volunteers are women: the Lebanese Association for the Disabled (60% out of 20 volunteers), Auxilia - Lebanon (55% out of 200 volunteers), Restart (61 % out of 23 volunteers), the Imam Sadr Foundation (67% out of 120 volunteers), and AEP (63 % out of 40 volunteers).
 - The Journalists' Syndicate reports that all of the 20 part time staff are men.
 - LADE (6 part time staff) and YMCA (124 part time staff) state that they have an equal number of men and women.
 - Auxilia-Lebanon (20 part time staff) and the Family Planning Association (16 part time staff) state that all of their part time employees are women.
 - 6 organizations have a majority of female part time employees with the following percentages of males: the Lebanese Association for the Disabled (18% of 11 part time employees), Mouvement Social (17% of 6 part time employees); *AmeI* Association (20% of 180 part time employees); Restart (31% of 13 part time employees); the Imam Sadr Foundation (49% of 195 part time employees); the Makhzoumi Foundation (42% of 60 part time employees).
 - Three organizations report that all their full time staff are women: LADE (2 full time staff); Collective des ONGs au Liban (1 full time staff) and the Teachers' Syndicate (1 full time staff).
 - Two organizations report that men constitute half of their full time staff: the René Mouawad Foundation (70 full time staff) and YMCA (60 full time staff).
 - 2 report that men constitute more than half of their full time members: the Lebanese Association for the Disabled (58% of 113 full time staff) and the General Labor Union (63% of 8 full time staff).
 - Women constitute the majority of full time staff in the following 15 organizations:

- the Doctors' Union (53% of 38 full time staff);
 - 60% of the full time staff are women in the Lebanese Association for Development (*Al-Majmou'a*) (62 full time staff), the Makhzoumi Foundation (63 full time staff);
 - the Cooperative Housing Fund has 65% of full time employees women;
 - 67% of the full time staff are women in AEP (9 full time staff) and the Editors' Syndicate (3 full time staff);
 - in the Family Planning Association 72% of 18 full time staff are women;
 - 75 % of the full time staff are women in the Directorate of Sustainable Human Development (8 full time staff);
 - *AmeI* Association (70 full time staff), IRAP (54 full time staff), and Restart (5 full time staff) report the percentage of women full time staff to be 80%;
 - the Imam Sadr Foundation (190 full time staff) follows with 82% women full time staff, Auxilia –Lebanon (20 full time staff) reports that 85% of its full time staff are women;
 - the Mouvement Social states that 87% of 60 full time staff are women.
 - the Journalists' Syndicate has 95% of 20 full time staff women.
- Members of *Lajnat Islah That el Beyn* are exclusively women.
 - In 5 local NGOs more than half of the members are women: the Imam Sadr Foundation (51% of 490 members), the Family Planning Association (52% of 162 members), and 67% in both Auxilia-Lebanon (60 members) and Restart (18 members), and 70% in IRAP (60 members).
 - In 8 of the organizations more than half of the members are men: the Makhzoumi Foundation (55% of 38 members), the Editors' Syndicate (60 % of 1,120 members), the Lawyers' Union (65% of 7,500 members), 70% of members in the *AmeI* Association (200 members) and the Engineers' Union (29,000 members) are men.
 - In the Lebanese Association for Development (*Al-Majmou'a*), 80% of 30 members are men.
 - In the Lebanese NGO Forum, 82 % of 11 members are men.
 - Three organizations report that they have an equal number of male and female members: AEP (90 members), YMCA (300 members), and SOS (80 members).

IX.2 Notes on Sectoral Focus

Major Achievements of Women NGOs as Provided by Informants from these Organizations:

- **Raising Awareness about Human and Women's Rights** (related to violence against women, health issues, and laws that discriminate against women namely, those that relate to personal status, reproductive health, and social security).

	Project	Description
Democratic Association of Lebanese Women	Dissemination of the Human and Women's Rights Ethos	
	Education and Training about Human and Women's Rights (Training of Trainers)	Provide trainers with sound knowledge of laws, awareness raising, and organizing meetings about human and women's rights
	Program to Resist Violence Against Women; making women aware of their rights	
Lebanese Women Network	Advocacy Training	Highlighting amendments suggested by the network to the penal code
Lebanese Council to Resist Violence Against Women	Developing Capacities in the Commission's Counseling Centres	Developing capacities of social workers involved in providing psychological and legal support to cases that come to the centres
	Raising Awareness in Schools and Clubs	Making students and citizens aware of the problem of violence and its negative impact on the family and society
	Training of Media Specialists	Training of journalists on how to approach the issue of violence and encouraging them to monitor this issue
Working Women League in Lebanon		The league addresses both women and men because the aim is to change the mentality
		Addressing the issue of personal status laws in various regions of Lebanon
	Agriculture Project	Offering advice concerning agriculture with special focus on the importance of using fertilizers
		Raising awareness about current issues such as prospects of union work and highlighting how personal status

		laws discriminate against women
	Book on "Working Women in Lebanon: Issues and Solutions"	
<i>Al-Lajna Al Ahliah Limotaba'at Kadaya al-Mar'a</i>		Contributed in raising awareness and changing a number of attitudes and behaviors among both men and women
	Enhancing efficiency of the role of women in political participation	Encouraging women to run for elections and vote, as well as to be exposed to municipal and parliamentary issues
	Publicizing the Concept of Gender and its incorporation in public policy	Explaining what Gender Means
Lebanese Women's Council		Raising awareness and spreading knowledge about women's rights
	Encouraging women to occupy decision making positions in politics, administration, and municipalities	Active participation of women in the development process
Institute for Women's Studies in the Arab World		Introduction of a number of new concepts and understandings
	Basic Living Skills Program	Raising awareness of women about issues like health, management, income generation, etc.
	Al-Raida	Raising awareness, dialogue, and dissemination of information about women in the Arab world
<i>Dar al-Amal</i>	Rehabilitation and integration of prostitutes	Raising awareness about sexually transmitted and other contagious diseases
Women Associations of Hizbullah	Education of Women	Raising awareness and education of women about environmental issues
		Teaching women edicts of true Islam
	Girls' Clubs	Securing a decent environment to safeguard women from destructive thoughts
	Education of Women	Special lectures about illiteracy and other subjects, summer courses, health education, and raising awareness about environmental issues

- Training of Social Workers and other Professionals

	Project	Description
Lebanese Women Network	Advocacy Training	Training of staff
Lebanese Council to Resist Violence Against Women		Training of voluntary members, Internal Security Forces staff, and students
	Developing capacities of social workers at the social services Centres involved in protection from domestic violence	Empowerment and building capacity of specialized staff dealing with cases of domestic violence
	Development of capacities in the Commission's counselling centres	Empowerment of counselling centres and capacity building of social workers involved in providing psychological and legal support for women who come to the centres
The Child and Mother Welfare Society	Training of Staff Taking Care of Children	Training assistants to care givers as well as qualified care givers to work in preschool day care centres
	Training of Orderly Nurses	Securing orderly nurses for the organization's hospital and other medical centres. At the same time, securing the needed qualified staff to assist patients and old persons at <i>Dar al-Karama</i>
Al-Lajna Al Ahliyah Limotaba'at Kaday al-Mar'a		Empowerment of staff to implement projects
Lebanese Women Council	Enhancing Effectiveness of the Council's Operations	Digitizing the council's operations
	Participation of Women in Development and the Economy	Supervision, coordination, and finding financial support for Women NGOs
Working Women League in Lebanon	Training of Trainers	Training women to become involved in politics and unions, as well as occupy decision making positions
YWCA	Training in Leadership skills	

- Securing Needs of Marginalized and Disadvantaged Individuals (Namely, Women, Children, Elderly and Youth)

	Project	Description
Lebanese Council to Resist Violence Against Women	Program to Support Freed Women Detainees	Empowerment of freed women detainees to enable them deal with the impact of violence they were subjected to during their detention and subsequently at the hands of persons in their entourage at home and work
The Child and Mother Welfare Society		Enhancing support and care from childhood to old age (health, education, social care, and technical education)
	Professional Sewing	Teaching women execution drawings, sawing, and embroidery
	Youth Information Technology Project	Enable women namely, housewives to use the computer and the internet
	<i>Dar al- Karama</i> elderly home project	Social support to the elderly and caring for them in a familial environment. Customers receive thorough professional medical care from qualified doctors, nurses, and orderly nurses round the clock
Institute for Women's Studies in the Arab World	Rehabilitation of the Women's Prison in Tripoli	Improving the life of women inside the prison, rehabilitating the prisoners for a decent life outside the prison, and helping them to overcome the circumstances that led to their imprisonment
<i>Dar al-Amal</i>	Specialized care for girls between the ages of 11 and 18 years	Helping the girls to gain confidence in themselves and discover their capacities
	Rehabilitation and integration of women prisoners (Tripoli and Baabda Women Prisons)	Improve the living conditions of women prisoners inside the prison and preparing them to reintegrate in society
	Rehabilitation and integration of prostitutes: Follow up on individual and family levels.	Helping prostitutes gain back their dignity and reintegrate in society
YWCA	Renting rooms for students and working women	Dormitory for female students and women
		Psychological empowerment of women
	Baabda Prison for Women	Providing support in kind related to hygiene, clothing, medical care, and medication, as well as organizing entertaining activities

Education and Training of Semi Skilled and Unskilled Women, Children, Elderly and Youth

	Project	Description
Lebanese Women's Democratic Association	Literacy for old persons	Enabling women to manage their lives independently
Lebanese Council to Resist Violence Against Women	Program to Develop Capacities of Women and Children through Information Technology	Using information technology to treat legal illiteracy, namely, develop women and children's capacity to recognize and understand their rights.
Working Women League in Lebanon	Fighting illiteracy	Geared towards fighting illiteracy in general and legal illiteracy as well
Institute for Women's Studies in the Arab World	Basic Living Skills Program	Creating income generating prospects
	Second Level Literacy Books	Empowerment of women through continuous education
	Rehabilitation of the Women's Prison in Tripoli	Providing the prisoners with skills which would enable them to secure a decent life outside the prison
<i>Dar al- Amal</i>	Rehabilitation and integration of prostitutes	Fighting illiteracy among prostitutes, training them to acquire marketable skills
	Rehabilitation and integration of women prisoners (Tripoli and Baabda Women Prisons)	Training prisoners to acquire marketable skills
YWCA	Technical Education	Technical education and preparation of students for official degrees
Women Associations of Hizbullah	Social Care	Developing income generating skills and capacities to reach economic empowerment
	<i>Sayyidat Nisa' Al-Alemin</i> Institute	Introducing women to real Islam and training students to advocate and defend Islam

Establishing New Branches and Institutions to Enhance Social and Health Support Especially to Women and Children

	Project	Description
The Child and Mother Welfare Society		A new hospital, in addition to the medical centres
YWCA		Inaugurating new centres
<i>Dar al-Amal</i>		A new centre to protect children

Networking with Women NGOs and Other Organizations in the Civil Society

	Project	Description
Lebanese Women Network		Adding new members to the network
<i>Al-Lajna Al Ahliyah Limotaba'at Kadayal-Mar'a</i>		Collaboration with civil society in the "Participation of Women in Municipalities and Parliament" Movement

Research, Publications and Cultural Activities about Women and Gender

	Project	Description
Lebanese Women Network	The Lebanese Penal Code	Highlighting articles in the penal code that discriminate against women
	Survey among university students about the issue of honour	Identification of youth's opinions about gender issues
Working Women League in Lebanon	Book on Working Women in Lebanon: Issues and Solutions	
League of Lebanese Woman's Rights	Centre for Studies and Research on Women's Rights	Realizing the major goal of eliminating of all forms of discrimination against women
Association of Women Researchers in Lebanon		Distribution of <i>Al-Bahithat</i> publication
		The first national conference for civil society organizations in Lebanon
	The <i>Bahithat</i> book	Publishing a yearly book which addresses issues that are of interest to researchers and society

Legal Reform

	Project	Description
Lebanese Women Council		Rights of Women to elect and run for elections
		Amendment of discriminatory laws: penal code, trade and travel laws
Lebanese Council to Resist Violence Against Women	Proposing a new law on domestic violence	Unifying rights of women from different sects and this by suggesting one unified law to deter domestic violence
League of Lebanese Woman's Rights	Equality in Rights and Duties	Eliminate Discrimination Against Women according to CEDAW and putting pressure on the government to commit to articles of the international convention
<i>Al-Lajna Al Ahliah Limotaba'at Kadya al-Mar'a</i>	Ending all Forms of Discrimination against women	Improving laws and amending them
Lebanese Women's Council	Amendment of Laws that Discriminate Against Women	Improving laws

Local NGOs:

Major Achievements of Local NGOs Provided by Informants from these Organizations:

Raising Awareness about Human and Women's Rights (related to violence against women, health issues, and laws that discriminate against women namely, those that relate to personal status, reproductive health, and social security).

	Project	Description
CRTD – Action		Creating and disseminating knowledge on gender and development
		Mobilizing and advocating on specific issues related to gender
Al-Majmoua Lebanese Association for Development		Outreach
Beirut Association for Social Development		Raising awareness about the concept of sustainable development
<i>Lajnat Islah That AlBeyn min Dimn Attajamo' AlLubnani Lilhifath ala al Usra</i>		Helping girls prepare for a successful marriage
Lebanese Association for the Disabled	Campaign to Raise Awareness about Breast	Raise awareness about the importance of undergoing check

	Cancer	ups for early detection purposes
	Family Support Program	Raising awareness of parents on how to take care of their disabled children, and offering them support
	Raising Awareness about Disability	Defining disability, its causes, and making society aware about problems disabled persons face and about the necessity of integrating them in society. Emphasizing at the same time, the importance of proper health care for pregnant women and the need to avoid all factors that could lead to disability
Mouvement Social	Importance of Group Work	Making university students aware of the importance of solidarity when it comes to social issues in their environment, focus on secular values, non-violence, poverty and related issues, eligibility for running for elections, etc.
Amel Association	Primary Health Care Program	Focuses on: reproductive health, mother and child care, combating AIDS, vaccination campaigns, raising awareness and health consciousness, parenting tips, and health in schools. The program aims at moving from a treatment oriented approach to illness and diseases to a preventive one that leads to protecting human beings from illness
	Reintegration of Recently Freed Prisoners	Raising awareness of recently freed prisoners' children. Focuses on ways to reintegrate these prisoners
	Education about Human and Citizens' Rights	Raising awareness of persons from different social groups about their rights and duties through the Human Rights Bill in order to create efficient, active and interactive citizens
Collectif des ONGs au Liban	The Youth Health Project	Improving the health of Lebanese through addressing preventive and primary health care programs. The program targets all marginalized social groups
Beirut Association for Social Development	"Know Your Rights" Program	Familiarizing women with their rights and duties

Training of Social Workers and Other Professionals

	Project	Description
CRTD – Action		Building local human capacity on gender
<i>Lajnat Islah That Al Beyn min Dimn Attajamo' AlLubnani Lilhifath ala al Usra</i>		Empowering women volunteers to help other women
Lebanese Association for the Disabled		A training program geared towards disabled persons, in cooperation with the National Employment Office
Collectif des ONGs au Liban	Capacity Building in Civil Society	Building capacities of human resources in organizations of the civil society
Family Planning Association	Training Educators who Work in the Regions	Raising awareness of women, understanding their needs, and referring them to centres that can secure those needs
	Gender Training	Training women leaders and raising awareness

Securing Needs of Marginalized and Disadvantaged Individuals (Namely, Women, Children, Elderly and Youth)

	Project	Description
ADR	Micro-Credit	Securing financial resources to establish small projects for those who do not have capital to start their own businesses
	Social Development Program	Securing support for health needs (payment of invoices, hospitalization, and medication)
IRAP		Thorough Rehabilitation of Disabled Persons
Lebanese Association for Development – Al Majmou'a	Micro Credits for Women and Men (individual and groups)	Securing funding for owners of small businesses
	Rehabilitation to Secure Social Integration	Empower youth and protecting it from imprisonment, as well as humanitarian rehabilitation to help them become integrated in society (Barbar Prison for girls)
Mouvement Social		Changing Women's life styles
		Creating social and

		educational opportunities, as well as solving girls' problems related to communication
Collectif des ONGs au Liban		Program for providing credit at rates lower than those charged by commercial credit institutions
AEP		Helping children within the family setting
	Micro Credits Program	Lending money to owners of small businesses
Auxilia - Lebanon		Helping children within the family setting
Beirut Association for Social Development		Opening of affordable nurseries
Rene Mouawad Foundation		Child labor - rehabilitation
Directorate for Sustainable Human Development		Helping women who are marginalized by their environment
<i>Lajnat Islah That Al Beyn min Dimn Attajamo' AlLubnani Lilhifath ala al Usra</i>		Helping women to remain in their homes and preventing divorces
		Helping families reach stability through conflict resolution
General Labor Union		Enabling children of working women to benefit from social security
SOS		Improving the economic status of women to enable to support their children
Teachers' Syndicate		Enabling children of working female teachers to benefit from social security
Lebanese Association for the Disabled	Home Visitors Program / Home adjustment	Early detection of disability through raising awareness of parents of disabled children
Amel Association	Auxilia Cooperatives	Families that help Auxilia are given coupons to benefit from the Cooperative food supplies at reduced prices
	Emergency Angels Project	Securing treatment for children who cannot afford it
	School Aid for Children Project	Securing school fees for poor families
Beirut Association for Social Development	Children Nurseries	Helping working mothers through the creation of affordable children nurseries
Restart	Psychological, social and health rehabilitation for victims of torture	Protecting families that suffered from violence
	Legal Assistance to Victims	Following up and supporting

	of Violence	victims of violence
YMCA	Medication Program for chronically ill patients	Securing medication for chronically ill patients who cannot afford them

Education and Training of Semi Skilled and Unskilled Women, Children, Elderly and Youth

	Project	Description
ADR	Vocational Training and Development	Capacity building to enable beneficiaries (20% women) to join the labor force or become self-employed
IRAP		Thorough rehabilitation of disabled persons
Mouvement Social		Changing women's life styles
		Economic participation of women
Beirut Association for Social Development		Arabic lessons for Armenians
SOS		Empowerment of surrogate mothers at the children's village
Lebanese Association for the Disabled	Literacy Courses	Organizing literacy sessions after identifying illiterate women in various departments of the Association.
Mouvement Social	Empowerment Through Reading and Writing	Encouraging children aged 15 years and above to continue their studies, take part in cultural entertaining activities, and offer them professional orientation
Amel Association	Professional Rehabilitation Programs	Training sessions, in collaboration with the National Employment Office enabling women to become economically productive and to participate in public life in general.
Beirut Association for Social Development	Literacy and continuing education program	
Family Planning Association	Centre to train in specialized skills (flower arrangement, mosaic, jewelry design)	
Restart	Training sessions in various fields	Special services for victims of violence

Research, Publications and Cultural Activities about Women and Gender

	Project	Description
CRTD-Action		Empirical field research on gender
		Creating a local and regional resource hub on gender
Lebanese NGO Forum		Linking activities to studies and research
		Establishment of the Forum for Parliamentary Dialogue

- Legal Reform

	Project	Description
LADE	Proposing an election law that includes a quota for women	

Promotion and Safeguard of Freedom, Democracy and Participation in the Public Sphere and Civil Society

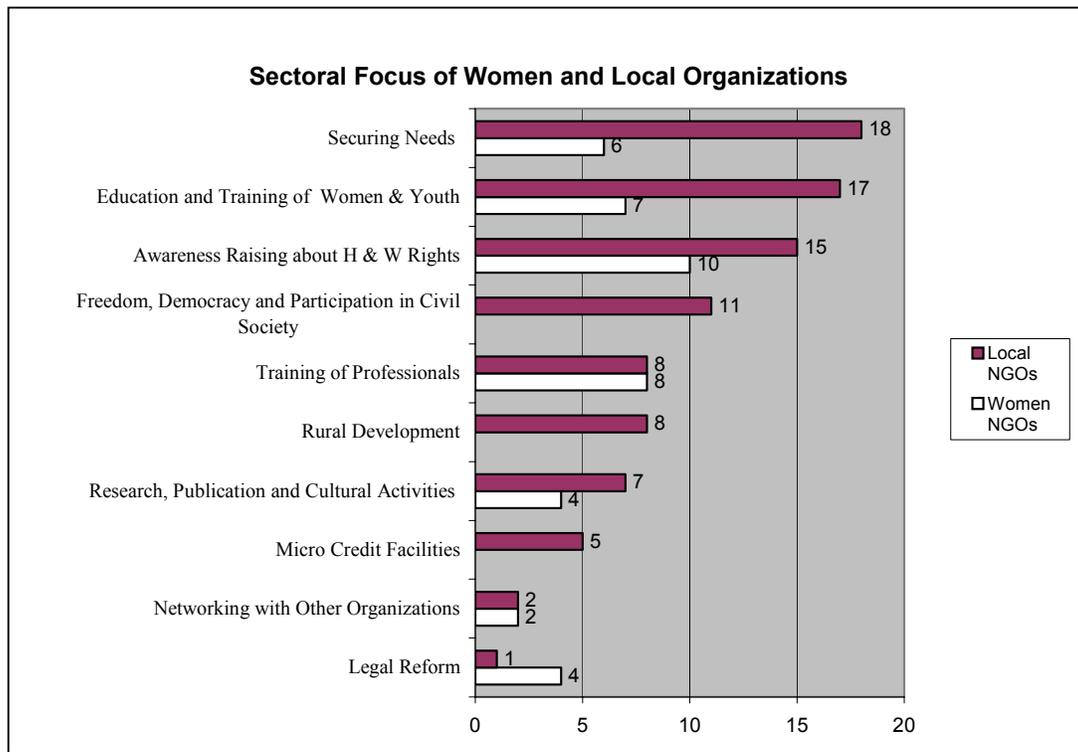
	Project	Description
LADE		Establishing the association as a specialized centre in election- related issues in Lebanon and the Arab region
		Communicating with women organizations and engaging university female students in processes of election monitoring
		A media campaign to encourage women to vote and run for elections and involving women in political action
	Reinforcing Women's Capacities to Participate in Politics and Municipal Elections	Working with leaders in civil society and equipping them with means to develop political action. Creating a dialogue with women voters regarding municipal issues
Mouvement Social		To energize civil society
Amel Association		Improve capacities of civil society
Lebanese NGO Forum		Emphasizing the importance of collaboration and the establishment of a culture of

		group work
Journalists' Syndicate		Facilitating protection of men's and women's freedom
Teachers' Syndicate		Cashing of a married teacher's pension whenever she decides to retire
Mouvement Social	Youth Empowerment	Promote citizenship spirit among youth and empowering them to secure a safe future
		Making youth in universities aware of the importance of supporting social issues in order to achieve change and development in their environments with focus on secularism, non-violence, poverty and related issues, eligibility for running for elections, etc.
Beirut Association for Social Development	Children Municipal Council	Promotion and development of democracy
YMCA	Training in Democracy and Leadership Program	Increasing participation of marginalized youth in civil society, especially those living in remote regions
	Consultancy and administrative development program	Contribution to development and capacity building of non governmental organizations and businesses

Rural Development

	Project	Description
Rene Mouawad Foundation	The Olive and Olive Oil Project	Rural development project aimed at increasing farmers' income
ADR	Agriculture	Building agricultural centres Lending lands Offering advice Raising awareness Lending equipment Production of thyme and medical herbs
Mouvement Social	Empowerment of Rural Women	Achieving financial independence
Amel Association	Rural Development	Establishing several agricultural projects and cooperatives
YMCA	Rural Development Program	Rural development in Akkar, Bekaa, and the South

	Women's Empowerment Program	Training women in agricultural production to create income generating opportunities for them; training them on how to create and manage a cooperative, as well as helping them to equip a factory; managing it and marketing products
Cooperative Housing Fund	CEDARS Program	Empowering the agricultural sector and agricultural industries
	Wadi Khaled Medical Centre	
	Wadi Khaled Vocational School	
	Credit Facilities Program	



	Number of Organizations	
	Women NGOs	Local NGOs
Awareness raising about human and women rights	10	15
Training of professionals	8	8
Securing needs	6	18
Micro credit facilities	0	5
Education and training of women & youth	7	17
Networking with other organizations	2	2
Establishing new centres	3	
Research, publication and cultural activities	4	7
Legal reform	4	1
Freedom, democracy and participation in civil society	0	11
Rural development	0	8

IX.3 Notes on Non-Governmental Organizations' Modes of Operation

Scope of Action

- New activities and projects were added to their original agendas, which include empowerment and emancipation of women, family welfare and social care (mothers and children), care for and empowerment of disabled persons, development and provision of social services, networking between the different actors in civil society, safeguarding of unions members' rights and securing services to their families, as well as promoting democracy.
- The list of additional involvements includes:
 - i) In women NGOs:
 - spreading the culture of human and women's rights;
 - combating violence against women;
 - establishing new centres in different regions of Lebanon;
 - networking with more organizations;
 - training and raising awareness of staff, volunteers, and professionals;
 - addressing the issue of discrimination against women in laws;
 - publications that address women issues and highlight their achievements;
 - issues related to nationalism and citizenship;
 - involvement in issues related to women prisoners.
 - ii) In Local NGOs:
 - establishing new centres in different regions in Lebanon;

- technical education leading to official degrees;
- enhancing social and health care provided to beneficiaries and members of unions;
- promoting collaboration between organizations;
- empowerment of organizations and members of networks for an effective participation in the process of development;
- Providing micro credit finance facilities and developing this role;
- creating income generating projects and cooperatives for social and health security;
- involvement in projects that secure sustainable development;
- collaboration with government agencies such as the Parliament;
- rehabilitation of victims of violence namely women and children;
- involvement in a variety of projects that offer comprehensive care;
- establishment of research centres;
- establishment of technical schools;
- involvement in projects related to promulgation and/or amendment of laws, especially those related to women;
- advocacy in general and encouraging more members to join networks and unions;
- involvement in rural development.

Target Groups and Beneficiaries

i) Women NGOs

- The number of women beneficiaries from projects undertaken by women NGOs within five years prior to this study, ranges between 10 and 3000.
- 10 women NGOs⁹⁸ report that their target groups and beneficiaries have changed since the days they were established. The major changes include:
 - increase in the number of members in the network (Lebanese Women's Network);
 - changing the organization's motto to become "from infancy to old age" (The Child and Mother Welfare Society);
 - targeting both women and men since its aim is a change of mentality (Working Women League in Lebanon);
 - improving the lot of all working women in the different sectors (League of Lebanese Woman's Rights);
 - attracting new members from outside Lebanon (Association of Lebanese Women Researchers);
 - prisons' inmates (Dar al-Amal).

⁹⁸ The Lebanese Democratic Association of Women, the Lebanese Women's Council, and the Institute for Women's Studies in the Arab World state that they have not experienced any change at this level.

- more than 50 percent of beneficiaries in 9 of the Women NGOs included in this study, are Lebanese⁹⁹;
- 10 percent and 20 percent of beneficiaries in respectively the League of the Working Woman in Lebanon and the YWCA are not Lebanese;
- the majority of the beneficiaries in prisons where *Dar al-Amal* undertakes its projects, carry Asian passports¹⁰⁰.

ii) Local NGOs

- The number of women beneficiaries from projects undertaken by local NGOs during the five years prior to this study, ranges between 100 and 10,000.
- LADE, AEP, IRAP, the Lebanese NGO Forum, two unions (doctors and engineers) and one syndicate (editors) state that they have not experienced a change at the level of target groups since they have been established. The remaining organizations, which did experience a change, single out the following developments:
 - services are offered to non-disabled persons and this in return for a fee (Lebanese Association for the Disabled);
 - expanding work with school drop outs (ages 15 to 19 years) (Mouvement Social)
 - projects addressing youth needs (Auxilia - Lebanon)
 - a centre dedicated to disabled children (Beirut Association for Social Development);
 - gender mainstreaming, income generating projects, and focus on reproductive health (Family Planning Association);
 - addressing all age groups and not only youth (Restart);
 - comprehensive care for female orphans (the Imam Sadr Foundation);
 - addressing all family members (Directorate of Sustainable Human Development);
 - helping young persons up to the age of 21, as well as women
 - increase in number of female journalists (Journalists' Syndicate);
 - increase the number of female members from 30 to 35 % in the union (Lawyers Union).
- The distribution of Lebanese beneficiaries in the organizations included in this study is as follows:

⁹⁹ 4 of the Women NGOs do not provide information about this variable.

¹⁰⁰ 11 of the Women NGOs do not provide information about this variable

Percentage of Lebanese in Other Local NGOs	Number of organizations
100	13
98	2
95	2
90	1
85	1
80	3
60	1

Assessment Procedure

- All NGOs included in this study, with the exception of 3 at the local NGOs' level and 1 at the women NGOs' level report that their activities and projects are evaluated internally, externally, or both.

Mode of Assessment	Number of Organizations	
	Women NGOs	Local NGOs
Internal Assessment	10	12
External Assessment		2
Internal & External Assessment	2	13

- The appraisal processes entail one or more of the following:
 - review by a specialized committee, the board, and/or the executive committee following a project and/or on regular basis;
 - financial and/or narrative reports;
 - external review by the donor(s);
 - progress report to donor(s), executive committee, and/or board following each project;
 - evaluation of own performance;
 - observing beneficiaries;
 - regular meetings between staff, beneficiaries, and/or funding agency;
 - auditing by a firm selected by the donor;
 - evaluation material provided by specialized agencies;
 - filling of questionnaires;
 - resorting to experts from outside the organization.
- Explanations regarding the measures adopted were: the League of the Working Woman in Lebanon states that it fires those responsible for the slacking, and the Lebanese Women's Rights Committee explains that it either resorts to terminating failing projects or establishing new ones; depending on the situation. The AEP resorts to corrective measures only as long as the project is ongoing, while the Lebanese NGO Forum usually subjects the action plan to revision and amendments.

Follow Up

- A number of procedures were singled out. They include:
 - a field team which is constantly present with beneficiaries and target groups tracking their performance;
 - monitoring how credit is used and whether money is spent where it should be;
 - holding meetings with beneficiaries or their representatives;
 - inviting beneficiaries to take part in other activities;
 - keeping in touch with beneficiaries and/or visiting them to monitor the impact of the projects, and offering help when needed;
 - finding employment for beneficiaries;
 - offering professional training regularly.

Planning

- Ten of the women NGOs report that women beneficiaries are involved in determining their activities and projects. This involvement in the planning process includes:
 - the assessment of women beneficiaries' needs based on observations, by supervisors;
 - holding regular meetings with beneficiaries;
 - making planning revolve around one specific issue related to women;
 - involving women in conferences and listening to their suggestions;
 - conducting focus groups while a project is being carried out.

- Two organizations said that they do not involve women in the planning process.
- 22 local NGOs report that women impact their agendas through one or a combination of the following procedures:
 - involving women in the decision-making process, as well as the implementation and evaluation of projects;
 - ensuring that every project has a gender dimension to it;
 - carrying out surveys and/or studies to learn about the needs of women beneficiaries during and following projects and activities;
 - meetings with beneficiaries to obtain their feedback, listen to their recommendations, and assess their needs;

- involving beneficiaries in planning future projects and activities;
 - designing projects to cater for women needs;
 - assign organization and execution of activities to women;
 - have women participate in representatives' and other planning committees.
- Only 5 of the local organizations indicate that women do not have an impact on the projects and activities they undertake. One of them accounted for this situation by emphasizing that the major goal of the organization is to rehabilitate and empower all human beings, irrespective of their gender. Another organization reports that beneficiaries fail to take part in the planning process and that its staff has often been negligent; in the sense that, it has questionnaires ready to use for this purpose but has not used them for a while now. A third organization, actually a union, states that women do not impact its projects simply because it does not undertake specific projects or programs.

Membership in Networks

Areas of cooperation between women NGOs and other local NGOs and networks that focus on women's issues include:

	Major Areas of Collaboration between Local NGOs and Associations that Focus on Women	
	Number of Women NGOs	Number of Other Local NGOs
Exchange of expertise	9	17
Exchange of information	10	14
Complementary services	7	6
Acting as pressure groups	1	1
Raising awareness		3
Training		2
Organizational cooperation	4	2
Coordination between beneficiaries	1	
Financial Assistance		5
Participation in governmental strategic planning	1	
Enhancing social and health care		1

Funding of Projects

Sources of Funding of Projects Undertaken by Local NGOs within 5 Years Prior to the Study:

1. International Philanthropic Organizations		
Organization	Project	Amount (USD)

Women NGOs		
Democratic Association of Lebanese Women	Dissemination of the human rights culture program with special focus on women	
	Education and training about human and women's rights	10,000 every year
	Combating violence against women	12,000 every year (over 4 years)
	Adult education and fighting illiteracy	60,000 from Oxfam – Canada
Lebanese Women's Rights Committee	Literacy program	OXFAM - Canada
Lebanese Women Network	Training of trainers on advocacy	12,000
	Studies on the penal code	10,000
	Survey among university students regarding honor	Not specified. From budget allocated for studies and research
Association for Mother and Child Care	Training orderly nurses	50,000
Lebanese Women's Rights Committee	Centre for studies and research on women's rights	
Al Lajna al Ahlia Limotaba'at Kadya al Mar'a	Elimination of all forms of discrimination against women	35,000
Association of Lebanese Researchers	Issuing of Al-Bahithat book	Global fund for women
Local NGOs		
ADR	Micro credits *	1,000,000, still ongoing
	Agriculture	400,000
LADE	Proposal for a new electoral law that includes a quota for women	20,000
Mouvement Social	Empowerment through reading and writing	36,000 (every year)
	Importance of social work	
	Initiation to social integration	
Amel Association	Rural development	
	Psychological counseling to freed detainees	90,000
Family Planning Association	Training of educators working in the different regions on handling various situations and problems	60,000
YMCA	Medication for chronically ill persons program	12,000,000
Rene Moawad Foundation	Raising awareness on	

	gender	
	Establishing income generating projects for rural women	490,000
IRAP	Gender mainstreaming in schools through listening and speech training	MOSA and MOH
Makhzoumi Foundation	Micro credits program	
	Training centres program	
	Environment/agriculture program	
General Labor Union	Training of personnel	Not specified The union contributes by paying 100,000 USD every year. It is not clear from the questionnaire whether this sum is spent on one or the various projects of the union.
Teachers' Syndicate	Training on citizenship	

2. Civil Society Organizations		
Organization	Project	Amount (USD)
Women NGOs		
Al Lajna al Ahlia Limotaba'at Kadaya al Mar'a	Elimination of all forms of discrimination against women	35,000
Local NGOs		
LADE	Media campaign to push women to vote and run for elections	
	Empowering women to participate in political and municipal elections	50,000
Amel Association	Program of primary health care**	150,000 every year, still ongoing
Association of Voluntary Organizations in Lebanon	The youth health project (health in schools)	72,000
YMCA	Medication for chronically ill persons program	12,000,000
Rene Moawad Foundation	Economic education	30,000
	Establishing income generating projects for rural women	490,000
IRAP	Gender mainstreaming in schools through listening and speech training	MOSA and MOH
General Labour Union	Training of personnel	Not specified The union contributes by paying 100,000 USD every year. It is not clear from the questionnaire whether this

		sum is spent on one or the various projects of the union.
Teachers' Syndicate	The concept of gender	
3. Internal Funding		
Organization	Project	Amount (USD)
Women NGOs		
Lebanese Commission to Resist Violence Against Women	Developing capacities of counseling centres	115,000
	Raising awareness in schools and clubs	5,000
	Training of media specialists	
Association for mother and child care	The child care project	50,000 every year, still ongoing
	Training orderly nurses	50,000
League of Working of Women In Lebanon	Raising awareness of women	
Lebanese Women's Rights Committee	Equality in rights and duties	
	Centre for studies and research on women's rights	
Lebanese Women's Rights Committee	Literacy program	
Al Lajna al Ahlia Limotaba'at Kadaya al Mar'a	Empowering the role of women in political participation	
	Gender mainstreaming	
Lebanese Women Council	Enhancing effectiveness of the council's operations	
Association of Lebanese Researchers	Issuing of Al-Bahithat book	Membership fees
Institute for Women's Studies in the Arab World	Al-Raida	
Women Associations of Hizbullah	Girls' clubs	
Local NGOs		
ADR	Micro credits*	1,000,000, still ongoing
Lebanese Association for the Disabled	Support of prisoners program	
	Home visits program/home adjustment	
	Raising awareness on disability through lectures and meetings	
Lebanese Association for Development – Al Majmou'a	Micro credits for women and men (individual and groups)	
AEP	Credits for small projects	
Lajnat Islah That AlBeyn min	Sessions to educate	Donations from Volunteers

Dimn Attajamo' AlLubnani Lilhifath ala al Usra	volunteers	
	Assisting couples solve their problems to prevent divorce	Donations from Volunteers
	Raising awareness of couples who are about to get married	Donations from Volunteers
Rene Moawad Foundation	Economic education	30,000
	Establishing income generating projects for rural women	490,000
IRAP	Gender mainstreaming in schools through listening and speech training	
	Awareness raising and rehabilitation of disabled women	
	Handicrafts workshops	
Makhzoumi Foundation	Micro credits program	
	Training centres program	
	Awareness program	
	Environment/agriculture program	
General Labor Union	Training of personnel	Not specified The union contributes by paying 100,000 USD every year. It is not clear from the questionnaire whether this sum is spent on one or the various projects of the union.
SOS	Protecting children from being abandoned by their families	300,000 every year, still ongoing Using funds from own budget as well as profit made from other projects

4. United Nations Organizations		
Organization	Project	Amount (USD)
Women NGOs		
Lebanese Commission to Resist Violence Against Women	Developing capacities of women and children through information technology	
Institute for Women's Studies in the Arab World	Basic Living Skills Program	250,000
Local NGOs		
ADR	Vocational training development	100,000
	Micro credits*	1,000,000, still ongoing

Lebanese Association for the Disabled	Campaign to protect from breast cancer	16,000
Amel Association	Program of primary health care**	150,000 every year, still ongoing
	Psychological Counseling to Former Detainees	90,000
	Civic education program	150,000
Restart	Socio-psychological and health support to victims of torture	
	Training programs	
	Legal assistance to victims of torture program	

5. Municipal Sources		
Organization	Project	Amount (USD)
Other Local NGOs		
Lebanese Association for the Disabled	Home visits program/home adjustment	
Amel Association	Program of primary health care**	150,000 every year, still ongoing
6. Beneficiaries		
Organization	Project	Amount (USD)
Women NGOs		
Women Associations of Hizbullah	Girls' Clubs	
Local NGOs		
Imam Sadr Foundation	Intensive Professional training	160,000 per year, still ongoing
IRAP	Gender mainstreaming in schools through listening and speech training	MOSA and MOH

7. Government Agencies		
Organization	Project	Amount (USD)
Women NGOs		
Association for mother and child care	The Child Care Project	50,000 every year, still ongoing The National Employment Office is no longer funding the project but it continues to provide the centre with official degrees
Lebanese Women Council	Encouraging women to reach decision making positions in politics, management of businesses, and municipalities	12,500 Ministry of Social Affairs

Dar al-Amal	Special care for girls between 11 and 18 years old	100,000 per year, still ongoing Ministry of Social Affairs
	Rehabilitation and integration of victims of prostitution (individual and family follow up, literacy, professional training, raising awareness about illnesses and sexually transmitted diseases)	130,000 Ministry of Social Affairs
	Rehabilitation and reintegration of women prisoners (Tripoli and Baabda Prisons)	120,000 per year, still ongoing Ministry of Social Affairs
Local NGOs		
ADR	Vocational training development	100,000 Council for Development and reconstruction
Lebanese Association for the Disabled	Literacy sessions for illiterate persons	Ministry of social affairs
Lebanese Association for Development – Al Majmou'a	Micro credits for women and men (individual and groups)	Ministry of Justice
Amel Association	Program of primary health care**	150,000 every year, still ongoing (Ministry of Social Affairs)
Rene Moawad Foundation	Establishing income generating projects for rural women	490,000
Imam Sadr Foundation	Day Care centre	400,000 Ministry of Social Affairs
	Intensive professional training	160,000 per year, still ongoing Ministry of Social Affairs National Employment Office
	Sustainable Support program	1,000,000, yearly, still ongoing Ministry of Social Affairs
IRAP	Gender mainstreaming in schools through listening and speech training	Ministry of Social Affairs and Ministry of Health
	Awareness raising and rehabilitation cycles for disabled persons	National Employment Office
SOS	Training of surrogate mothers	40,000 Ministry of Social Affairs
	Protecting children from being abandoned by their families	300,000 every year, still ongoing

8. Local Funding		
Organization	Project	Amount (USD)
Local NGOs		
ADR	Micro credits*	1,000,000, still ongoing
Mouvement Social	Initiation to social integration	

9. Other Sources of Funding		
Organization	Project	Amount (USD)
Women NGOs		
Lebanese Commission to Resist Violence Against Women	Building capacities of women and children through information technology	EU ICTIDAR
	Law proposal – domestic violence	24,000 Foreign organizations
	Developing capacities of social workers in centres regarding domestic violence	74,000 Foreign organizations
	Developing capacities of counseling centres	115,000 EU Embassy of Spain
	Raising awareness in schools and clubs	5,000 Embassy of Australia
	Training of media specialists	WACC
	Support of prisoners program	Embassy of Canada Middle Eastern Council of Churches
Association for mother and child care	The Child Care Project	50,000 every year nominal tuition fees by beneficiaries (women)
	Training Orderly Nurses	50,000 contributions of students and donations
	Professional Sewing	Not determined
	Information Technology Project for Adolescents	Not determined
	Information Technology Project for Adolescents	Not determined Membership fees, 40,000 L.L. per cycle
	Dar al-Karama for elderly persons	Not determined Kingdom of Saudi Arabia
League of Working Women in Lebanon	Training of trainers cycles project	70,000 The American Centre for International Labor Support
	Agricultural orientation project	20,000 SOCOM

	"The Working Woman in Lebanon: Issues and Solutions" Book	OXFAM
Lebanese Women's Rights Committee	Centre for Studies and Research on Women's Rights	EU
	Literacy program	OXFAM - Canada
Lebanese Women Council	Encouraging women to reach decision making positions in politics, management of businesses, and municipalities	12,500 European Union
Association of Lebanese Women Researchers	Issuing of Al-Bahithat book	Banks
Dar al-Amal	Special care for girls between 11 and 18 years old	100,000 per year, still ongoing Embassies, Companies, Individuals
	Rehabilitation and integration of victims of prostitution (individual and family follow up, literacy, professional training, raising awareness about illnesses and sexually transmitted diseases)	130,000 Embassies, Companies, Individuals
	Rehabilitation and reintegration of women prisoners (Tripoli and Baabda Prisons)	120,000 per year, still ongoing Embassies, Companies, Individuals
Institute for Women's Studies in the Arab World	Rehabilitation of the Tripoli Women's Prison	Not determined Global Ministries
	Second Level literacy books	50,000 MEPI
Local NGOs		
LADE	Empower women to participate in political and municipal elections	50,000 Embassy of Holland
Mouvement Social	Initiation for social integration	EU
Amel Association	Professional development programs	Donations
	Psychological Counseling to Former Detainees	EU and Japanese government
	Civic education programs	EU and Embassy of Holland
Association of Voluntary Organizations in Lebanon	Youth health program (health in schools)	72,000 Oxfam - Quebec
	Building capacities in the civil sector	CEAD-Canada
Auxilia – Lebanon	Auxilia Cooperatives	9,000,000 (budget) donors and credits from banks
	Angels of emergency	Donors

	project	
	School financial aid for children project	600 USD per child every year, still ongoing Parents pay part of the tuition and there are sponsors from abroad
Beirut Social Development Association	Nurseries	
Family Planning Association	Training centre-specialized skills	Italian government
	Gender Training	360,000 Other projects There is no one specific source
Restart	Socio-psychological and health support to victims of torture	75,000 IRCT/OAK
	Training programs	75,000 IRCT/OAK
	Legal assistance to victims of torture program	10,000 IRCT/OAK
YMCA	Rural Development Program	12,000,000 USAID
	Empowerment of Women program	2,500,000 USAID
	Democracy and Leadership training program	British Agency for Development
Rene Moawad Foundation	Raising awareness on gender	British and Canadian Embassies
Lajnat Islah That AIBeyn min Dimn Attajamo' AILubnani Lilhifath ala al Usra	Sessions to educate volunteers	Funding from donations
	Assisting couples solve their problems to prevent divorce	Funding from donations
	Raising awareness of couples who are about to get married	Funding from donations
IRAP	Handicraft workshops	Donations
Makhzoumi Foundation	Training centres program	Donations from private companies and international organizations
	Awareness program	Donations from Private companies and embassies
	Environment/agriculture program	Japanese Embassy
Directorate of sustainable human development	<i>Anamelouna</i>	200,000 selling self made products
	Networking	CISCO and UNIFEM
Lebanese NGO Forum	Refugees program in Lebanon	1,000,000 Swedish organization

		DIAKONA
	Cooperation with the Lebanese Parliament program	200,000 EU and Canadian Parliament program
General Labor Union	Training of personnel	Not specified The union contributes by paying 100,000 USD every year. It is not clear from the questionnaire whether this sum is spent on one or the various projects of the union. International Association of Arab Labor Unions
SOS	Training of Surrogate mothers	European Union
	Protecting children from being abandoned by their parents	European Union

* This program (Micro Credit) is jointly funded by the European Union, UN agencies, civil society organizations, ADR and local funding.

** This program (Program of primary health care) is jointly funded by civil society organizations, UN agencies, municipalities, beneficiaries and governmental institutions.

IX.4 Gender Sensitivity

- Five questions inquire about the organizations' achievements, opinion, and future prospects to improve the status of women only. Specifically informants were asked to answer the following:

- 1) What are the projects undertaken during the five years prior to this study which had an impact or are, directly or indirectly, related to women?
- 2) In your opinion what are the major achievements of your organization since its establishment and how did they affect the status of women (in case there are such projects)?
- 3) In your opinion, what are the main projects or sectors that ought to be focused on in order to improve the status of women in society?
- 4) What projects does your organization plan to undertake within the coming few years to improve the status of women in society?
- 5) How does the organization plan to carry on when it comes to women's issues?

X. Annex 3: Notes on Governmental Organizations

X.1 Key Actors

The different organizations choose partners to undertake projects that address one or more of the following issues:

- curriculum content,
- education methods,
- gender equity,
- governance,
- illiteracy,
- discrimination against women and disabled persons,
- economic development,
- legal reform,
- management of natural resources (water and land),
- professional development,
- quality health care at the national level,
- raising awareness, social justice and welfare,
- unemployment,
- vocational training,
- violation of human rights,
- rural development and reform.

X.2 Major Achievements of Governmental Organizations by Informants

- Securing Rights

	Project	Description
Parliamentary Commission for Women and Children		Ensuring equal treatment of male and female members of the Government Employees' Cooperative
		Ensuring equal treatment in retirement and lay-off of male and female employees
		Improving conditions of women prisons in Lebanon
National Commission for Lebanese Women	Legal illiteracy related to workers' rights	

- Women Empowerment

	Project	Description
Ministry of Social Affairs – Women’s Affairs Department	Economic Empowerment of Women	Gender training

- Preservation of the Environment

	Project	Description
Ministry of Environment	Reforestation Plan	Reforestation of Lebanon, treating pollution, cleaning the environment
	Ozone	Getting rid of ozone unfriendly material and awareness campaigns related to the ozone
	SELDAS	Pressuring for issuing laws that safeguard the environment and enforcing their implementation
	MEDWEST COAST	Protecting natural reserves throughout Lebanon

- Raising Awareness

	Project	Description
Ministry of Agriculture	Awareness Campaigns Related to Capacity Building to Reduce Drought and Poverty	
Ministry of Social Affairs – Women’s Affairs Department	Legal Empowerment of Working Women	Raising working women’s awareness regarding their rights and providing them with adequate counseling
Ministry of Education	Students’ Problems and School Drop Outs	
	Health Education	

- Professional Training

	Project	Description
Ministry of Agriculture	Developing and Improving Production and Marketing Techniques of Vegetables and Fruits	
Ministry of Education	Teaching Problems faced by Teachers	

Ministry of Environment	Workshops with the Ministry of Social Affairs	
Ministry of Social Affairs – Women’s Affairs Department.	Gender Training for Social and Health Workers in Reproductive Health	Integrate the concept of gender in reproductive health care courses
	Protection from Domestic Violence	Training staff members in establishing rapport with lawyers regarding legal advice.
National Commission for Lebanese Women	Training Employees in Ministries to Become Gender Focal Points	Coordinating with different parties to become gender focal points in ministries

- Health and social needs

	Project	Description
Ministry of Health	Primary Health Care	Providing all residents with equitable quality health care services
	Reproductive Health Care	Increase awareness on reproductive health care
	Essential Drugs	Provide primary and secondary coverage to all uninsured individuals
	Extended Vaccination Program	Improve health status of citizens

- Publications and Cultural Activities

	Project	Description
Ministry of Environment	Publications to raise awareness on environmental issues	
National Commissions for Lebanese Women	Lebanese Women Information Centre	Gathering documents and studies on women and establishing an online data bank
		Representing Lebanon in the Women’s Summit – the Forum of Arab Women and Armed Conflicts

- Micro credit and Economic Development

	Project	Description
CDR	Social Development	Develop a sustainable tool to improve living conditions in poorer areas
	ESFD	Social development, taking

		gender into account at the levels of both planning and implementation
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- Rural Development

	Project	Description
Ministry of Agriculture	Increasing Farmers' Income	Increase income of farmers in areas where the power and irrigation networks have been rehabilitated
	Empowering agricultural and cows farmers in the Bekaa region	Increasing income of agricultural farmers and training human resources in the modern techniques related to livestock

X.3 Overview of Governmental Organizations' Expenditures

- Women Empowerment

	Project	Donor & Cost
Ministry of Social Affairs – Women's Affairs Department	Economic Empowerment of Women	EU & UNIFEM + Self

- Preservation of the Environment

	Project	Donor & Cost
Ministry of Environment	Reforestation Plan	Self/ 25 billion L.L.
	Ozone	UNDP
	SELDAS	EU & Balamand University
	MEDWEST COAST	International Environmental Agency & AUB

- Raising Awareness

	Project	Donor & Cost
Ministry of Agriculture	Awareness Campaigns related to Capacity Building to Reduce Drought and Poverty	UNDP & GTZ + Self / 285,000 USD
Ministry of Social Affairs – Women's Affairs Department	Legal Empowerment of Working Women	UNICEF + Self

- Professional Training

	Project	Donor & Cost
Ministry of Agriculture	Developing and Improving Production and Marketing Techniques of Vegetables and Fruits	EU (10 million euros) + Government (2 million euros)
Ministry of Social Affairs – Women’s Affairs Department.	Gender Training for Social and Health Workers in Reproductive Health	UNFPA + Self
	Protection from Domestic Violence	UNICEF + Self / 100 million L.L.
National Commission for Lebanese Women	Dissemination of Information	UNICEF

- Health and social needs

	Project	Donor & Cost
Ministry of Health	Primary Health Care	WHO, UNICEF, & UNFPA 2 – 2.5 billion L.L. per year
	Reproductive Health Care	UNFPA + Self
	Essential Drugs	Self / 5 billion L.L. per year
	Extended Vaccination Program	Self

- Micro credit and Economic Development

	Project	Donor & Cost
CDR	Social Development	World Bank + Self / 20 million USD
	ESFD	EU

- Rural Development

	Project	Donor & Cost
Ministry of Agriculture	Increase the Income of Farmers	International Fund for Agricultural Development & government + self / 9.8 million USD
	Empowering agricultural and cows farmers in the Bekaa region	International Fund for Agricultural Development, OPEC, & government + Self / 19.9 million USD

X.4 Notes on Gender Sensitivity

Venues that international and governmental organizations take or plan to take to improve the status of women are the following:

Approaches to Improve the Status of Women in Society*		
	International Organizations	Governmental Organizations
Administrative reform in government agencies	X	
Addressing sectors where human rights are not respected	X	
Amendment of laws that discriminate against women namely, personal status laws	X	X
Assisting working mothers		X
Changing all laws that discriminate against women	X	X
Changing the current mentality and perception of women		X
Developing capacities of women through education	X	X
Equality between men and women	X	X
Empowering women economically	X	X
Empowering women to reach decision making positions	X	
Empowerment of rural women	X	X
Encouraging initiatives that focus on both women and men	X	
Ending discrimination against women		X
Focusing on citizenship	X	
Gender sensitivity and mainstreaming	X	X
Gender desegregated national database	X	X
Legal literacy for women	X	X
Legal reform to safeguard human rights and women's rights	X	X
Millennium Development Goals	X	
Migrant and Refugee Women	X	X
Raising awareness and dissemination of the culture of women's rights	X	
Raising awareness of women at all levels	X	X
Training and creating job opportunities for women	X	X
Programs for women, children and youth	X	
Quality Health Care for All		X
Realizing strategic needs of women and men and designing projects accordingly	X	
Violence Against Women	X	X
Women and Children's Health		X

** Some of the organizations provide more than one answer to the questions from which this table was derived.*

XI. Annex 4: Notes on International Organizations

XI.1 Key Actors

- The different organizations choose partners to undertake projects that address one or more of the following issues:

- child abuse,
- child mortality,
- corruption,
- dependency,
- disability,
- gender mainstreaming,
- governance,
- health,
- illiteracy,
- income generating skills,
- intercultural understanding,
- job opportunities,
- HIV
- gender desegregated information and statistics,
- maltreatment of migrant women workers,
- micro credit facilities,
- professional development,
- poverty,
- preservation and management of natural resources,
- freedom of expression,
- unemployment,
- violence against women,
- underdevelopment,
- violation of human rights,
- participation of women and youth in civil society,
- vocational training.

Major Achievements of International Organizations as Provided by Informants

- Education, Vocational Training, and Empowerment of Women and Youth

	Project	Description
AMIDEAST	Youth Exchange Study	
	Access (micro scholarships for students from regions to learn English)	
	PLUS (test that helps students join US universities)	
	UNC (summer camps)	
British Embassy		Economic, social and political empowerment of women at the grass-root level in disadvantaged areas
		Create an umbrella to foster cooperation between NGOs in Palestinian camps
Canadian Embassy		Empowering Women - Handicrafts

		Computers for Dar al-Amal
		Workshop for Women's Empowerment in Bourj Barajneh Camp
		Computer Training in Saida for Women (Najdeh Association)
		Graphic Design for Palestinian Girls
		Workshop for Disabled Women in Sin el Fil and Tyre
		Vocational Training for Disabled Men and Women
		Equipment for Shaarani Girls' Orphanage in Tripoli
		Literacy for Women in Saida
Mercy Corps	Tourism Project	Develop productive and sustainable tourism in Hasbaya and Marjeyoun by improving the touristic infrastructure and creating new job opportunities
Spanish Aid (Spanish Embassy)	Enhance Women's Insertion in Economy	8 workshops of vocational training for women
		Training workshops for women economic empowerment; campaigns addressing children's vaccination and environment issues
UNESCO	Education for All	Achieving equal enrolment rate for boys and girls, and reducing illiteracy
UNIFEM	E-quality in the IT Sector	Building technical skills of women through cooperation with CISCO and Hariri Foundation
Women's Centre – ESCWA	Economic Empowerment of Poor Women	Teaching women how to make candles and how to use computers
		Training blind women on the use of computers in collaboration with NGOs

- Health and Social Needs

	Project	Description
Canadian Embassy	Provision of Medical Equipment to Social Centres in Akkar	
	Home Rehabilitation for the Elderly (38 women)	
EU		Provide support for women prisoners in Baabda prison
	Association for Protection of Children	Child abuse
Spanish Aid Spanish Embassy		Improve quality of life of children and women in Beirut and the South through the extension of health care services
UNFPA		Integrate quality reproductive health care in primary health care programs in poor regions through the support of 170 health centres sponsored by NGOs
WHO	Reform of the Health System	Ensure adequate allocation of expenditures and improving the quality of health services with specific focus on ministries
	Preventive Health Care	
	Combating AIDS programs	
	Pharmaceuticals	
	Health Education	
	Infectious Diseases and Vaccination Program	
	Birds' Flu	

- Promotion and Safeguard of Freedom, Democracy, and Participation in the Public Sphere and Civil Society

	Project	Description
EU	Project with Caritas	
	Study by the Lebanese Women's Council on the Political Participation of Lebanese Women	
Friedrich Ebert Stiftung	Strengthening the Concept of Democracy and Municipal Action	
	Increasing Awareness about the Role of Trade Unions	Strengthening the role of trade unions as key actors in civil society and enhancing

		the participation of women and youth in these unions
	Youth Dialogue	Promoting debate on causes of conflict and issues related to sects, environment, etc.
NDI	Media Campaign	Use billboards, radio stations, TV stations and brochures to increase awareness and encourage broader support for women's participation in politics
UNIFEM	Arab Women Parliamentarians	Incubators for training young women in political participation Regional forum for women parliamentarians
		Promote women human resources, in cooperation with the National Commission for Lebanese Women

- Raising Awareness about Human Rights (Freedom of Expression, HIV, Abuse of Children, Disability, Refugees and Migrant Workers, and Violence against Women)

	Project	Description
EU	Promoting Women's Rights	Regional project that covers Jordan, West Bank, Gaza, Lebanon, & Egypt
	Protection of Rights	Addressing migrant workers and asylum seekers' rights in Lebanon
MECC	Violence Against Women	Combating violence against women
	Ecumenical Formation	Orientation Program
	Role of Women in Peace Making	Ecumenical work
Spanish Aid		Seminars that provide women with legal advice as well as health and educational counseling
UNDP		Provide underprivileged women and children with adequate information on how to seek financial, legal and social support from government agencies and NGOs
Women's Centre - ESCWA	Media Campaign to Empower Women	Raise women's awareness about their rights

- Research, Publications and Cultural Activities Related to Women and Gender

	Project	Description
EU	FES	Setting up a research centre on legislation related to Palestinian women refugees in cooperation with the League of Lebanese Women
FAO	Trust Fund	An agricultural atlas with statistics / a comprehensive agricultural census in Lebanon
ILO		Provide updated and gender disegregated labor market relevant indicators to be used in policy formulation
	Migrant Domestic Workers	Documentary film, training material and class sessions for ministries' employees aiming at increasing their awareness regarding migrant domestic workers' issues
	Labour Market Indicators	Develop gender disegregated labor market indicators in collaboration with ESCWA
	Inter-agency Millennium Initiative	Strengthen policy analysis and monitoring in collaboration with UNICEF, UNESCO and FAO, to be used in national capacity building
	Studies and research on gender and labor	
UNDP	Development of National Gender Statistics Program	Improve quality of statistics and studies, unify available data, and provide a computerized statistical database
Women's Centre – ESCWA	Studies about women's issues	

- Rural Development

	Project	Description
Canadian Embassy	Community Centre for Women in Akkar	Vocational training
	Bee Hives Income Generation for Women in Al Jurd, Hermel and Akkar	
FAO	Technical Cooperation Project (TCP)	Focus on technical issues related to agriculture and

		improving governmental technical capacities
	Telefood	Develop small productive projects in rural areas to improve quality of food and level of income
Mercy Corps	Agriculture Project	Expand economic opportunities to improve quality of life in rural areas
	Environment Project	Rural development and changing daily routines that harm the environment
UNESCO	Education for All	Providing education in rural areas
Women's Centre – ESCWA	Rural Development	Economic empowerment of women residing in rural areas

- Training of Social Workers and Other Professionals

	Project	Description
AMIDEAST	Business Internship Program (BIP)	Provide law and business training to women for 4 to 6 months in USA
	Professional Training Program (PIP)	
	Fullbright	Scholarship for masters level students
	Professional English	Business English courses
	Entrepreneurial Training for All (MEET)	
Firedrich Ebert Stiftung		Training for members of trade union boards on gender issues
NDI		Courses and workshops to train women on how to run for office
	Supporting the Lebanese Women Network	Bringing different women groups to cooperate together for securing women's rights
Spanish Aid Spanish Embassy		Education and training of personnel in the health sector to improve the quality of life of children and women in Beirut and the South
UNFPA	Gender Based Violence	Train service providers on gender violence issues
	Training Course for Program Coordinators	Motivate coordinators to integrate gender in their programs

- Micro credit and Economic Development

	Project	Description
British Embassy		Micro-credit schemes to ensure the economic independence of women
Spanish Aid	Micro credit for Women	Small loans for women heads of households and micro enterprises

- Administrative Reform and Rebuilding the Infrastructure

	Project	Description
World Bank		Technical assistance for government agencies to increase revenues and improve financial management
	Educational Development Project	Support the government's endeavor to enhance the capacities of the Ministry of Education as an effective manager of the education sector and restore the credibility of public education
	Municipal Infrastructure Project	Assisting in the provision of major municipal works and empowering municipalities to provide adequate municipal services
		Improving living standards in poor communities and enhancing economic activity through investment projects
	Water and Sewage Infrastructure in Baalbeck	
	Modern Transportation System	Provision of an adequate institutional setting for Beirut and Greater Beirut to enhance the already existing transportation network
	Development of Culture and Tourism Project	Funding activities that aim to preserve historical sites and investing in their maintenance and preservation. Providing financial support to the General Directorate of Archeological Sites at the Ministry of Tourism and some municipalities for the preservation of cultural heritage

XI.2 Notes on Obstacles

All of the international organizations, except three, report that external obstacles often prevent them from achieving the goals behind projects they commission and/or undertake.

External Obstacles Faced by International Organizations

FAO	Traditional mentality of farmers.
World Bank	Discontinuity in the government.
Mercy Corps	Governmental administrative routine.
UNESCO	Failure of the Lebanese to implement legislation and laws related to education and the prevalence of child labor.
MECC	Heads of churches constitute the major obstacle since they still refuse to acknowledge violence against women as a problem in Lebanon and consider it to as being imported from the West.
Women's Centre – ESCWA NDI	The mentalities prevailing in the country.
UNDP	Lack of awareness and motivation.
UNICEF UNIFEM	Weakness and absence of qualified personnel in governmental and non-governmental organizations.
WHO	Sustainability of funding especially when a project has several parties financing it.
Canadian Embassy	Financial problems that partner NGOs often face.
British Embassy	Competition with other donors, namely the embassies of the US and Japan, as well as inefficiency of the governmental agencies which most often do not know what to do with the funds they receive.
Spanish Aid (Spanish Embassy)	The prevailing political situation.
EU	Lack of qualified personnel and inefficiency of governmental and non-governmental organizations, continuous change of needs at a rapid rate.
ILO	Failure of Lebanon to ratify and implement all the conventions that secure employees' rights.

Overview of International Organizations' Expenditures

- Promotion of Freedom, Democracy, Administrative and Political Reform

	Project	Cost
World Bank	Technical Assistance for Government Agencies to Increase Revenues and Improve Financial Management	\$ 25.25 million

- Education, Vocational Training, and Empowerment of Women and Youth

	Project	Cost
British Embassy	Economic, social and political empowerment of women at the grass-root level in disadvantaged areas	151,000 pounds + 122,000 pounds
	Creation of an umbrella to foster cooperation between NGOs in Palestinian camps	180,000 pounds
Mercy Corps	Tourism Project	\$ 8 million
Spanish Aid (Spanish Embassy)	Enhance Women's Insertion in Economy	313,000 euros
	Literacy Campaigns	121,000 euros

- Infrastructure

	Project	Cost
World Bank	First Municipal Infrastructure Project	\$ 80 million
	Improving living standards in poor communities and enhancing the economic activity through investment projects	\$ 20 million
	Water and Sewage infrastructure in Baalbeck	\$43.5 million
	Modern Transportation System	\$ 65 million

- Raising Awareness about Human Rights (Freedom of Expression, HIV, Abuse of Children, Disability, Refugees Migrant Workers, and Violence Against Women)

	Project	Cost
EU	Promoting Women's Rights	892,000 euros
	Protection of Rights	761,000 euros
Spanish Aid		190,000 euros

- Education, Training of Social Workers and Other Professionals

	Project	Cost
Spanish Aid Spanish Embassy	Education and training of personnel in the health sector to improve the quality of life of children and women in Beirut and the South	30,000 euros
UNFPA	Gender Based Violence	54,000 US\$
	Training Course for Program Coordinators	11,000 US\$
World Bank	Educational Development Project	\$ 56.6 million

- Health and Social Needs

	Project	Cost
UNFPA	Integrate quality reproductive health care in primary health care programs in poor regions through the support of 170 health centres sponsored by NGOs	\$ 1 million
WHO	Reform of the Health System	\$ 35 million
	Preventive Health Care	more than \$ 400,000
	Combating AIDS programs	\$ 450,000 per year

- Research, Publications and Cultural Activities about Women and Gender

	Project	Cost
FAO	Trust Fund	\$ 3 million
UNDP	Development of National Gender Statistics Program	600,000 US\$
Women's Centre – ESCWA	Studies about women's issues	

- Micro Credit and Economic Development

	Project	Cost
Spanish Aid	Micro credit for women	249,000 euros

XI.3 Notes on Gender Sensitivity

Venues that international and governmental organizations take or plan to take to improve the status of women are the following:

Approaches to Improve the Status of Women in Society*		
	International Organizations	Governmental Organizations
Administrative reform in government agencies	X	
Addressing sectors where human rights are not respected	X	
Amendment of laws that discriminate against women namely, personal status law	X	X
Assisting working mothers		X
Changing all laws that discriminate against women	X	X
Changing the current mentality and perception of women		X
Developing capacities of women through education	X	X
Equality between men and women	X	X
Empowering women economically	X	X
Empowering women to reach decision making positions	X	
Empowerment rural women	X	X
Encouraging initiatives that focus on both women and men	X	

Ending discrimination against women		X
Focusing on citizenship	X	
Gender sensitivity & mainstreaming	X	X
Gender desegregated national database	X	X
Legal literacy for women	X	X
Legal reform to safeguard human rights and women's rights	X	X
Millennium Development Goals	X	
Migrant and Refugee Women	X	X
Raising awareness and dissemination of the culture of women's rights	X	
Raising awareness of women at all levels	X	X
Training and creating job opportunities for women	X	X
Programs for women, children & youth	X	
Quality Health Care for All		X
Realizing strategic needs of women and men and designing projects accordingly	X	
Violence Against Women	X	X
Women and Children's Health		X

** Some of the organizations provide more than one answer to the questions from which this table was derived.*

XII. Annex 5: Checklist – NGOs

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XIII. Annex 6: Checklist – UN, Governmental Organisation & Donors

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