



Gender & Trade Summary



INTRODUCTION

Context of the country :

- Sociodemographic data

The total population in Lebanon is estimated at around 6 006,67, with a population growth rate of 0,72. The population sex ratio attained 0,99. Lebanon ranked 140 out of 149 surveyed Countries, in terms of gender equality⁽¹⁾.

- Political, Judicial and Economic Systems

The Lebanese political system is formally based on the principles of separation, balance, and co-operation amongst the powers. For important political and administrative functions, a quota system was established along the lines of the percentage of the population belonging to the different religious communities.

The Executive power is entrusted to the Council of Ministers, which drafts general policy and oversees the execution in accordance with the effective laws. The president appoints the head of the Council, i.e. the prime minister, in consultation with the parliament .

The Legislative power is in the hands of the Assembly of Representatives (the parliament). The 128 parliamentary seats are distributed among the members that are elected by universal suffrage for a four-year term.

The Lebanon Judicial System rests with judicial courts of various degrees and levels of jurisdiction. Magistrates are formally independent to exercise their functions. Their decisions and judgments are rendered and executed in the name of the Lebanese people.

Lebanon is divided into nine muhafazat (both provinces and electoral districts), and subdivided in 25 qadas or districts.

Lebanon is essentially an import-dependent economy. The EU is Lebanon's main trading partner, and accounts for 37 percent of its imports. Lebanon exports some manufactured and agricultural products, but its main asset is its service sector (banking, in particular).

The economy is largely based on the services sector, which accounts for around 70 percent of GDP, while the share of industry and particularly of the manufacturing sector has been steadily declining.

According to indicators of the the World Economic Forum's Global Gender Gap Report of 2018 the Gross Domestic Product GDP (US\$ billions) is 51, 84 and the GDP per capita (constant '11, intl. \$, PPP) is around 13 368 \$.

1. According to the World Economic Forum Gender Gap report of 2018

Lebanon's consumer price inflation eased to seven-month low of 5.83 percent year-on-year in November of 2018 from 6.27 percent in the previous month

The Framework of the study

In collaboration between CAWTAR and SIDA, the Regional Project entitled «Empowering Women towards Gender Equality in the MENA Region through Gender Mainstreaming in Economic Policies and Trade Agreements» intends to produce data and information to present evidence of the correlation between Gender and Trade to be used in advocacy, policy dialogue and planning for change towards gender equality.

The initial hypothesis of the study is that gender is partially mainstreamed in economic policies and trade. To test the hypothesis of the study, it was important to answer an important question: Why are women in Lebanon still unable to access the markets and do business on equal basis with men despite high educational attainment.

The study comprises three parts: Part I is dedicated to highlight issues related to gender equality, human rights and development. It portrays main important indicators for gender, rights and development. It also highlights the legal and human rights including economic and social rights and presents policies / strategies and mechanisms at national in relation to gender equality and the economic empowerment of women. While, Part II is dedicated to the GAAA Gender and Trade, where it presents the findings of the survey at the organization, programmes and advocacy levels. Finally, Part III is dedicated to highlighting the achievements in relation to gender equality and economic empowerment of women with special focus on trade as well as highlighting the gaps that needs to be addressed and the way forward.

PART I : GENDER EQUALITY, HUMAN RIGHTS & DEVELOPMENT

I.1. Gender, rights and development indicators

Table 1 : Sex-Disaggregated Data ⁽²⁾
Education, Health& RH, public participation

Indicator	Female	Male	Sex-ratio
Gender Inequality Index (2018), ranking 140 out of 149 countries.			0.595
Education			
Literacy rate		80.4	59.1
Educational attainment, ranking 110 out of 149			0.959
Primary level	83.5		0.94
Secondary level	65.0	64.8	1.00
Tertiary level	45.8	39.6	1.16
Health / Sexual & Reproductive Health			
Life expectancy at birth	66.8	65.5	1.02
Mortality, childbirth: age-standardized death	15		
Political Participation / Participation In Governance			
Women Members of the parliament/MPs	4.7	95.3	0.05
Women at ministerial positions (# or %)	3.4	96.6	0.04
Women in the judiciary (# or % if available)	+42% ⁽³⁾		
Economic Participation and Opportunity			
Economic participation and opportunity 136 out or 149			0.595
Labour force participation	25.9	76.2	0.34
Estimated earned income (US\$, PPP)	877 ,5	23,411	0.25
Legislators, senior officials, and managers	0.4	91.6	0.09
Professional and technical workers	48.3	51.7	0.93

Lebanon's 2018 Parliament included six women, up from just four in 2009. The share of women elected to municipal councils in 2016 reached 5.6 percent, across geographical districts, compared to 4.6 percent in the 2010 round.

The Lebanese labour market is challenged by low female participation rates, employment rate of 76.2 percent for males and 25.9 percent for females. The gender wage gap for the estimated earned income is still very large. Women earn US\$ 5 877 while mens' income is around US\$ 23,411.

2. Source: World Economic Forum. 2018 : [http:// reports.weforum.org/global-gender-gap-report-2018/data-explorer/#economy=LBN](http://reports.weforum.org/global-gender-gap-report-2018/data-explorer/#economy=LBN)
3. UNDP figure, 42% of all judges in Lebanon were women a few years ago, and by the year 2011, 60% will be women. Although Lebanon is, without a doubt, a country ruled by men, it has increasingly become one judged by women - https://now.mmedia.me/lb/en/reports/features/a_country_judged_by_women__

I.2. Legal Rights and Human Rights

- **Rights in Private and Public Spheres,**

Lebanon does not have a civil code regulating personal status matters. Instead, there are 15 separate personal status laws for the country's different recognized religious communities including twelve Christian, four Muslim, the Druze, and Jewish confessions, which are administered by separate religious courts. Far from protecting Lebanon's religious diversity, in reality, the multiplicity of laws means that Lebanese citizens are treated differently when it comes to key aspects of their lives. The variation prompted rights activists to advocate for civil personal status law that guarantees the equal treatment of citizens, and ensure that their freedom of belief is respected (Human Rights Watch⁽⁴⁾).

Women face discrimination in relation to distribution of marital property following the termination of the marriage and marginalization because of inadequate spousal maintenance payments during marriage, cultural, religious and traditional values in Lebanon undermine women's economic independence and contribute to their economic marginalization and dependence on husbands.

According to the Law, Lebanese women legally have the same rights as men to: apply for a passport and the national ID Card; travel outside the country and move around; Get a job; sign a contract; register a business; open a bank account; and choose where to live.

As per the protection of women from gender-based-violence, the Penal Code criminalizes all forms of violence whether intentionally or unintentionally; including physical violence (beatings, wounding, and killing) verbal violence, sexual violence, kidnapping by deception or kidnapping with the objective of marriage. Sanctions imposed on acts of violence vary according to the seriousness and consequences of the harm caused, including abortion. In August 2017, lawmakers in Lebanon repealed Article 522 of the Lebanese Penal Code⁽⁵⁾, the infamous 'rape-marriage' law which allowed rapist to escape punishment for his crime so long as he marries the victim.

Sanctions are imposed on perpetrators of intercourse with minors, those who commit indecent acts or force others to commit such acts whether relatives, employees, directors or workers. Sanctions are imposed on those who incite one person or more, whether male or female, under the age of 21 to commit immoral acts and seduction; to seduce a female under the age of 21, even in her consent, in addition to those who participate in activities of prostitution with the purpose of making money.

All Lebanese enjoy equal Political & civil rights without discrimination, whether living inside or outside Lebanon. Every man and woman, who completed 21 years of age, has the right to vote and run for the parliamentary elections. The state facilitates the right of people with special needs to exercise their right to vote without obstacles. Proxy in voting is not allowed except in cases of voter's physical disability. Voting is prohibited in case the voter is convicted in a crime under the Penal Code, including rape.

4. Unequal and unprotected; Women's Rights Under the Lebanese Personal Status Laws 2015
<https://civilsociety-centre.org/resource/unequal-and-unprotected-womens-rights-under-lebanese-personal-status-law>

• Economic Rights including Trade

Article 7 of the Lebanese Constitution (drafted in 1926) calls for equality between men and women in rights and duties without any discrimination. Article 12 also asserts the right of every Lebanese person, man or woman, to employment in the public sector.

There is, however, discrimination between male and female public sector employees in benefiting from the state's benefits and services, as stated by Article 14 of the Social Security Law, though they provide similar contributions. The discrimination is also in the provisions of family allowance, pension, end of service, maternity leave, women's freedom to choose a type of work, protection of women against sexual harassment, medical care, and other social and health services. The discriminatory nature of the law is made obvious as it excludes from its provisions the domestic servants and women in the agriculture sector. In 1992 the collaborative fund for judges (sandoq el-ta'adud) repealed all gender discrimination for benefiting from contributions in the judiciary⁽⁶⁾.

The Investment Law (No.360 2001) makes no discrimination between men and women. Lebanon enacted two laws to ensure equality between men and women in tax exemptions and income tax. In 2011, the Labor Law was amended to remove the restrictions on the non-Lebanese who were married to Lebanese women and their children. Consequently, they were granted unrestricted work permits.

Amendment of article 9 of Legislative Decree no. 146/1959 (transfer duty on all equity and movable and immovable property) and the institution of equality between a married male heir and married female heir in respect of benefitting from the additional deduction when calculating transfer fees payable by heirs - under Law no. 179 (29 August 2011).

Amendment of article 31 of Legislative Decree no. 144/1959 (Income Tax Law) and the institution of equality between men and women such that a working married woman benefits from the tax deduction for her husband and children in the same way as a man (under Law no. 180 (29 August 2011))

However, tax burdens are not proportionately distributed to all economic activities and all segments of society, including men and women, due to the absence of necessary methods during policy development, such as gender responsive budgeting⁽⁷⁾. This compounds the imbalance in gender justice⁽⁸⁾. Lebanon suffers greatly from the phenomenon of "pink taxes" and arbitrary indirect taxes to mobilize resources and serve the debt.

Law 343 on equality between men and women in pension and state benefits (services, education grants) was enacted in 2001. The services also cover dependent people and Lebanese female employees, married to non-Lebanese, and their children. Women are also entitled to the same end of service compensation as men.

5. Article 522 was officially admitted to the Lebanese Penal Code in February 1948. Its original form stated: «If a valid contract of marriage is made between the perpetrator of any of the offenses mentioned in this section, and the victim, the prosecution is suspended.

6. Eligibility of Working Married Lebanese Women for Social Benefits - <https://inhouse.lau.edu.lb/iwsaw/raida111-112/EN/p048-089.pdf>

7. ANND (July 2017), Repercussions of Tax Policies in the Arab Region; Policy Briefs – Arab NGO Network for Development (ANND)

8. Regarding gender tax justice, the problem begins with the stereotyping of male customs, traditions and mentality, which view men as heads of household and those who always feed their families. Women are considered housewives and personalities who are not economically independent, and their participation to political life and decision making mechanisms is weakened (ANND July 2017).

- **Country's position in relation to Regional, International Human Rights Conventions and related action plans such as Beijing Platform**

Lebanon participated in 1995 to the Fourth World Conference on Women in Beijing, which required all adherents to take implementation measures to substantially increase the number of women in leadership positions, based on the principle of equal access of men and women to power structures and decision-making bodies⁽⁹⁾. The committee was formed on October 19th, 1993, for the preparation of the Beijing convention in order to stage an effective participation on behalf of the Lebanese women⁽¹⁰⁾: The Committee for the Follow-Up on Women's Issues (CFUWI).

Lebanon ratified the Convention on the Elimination all Forms of Discrimination Against Women (CEDAW) in 1996. The following year, the government formed the National Commission for Lebanese Women (NCLW) to oversee the implementation of the goals of CEDAW and the 1995 Fourth World Conference on Women in Beijing, and to develop national strategies and programs for the empowerment of women (freedom House 2010).

Reservations by the Lebanese government on Article 9, Paragraph 2, and Article 16, Paragraphs 1(c, d, f, g) and 3, refuted the purpose and objectives of CEDAW. The rejected articles related to personal status laws and nationality rights of women citizens. Through the reservations, the Lebanese state effectively denied women the same rights as men in instances of marriage, divorce, and family matters and upheld the ban on Lebanese women from passing their nationality to their husbands and children. According to some women's organisations⁽¹¹⁾, these reservations are an obstacle towards concrete advancement in women's rights⁽¹²⁾. The jurisprudence in Lebanon is beginning to evolve toward taking into consideration the CEDAW on the judgments issued⁽¹³⁾.

Lebanon has also ratified the fundamental International Labour Organisation (ILO) conventions that promote equality Lebanon ratified ILO Conventions 100 and 111, on equal remuneration and discrimination in employment and occupation, respectively, in 1977⁽¹⁴⁾.

1.3. Policies / Strategies and Mechanisms at National and / or Sectoral level

1. The National Action Plan (NAP) for Women in Lebanon 2017 – 2019 aims at encouraging special programs to create new opportunities for a decent living for women in the rural areas, and women living in the poor inner cities and their suburbs.

9. Hammoud, May (Sep. 2014); Legal and Contextual Research on Women Economic Empowerment in Lebanon – Search for Common Ground

10. <http://www.cfuwi.org>

11. For example, KAFA (enough) Violence & Exploitation (KAFA), the Collective for Research & Training on Development-Action (CRTD-A), the Lebanese Women Democratic Gathering (RDFL), and several other organizations launched a campaign protesting the Lebanese state's promotion of patriarchal authority over women's rights by preserving the discrimination inherent in religious personal status laws.

12. Salameh, Riwa (Sep. 2014), Gender politics in Lebanon and the limits of legal reformism – Civil Society Knowledge Center

13. Judge Antoine Tohmé last decision on 21/09/2015 (attached) referred to CEDAW as a whole and particularly to art 2 (c) and art 5 (a) of the CEDAW to grant abused women their rights for protection and non-discrimination. This decision follows his decisions on the 26/09/2014, 13/02/2015 and 21/05/2015 where the CEDAW is quoted along with the new law 293 to protect women's rights in Lebanon. 62nd CEDAW Session Lebanon Shadow Report By « Avenir Liban » With The Collaboration Of The Beirut Bar Association On « Women's Access To Justice »

14. ILO, "Ratifications of the Fundamental Human Rights Conventions by Country," <http://www.ilo.org/ilolex/>

2. The National Strategy for Women in Lebanon (NSWL) 2011 – 2021 is a result of the joint effort between NCLW, relevant government ministries and feminist organizations, with support from the United Nations Population Fund (UNFPA).
3. The Lebanon National Action Plan for Human Rights (2014 – 2019) was prepared by 'The Parliamentary Human Rights Committee' in cooperation with UNDP and the High Commissioner for Human Rights Regional Office for the Middle East. It defines all legislative, procedural and executive measures necessary to promote and protect human rights in Lebanon according to 21 topics - including Women's Rights - identified as top priorities for the six-year plan.

I - 4 Mechanisms responsible for women's economic empowerment

- The National Commission for Lebanese Women (NCLW) was created in 1995 under the authority of the Prime Minister. It is the main official instrument representing women's machinery in Lebanon.
- The National Committee for Lebanese Women's Affairs (NCLA), Lebanese National Action Plan 2017-2019 (LNAP) for women and commitment to Beijing Plan of Action (PoA): Via the LNAP (which goal is to implement the National Strategy for Women in Lebanon), NCLA took implementation measures to substantially increase the number of women in leadership positions, based on the principle of equal access of men and women to power structures and decision-making bodies, and the appointment of gender coordinators (focal points) in public administrations and institutions.
- The Unit responsible for the Ministry of Agriculture (MoA) gender policies is the National Observatory for Women in Agriculture and Rural Areas (NOWARA). The unit role is to enhance women's entrepreneurship and the creation of innovative dynamics related to the work and employment of Lebanese women in the agricultural, agro food and rural sectors.
- The Ministry of Economy and Trade (MoET) organized the first regional conference of the Lebanon Business and Professional Women's Club in 2016. It introduced measures that would contribute to the empowerment and enhancement of women's capacities in economic activity.
- The Government's Economic and Social Fund for Development (ESFD) operates in the area of microfinance, and helps small businesses to obtain loans from banks. It aims to reach women to create sustainable jobs.

Associations responsible for women's economic Empowerment,

- Al Majmoua, The Lebanese Association for Development, is one of the leading microfinance NGO in Lebanon.
- The Lebanese League for Women in Business (LLWB) launched the Women on Board initiative that aim for 30 percent of board, in banks and the private sector, to be made up of women by 2025.
- The Lebanese Business Women Association (LBWA) advocate for policies and legislation to improve the business operational environment for women-led enterprises.
- The Chamber of Commerce, Industry and Agriculture of Beirut and Mount Lebanon (CCIA-BML) is a non-profit private organization working for the public benefit. At the level of corporate social responsibility, the Chamber has strong partnerships with the associations and organizations of the private sector and civil society that cover youth employment, environment, education, and women empowerment, among others. There are five female members, out of 26 Board of directors, at CCIA-BML of Beirut and Mount-Lebanon.

- The Women Leaders Council of Lebanon was launched by CCIA-BML in 2018 and affiliated with the Federation of Chambers that aims at greater integration and participation of women in various sectors and to consolidate their status in the national economy.
- NCLW cooperated with CCIA in organizing the Gender Equality Prize for the economic institutions that proved to be supportive of women participation in the economy (NCLW UNFPA Action Plan Report 2016).
- The Association of Lebanese Industrialists (ALI), the main national association of manufacturing companies operating in Lebanon, deals with both economic and social issues concerning business and advocates a policy of balanced industrial development for all Lebanese regions.
- The Beirut Traders Association (BTA) is an influential economic organization, which endeavours to promote the interests of the merchant sector in the Lebanon

Financial associations responsible for women's economic Empowerment:

- The Lebanese Women Angel Fund (LWAF) aims to redefine the role of women in business beyond social and economic boundaries, empowering women to become seed investors, and funding women entrepreneurs. In partnership with LLWB, LWAF creates funding opportunities by women and for women.
- In 2012, BLC Bank in Lebanon, in partnership with the World Bank, became the region's first bank to target funds at women entrepreneurs, arguing that while women owned 30 per cent of small and medium-sized enterprises in the country, they were granted just 3 per cent of loans.

PART II : **GAAA GENDER & TRADE**

II.1. Gender Indicators in the Economic and Trade Sectors

Table: Sex-Disaggregated Data, Economic and Trade

Indicator	Men	Women	f/m
Economic Participation and Opportunity			
Economic participation and opportunity 136 out of 149⁽¹⁶⁾			0.595
Labour force participation	25.9	76.2	0.34
Estimated earned income (US\$, PPP)	877 ,5	23,411	0.25
Equal work/equal pay			0.59
Access to credits....		3%	
Sex-Disaggregated Data			
Trade register			
Chambers of Commerce⁽¹⁷⁾ (board of directors)	22	4	26
Employers' organizations			
Trade-union organizations⁽¹⁸⁾	90%	10%	

The presence of gender inequality in the economy and trade is illustrated in the low rates of female labour force participation that reaches 25.9 percent. The estimated earned income of women is only 25% of earned men's income. Women also face access problems to financial resources as the percent of females who took financial loans is estimated at 3 percent. To the same end, women representation in the boards of professional trade bodies such as Chamber of Commerce is very low, on average 4 females' representatives compared to 24 male representatives. Such figures are consistent with the low rates that Lebanon has attained for the Gender Gap Index, 140 /149 with a score of 0.595.

II - 2. GAAA at the organizational level

- **PRA goals and sample**

The Pilot Rapid Assessment (PRA) is an exercise developed within the framework of the Gender Assessment, Audit and Analysis (GAAA) in the context of the project «Empowering Women towards Gender Equality in the MENA Region through Gender Mainstreaming in Economic Policies and Trade Agreements». The first

15. english/docs/declworld.htm.

16. Source: World Economic Forum. 2018 : <http://reports.weforum.org/global-gender-gap-report-2018/data-explorer/#economy=LBN>

17. <https://www.ccib.org.lb/en/?p=post&id=5>

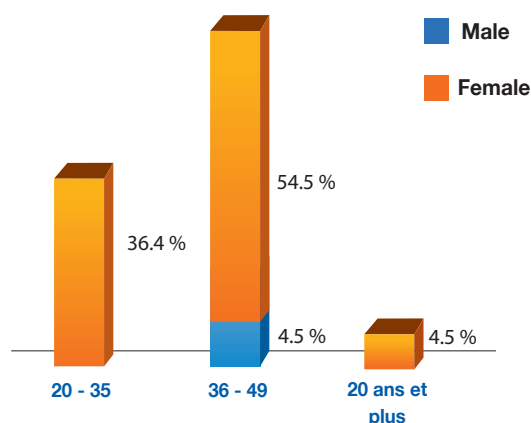
18. <http://www.weeportal-lb.org/news/arab-women-trade-unions-lebanon-women-constitute-only-2-trade-union-leadership-newspapers>

aim of this pilot phase of the project is to produce data and information that can demonstrate the extent of the relationship between the social construction of Gender roles, and existing Gender disparities. It was further explored when assessing gender equality in the area of economic empowerment, with focus on the trade sector. The PRA was used as an additional tool to fill the gaps identified during the process of review, auditing and analysis of collected indicators and information. It was implemented through a field survey targeting key actors working on gender equality and women's empowerment, as well as economic fields and related domains in the six covered countries (Egypt, Lebanon, Jordan, Algeria, Morocco, and Tunisia).

Since the PRA implementation, the mapping of all concerned organisations according to their Gender & Trade interventions was not yet completed. Hence, a small sample was randomly selected from the preliminary listed organisations, not based on any statistical representativeness during the pilot phase. In addition to testing the tool (questionnaire), the results of the PRA is to be considered as quantitative data/information which can help to better understand to what extent and how Gender and Human Rights are addressed - or not addressed - in the planning, programming and implementation processes, as well as in institutional and individual practices within the surveyed organisations. Therefore, the PRA results are not considered as representative of the organisations and/or country's situation.

In Lebanon the survey was conducted with a sample of 22 organisations, 64% of them are non-governmental institutions. 27% of the assessed organisations are working in the field of Human rights and women social affairs, 23 % are operating in the agriculture, trade and Industrial sectors and 18% belong to the entrepreneurship and employment domain. 22 responses were collected from these organisations from which 95.5% are female. 41% of respondents are program employees and 45.5% are administrative staff. The remaining 13.6% responses were from the support staff. (Figure 1.1 represents the distribution of respondents by sex and age).

Figure 1.1
Respondents distribution by age & sex



1. PRA main results in Lebanon

To better understand the extent to which the staff of the targeted organisations is aware of Gender-related concepts, and also the extent to which the Gender perspective is incorporated in the process of program planning/implementation within these organisations, the PRA questionnaire addressed the issues at two different levels: the programmatic level and the organisational level.

a. Gender Equality on programmatic level

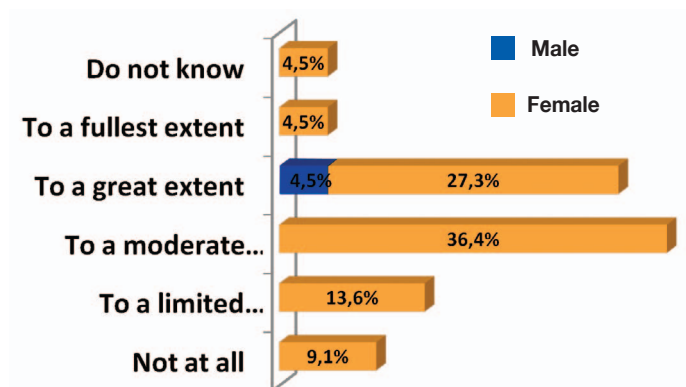
This part of the questionnaire focused on examining the various procedures and methods used in projects' design and development. At this level, the PRA results revealed that 72.2% of respondents (68.1% women) confirmed that the integration of Gender Equity in their organisation's program and projects is mandated.

This was translated through the inclusion of gender Equity goals and objectives in program and project design and the insertion of activities in the implementation plan of these programs, that strengthen skills and provide men and women with equal access to services and training.

And for an effective inclusion of gender criteria in all levels, 59.1% of respondents, all women, stated that their organisations have nominated a gender focal point responsible for integrating gender in the organisation's departments. 63.6% of respondents, all women affirmed that the nominated staff has the necessary knowledge, skills and attitude to carry out the work on gender awareness.

Figure 2.1

Training in gender planning and analysis



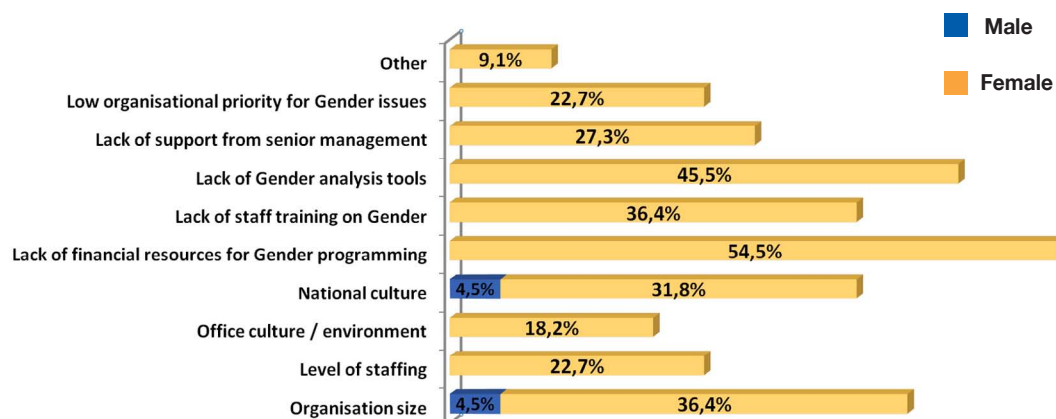
However, figure 2.1 shows that only 36.3% of respondents, from whom 31.8% are women, affirm that their organisations offer the required training in gender planning and analysis for the nominated staff. Besides, only 27.2%, all women, confirmed that this training is also provided to the decision-makers and board members to raise their awareness on the importance of institutionalizing gender mainstreaming.

Areas of weakness, discovered during the gender mainstreaming evaluation, was not limited to the low level of gender training obtained by the staff, but also the failure to perform gender-sensitive monitoring and evaluation. According to the PRA's respondents, only 27% of targeted organisations stated that they identify and address gender gaps in the programs and projects.

This can be referred to the lack of gender analysis tools, already identified as one of the major obstacles for gender mainstreaming, as described in figure 2.2.

Figure 2.2

Obstacles for Gender mainstreaming



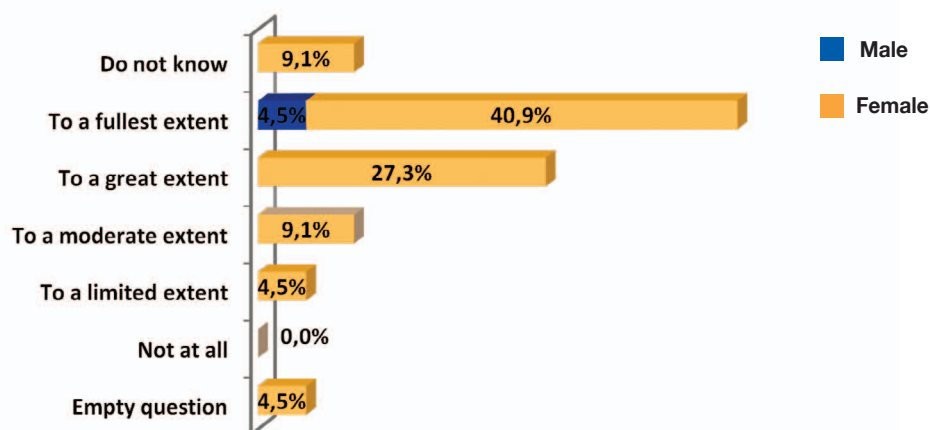
This second part of the PRA addresses the organisational level attitude, focusing on factors related to the proper functioning of the targeted organisation, including human and financial resources as well as the dominant organisational culture, as perceived by the respondents. At this level, the PRA revealed that 45% of the targeted organisations have a written Gender Policy that affirms their commitment to Gender Equity. Only 38.8% of respondents, all women, asserted that these policies are practical and contain an operational plan that includes clear allocation of responsibilities and time. This can help in monitoring and evaluating the impact of these policies from a gender perspective.

The good news is the high motivation of the organisations, at management level, to develop and apply gender policies, as stated by 68.2% of respondents (63.6% women). The impact is an increase in women representation in senior management positions within the assessed organisations, during the past few years, as indicated by 68.2% of respondents (63.6% women).

Figure 2.3, shows that 72.7% of respondent (68.2% women) attest that their organisations are women friendly, since they are encouraging Gender sensitive behavior within the organization. This positively impacts the working environment, which became better for women during the last couple of years.

Figure 2.3

Proactive strategy to recruit women in senior position

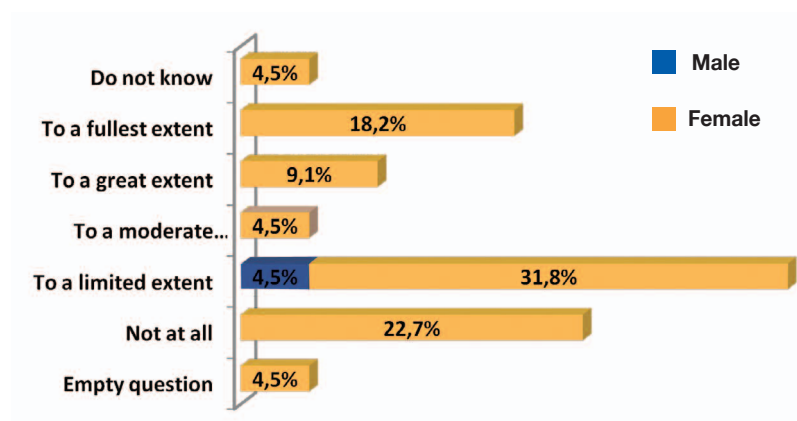


However, these same respondents think that their organisation can put more efforts to mainstream gender, compared to what is already being done. For despite the fact that management is encouraging diversity at work; only 22.7% of respondents, all women, affirmed that their organisations adopt a proactive strategy to recruit and promote women into senior management position, or adopt a written policy that guarantee equal access to opportunities within the organisations. .

Figure 2.4

Proactive strategy to recruit women in senior position

Figure 2.4 demonstrates that 59.1% of respondents (54.5% women) believe that their organisations are not allocating sufficient resources and budget to operationalize gender policies resulting in the limited impact of these policies to improve women's situation at work.



II.3. GAAA at the programmatic level

This part is devoted to the Gender Assessment, Audit and Analysis (GAAA) of a number of trade agreements, Plans, policies, strategies and programs.

The various Gender Analysis tools used to appraise the different economic and trade related documents, will allow the development of an informed view on how gender and human rights principles are related to the organization's work, its rules and regulations, policies and programs/projects. Hence, these tools are:

1. The quantitative content analysis tool (key words)
2. The qualitative content analysis tool (check list)
3. The Gender Continuum
4. The Fair trade principles

- **The quantitative and qualitative content analysis tools:**

The tool helps to provide concrete evidence on how gender and consequently human rights are, or are not, incorporated into legislation, rules & regulations and programme/projects. The findings of the review, and analysis, will help identify the best ways to fill the identified gaps to secure gender Equality and Human Rights principles in economic development, with focus on Trade. The analyzed documents are Bilateral, regional and international agreements directly or indirectly related to trade and access to market at the national, regional or international level.

1- The qualitative content analysis tool for the Free trade Agreements

Twelve different trade agreements were analyzed using the Gender and Human Rights in Trade (GHRT) quantitative content analysis tool, to check how many times a selected number of GHRT concepts and keywords are used. Accordingly, It is revealed that the Trade Agreements, Lebanon has signed are, in general, gender blind as gender is not mainstreamed in any of the agreements. Only the Agreements signed with the European Unions have, in limited cases, referred to issues such as 'human rights', and access for 'women & men'. Even when the word 'no discrimination' was used, it was not based on gender, as shown in the following:

1 - Free Trade Agreement with the European Union, the word 'no discrimination' is used twice: 'No discrimination based on nationality (p.8) ...no discrimination regarding the conditions under which goods are procured (p.9).

There is a specific Article 65 'Cooperation in Social and Cultural Matters', in the Agreement, with Chapter 1 dedicated to 'Dialogue and Cooperation in the Social field'. It is only in this chapter that the words '**women**' and '**men**' are used in the context of the agreement as follows:

The Parties shall engage in a dialogue on all aspects of mutual interest, and particularly on social problems such as unemployment, rehabilitation of the less able-bodied, equal treatment for men and women, labour relations, vocational training, safety and health at work. (p.15).

There is also a one-time mention to '**women**':... promoting the role of women in the economic and social development process, particularly through education and the media (p.15).

... particularly encouraging access of the female population to education, including technical and higher education, and vocational training.

And a one time mention to 'female' in Article 43 'Education and Training cooperation', which aims at:... Particularly encouraging access of the female population to education, including technical and higher education, and vocational training. 'Human Rights' are mentioned 3 times in the preamble of the agreement:... CONSIDERING the importance which the Parties attach to the principles of the United Nations Charter, particularly the observance of human rights, democratic principles and economic freedom, which form the very basis of the Association (p.2); and... Article 2: Relations between the Parties, as well as all the provisions of this Agreement itself, shall be based on respect of democratic principles and fundamental human rights as set out in the Universal Declaration on Human Rights, which guides their internal and international policy and constitutes an essential element of this Agreement (p.3).

Other Gender and Human Rights related words used include 'Human Trafficking', and 'exploitation for sex', as follow: The Parties agree to cooperate in order to prevent and fight organised crime, in particular in the following fields: human trafficking; exploitation for sexual purposes (p.14)

2- The United States Trade Representative and the Lebanese Ministry of Economy and Trade (TIFA), December, 2006.

TIFA is considered an important means through which the United States can help to promote Lebanese economic development, create jobs, and further integrate Lebanon into the global economy⁽²¹⁾. Although domestically it promotes the commitment to improve women's ability to access financing and market⁽²²⁾, it did not state the commitment within the TIFA agreement. Hence, there is no mention of any of the main 'gender sensitive words' in the document.

3 - Euro-Mediterranean Agreement; establishing an Association between the European Community and its Member States, of the one part, and the Republic of Lebanon, of the other part.

The EU-Lebanon Agreement promotes human rights, political dialogue, free movement of goods, and economic, social and cultural cooperation. The EU is committed to supporting democracy, good governance, social inclusion, education and sustainable development in Lebanon⁽²³⁾. On 13 March 2018, The European Parliament (EP) adopted a resolution to better account for gender equality in trade agreements⁽²⁴⁾. However, this perspective is not well translated in the trade agreements it signed with Lebanon, as they do not provide any gender consideration or wordings that refers to targeting women in trade agreements.

4 - Agreement to Facilitate and Develop Trade Among Arab States – League of Arab States, General Secretariat, General Department for Economic Affairs, Finance, Trade and Investment Department.

The agreement is considered a purely technical agreements, and hence has no mention to any social or gender related issues, or to commitment to human rights principles.

5 - Free Trade Agreement between the EFTA (The Republic of Iceland; the Principality of Liechtenstein, the Kingdom of Norway, the Swiss Confederation) States and the Republic of Lebanon.

The agreements reaffirm the parties commitment to "pluralistic democracy based on the rule of law, human rights, including rights of persons belonging to minorities, and fundamental freedoms, and to the political and economic freedoms in accordance with their obligations under international law, including the United Nations Charter and the Universal Declaration of Human Rights". In the Preamble, it is stated that: ... promotion of commercial and economic co-operation in areas of common interest on the basis of equality, mutual benefit, non-discrimination and international law (P.III); ... REAFFIRMING their commitment to pluralistic democracy based on the rule of law, human rights, including rights of persons belonging to minorities, ... the Universal Declaration of Human Rights; (Preamble p.2) respect of democratic principles and human rights, (P.V). However, it falls short in committing to gender equality and women's human rights.

Concerning the following agreements:

6 - Agreement Between the Government of Canada and the Government of the Lebanese Republic for the Promotion and Protection of Investments E101529 - CTS 1999 No. 15; The words: equitable, non-discriminatory and good faith applications of its laws (p.11-12) were the only words mentioned, and only one time each. The Agreement refers to: fair and equitable treatment in accordance with principles of international law.

21. The United States Trade Representative and the Lebanese Ministry of Economy and Trade, December, 2006 https://ustr.gov/sites/default/files/uploads/agreements/tifa/asset_upload_file256_10274.pdf

22. https://ustr.gov/sites/default/files/uploads/agreements/tifa/asset_upload_file583_10273.pdf

23. EEAS (Thursday, 12 May 2016), Lebanon and the EU: An overview of relations between Lebanon and the European Union – European External Action Service (EEAS)

24. Malin Björk, co-rapporteur of the draft resolution (with Eleonora Forenza) during the plenary.

7 - Agreement Between The Government Of The Republic Of Armenia And The Government Of The Lebanese Republic On The Promotion And Reciprocal Protection Of Investments

8 - Agreement Between The Lebanese Republic And The Republic Of Austria On The Reciprocal Promotion And Protection Of Investments

9 - Agreement Between the Kingdom of Bahrain and the Government of the Lebanese Republic for the Promotion and Protection of Investments

10 - Agreement Between The Government Of The Lebanese Republic And The Government Of The Republic Of Belarus On The Promotion And Reciprocal Protection Of Investments -

The only GHR word used is 'non-discrimination', and only in relation to general Dispossession, Expropriation, Compensation in each of the 'Promotion and Reciprocal Protection of Investments' bi-lateral agreement signed.

11 - League of Arab States (1982). «Unified Agreement for the Investment of Arab Capital in the Arab States».

Although 'without discrimination is used in the agreement, it is, nevertheless, not used for the purpose of promoting GHR, as indicated: '... the capital of the Arab investor shall, without discrimination, be treated in the same manner as capital owned by the citizens of that State...' (p.214).

- **The Gender Continuum**

The Gender Continuum tool is the framework that appraises the process, the approach and interventions from gender blind to transformative visions towards Gender Equality and Human Rights. Following The GHRT Quantitative Content Analysis (first tool used), and the GHRT Qualitative Content Analysis (second tool used), The GHRT Continuum was the third tool used for a deeper and more refined appraisal of the laws, strategies and trade agreements. Accordingly, and based on an analytical appraisal, the documents were appraised to understand to what extent they can be considered as 'gender blind, negative, neutral and sensitive'; and to also understand if programmatically, gender is 'informed, responsive or transformative'.

It is worth mentioning that related Governmental institutions have produced economic and trade strategies. However, gender has not been mainstreamed in the strategies. It is important to systematically mainstream gender in the sectors (SMEs, Industry, Agriculture), since these sectors provide employment for a considerable number of women.

The qualitative content checklist tool for Economy and Trade related strategies in Lebanon

1 - Lebanon SME Strategy, A Roadmap to 2020, developed by the Ministry of Economy and Trade (MoET): with the support of UNDP, the Strategy was initiated by MoET to ensure the long term planning and support for a key sector in the Lebanese economy. The strategy vision is to develop the SMEs as key economic engine for growth and job creation. Accordingly, it suggests six strategic thrusts, including ‘Evolving Business Leaders’ which calls for, among others to: Establish Women-Friendly Business Environment. Accordingly, it calls to:… Support development of women-led businesses through dedicated and supportive policies and incentives, specialized training, women-to-women support networks and mentors, and backing of private sector initiatives and donors.

2 - Lebanon Industry 2025, the integrated vision for Lebanese Industrial Sector,⁽²⁵⁾ does not provide any intervention for integrating women into the Industrial sectors

3 - Mol Operational Plan (2016 – 2020) of the Ministry of Industry, does not provide any intervention to include women, and the assessments do not provide any human resources based analysis, and therefore do not include any sex-disaggregated data or gender sensitive analysis⁽²⁶⁾.

4- The Ministry of Agriculture Strategy (2015 – 2019), does not provide any section for Gender, or Rural Women’s affairs, in its document. It does however indicate, in the Social Dimension context, the fact that the number of female farmer holders is only 8.6 percent⁽²⁷⁾. Furthermore, there are no specific interventions for women in the strategy, but rather grouped together with the interventions provided for youth⁽²⁸⁾. Hence, the document does not refer to the percentage of unemployed women in the agriculture sectors.

5 - The United Nations Strategic Framework (UNSF) 2017 – 2020, According to the International Trade Center, the main Trade and Development Strategies in Lebanon are the ‘UNDAF Lebanon’, and the ‘Recovery, Reconstruction and Reform’ Reports⁽²⁹⁾. The United Nations Development Assistance Framework (UNDAF) 2010 – 2014 aligned with the Government program for Recovery, Reconstruction and Reform and with the SDGs, outlining five main areas of intervention: 1) democratic governance and institutional development; 2) socio-economic development and regional disparities reduction; 3) environmental sustainability; 4) human rights; and 5) gender.

• The Fair trade principles

In September 2010 the Fair Trade Lebanon (FTL) joined the World Fair Trade Organization (WFTO). As a platform for the World Fair Trade Association (WFTA), FTL is committed to most Principles that WFTA prescribed, especially for women, tracked as follows:

Principle One: Creating Opportunities for Economically Disadvantaged Producers: FTL cooperated with a number of cooperatives established by women, especially in rural areas, to improve and sustain their income. Hence, it contributes to poverty reduction and ensures that women are economically self-sufficient in production and marketing.

25. <http://www.industry.gov.lb/Arabic/Arabic/Documents/الدراسات%20والاصدارات/vision.pdf>

26. Assessment of ‘The EU-Lebanon Association Agreement on Trade of Industrial Products Report’ (Sep.2016) and ‘A detailed report on industrial exports and imports of industrial machinery and equipment, Mol periodical reports

27. p.13

28. p.14 according to the 2004 index mundi

29. <http://www.intracen.org/layouts/CountryTemplate.aspx?pageid=47244645034&id=47244652198>

Principle Two: Transparency and Accountability: according to the principles of Fair Trade, and which includes: better pay, transparency, pre-financing, long-term partnerships among others.

Principle Three: Fair Trading Practices: The Ain Ebel cooperative was the first cooperative that Fair Trade Lebanon established partnership with. In order to compensate all the failed association initiatives led by the men of the village, several women came together to combine their expertise and know-how in a processing unit. This led to escalated economic activity within the community that is transparent and accountable in management and commercial relations with participation of all stakeholders in decision-making. The cooperative commits to the social, economic and environmental welfare of producers. Furthermore, the Ministry of Administrative Reform is supporting the Fair Trade because it considers trading to be a vital economic sector as it contributes to 30 percent of the GDP and is likely to help other sectors develop and improve.

Principle four: Fair Payment: In 2015, ten Lebanese towns joined the Fair Trade network. Joining the network entails that Fair Trade Lebanon will buy the products of the cooperatives in these towns at prices exceeding cost price by 20 to 30 percent. FTL certifies the products and facilitate marketing.

Principle Five: Ensuring no Child Labour and Forced Labour: FTL stated that it implements agricultural development activities in order to strengthen the production and marketing of the products while improving the working conditions of the producers (such as gender equality and no child labor).

Although 76 percent of the beneficiaries are women, however, FTL it is not quite committed to Principle Six: Commitment to Non Discrimination, Gender Equity and Women's Economic Empowerment, and Freedom of Association; as no FTL documents or report state that it is committed to the "Respect for trade union rights and rejection of any form of discrimination based on race, caste, national origin, religion, disability, sex, gender identity, sexual orientation, union membership, political affiliation, HIV/AIDS status or age in hiring, remuneration, access to training, promotion, termination or retirement", as stated in the WFTA principles.

Principle Seven: Ensuring Good Working Conditions: In cooperation with Fair Trade Lebanon, on November 24, 2017, UN Women launched its phase III of the project «Strengthening Resilience and Protection of Women and Youth in Host Communities» in partnership with the government of Japan and MoSA.

Principle Eight: Providing Capacity Building: FTL, along with Safadi Foundation and Abaad, implementing partners, focused on vocational training and capacity building, the project offers a variety of activities to women beneficiaries, from food processing production, to crafts and awareness raising.

Principle Ten: Respect for the Environment: It helps fight poverty and improve the economic and social situation of farmers through the establishment of viable commercial systems, according to the «trade, not aid» principle. It also strengthens the production units' capacities and the establishment of new outlets for products to access both, the domestic and foreign markets.

FTL consists of a network of 29 food-processing cooperatives and 11 SME. Out of the 1966 direct beneficiaries, 76 percent of direct beneficiaries of FTL are women. FTL produces more than 120 products marketed under the brand "Terroirs du Liban". Introducing the beneficiaries to Fair trade is hence one

of the solution to fight poverty in Lebanon, especially in areas that are isolated from the mainstream economy such as the poor farming areas of Akkar, Hermel and South of Lebanon.

It is recommended that the Economy and Trade related strategies adopt a more gender sensitive approach to their workplans, monitoring, evaluation and follow up. This includes aligning with the international standards and conventions that the Government has ratified, and especially those that aim to provide more gender equality in decision making and equal participation in all walks of life including ILO Conventions, CEDAW and The Fair Trade Principles.

PART III : GENDER & TRADE : CONCLUSIONS & RECOMMANDATIONS

III.1. Achievements :

Human Rights and Legal Rights

High female graduation rates are among the main achievements that are contributing to women's economic participation and leading to women's increase access to the labour force. Although still quite low (70.9 percent of men aged over 15 participate are in the labor market, with only 23.3 percent of women over 15 participate⁽³⁰⁾), women have started to enter into new domains that were considered male dominated sectors. For example, and according to The Association of Banks in Lebanon (ABL), the share of women employees of the total banking population continued to rise up to 47.4% in 2016 (from 47% in 2015) against 52.6% of men employees. Women's share in the banking sector exceeds the national female employment rate in Lebanon, which is estimated at around 25%⁽³¹⁾.

Among others, and directly contributing to women's economic empowerment is the fact that Lebanon is committed to gender related international treaties and conventions, including Beijing PoA, CEDAW, ILO, SDGs... The establishment of the Ministry of State for Women's Affairs is an indicator that women related issues are among the priorities of the government's policies.

Organizational Level:

According to the PRA findings, the assessed organizations in Lebanon are adopting a number of positive procedures and policies that translate their will to integrate a gender dimension at all work levels, in an aim to address gender related discrepancies. This is reflected by the respondents who confirmed that the integration of Gender Equity in the organisations' program and projects is mandated, especially in the design and implementation level. Work is carried out by these organizations to effectively integrate the gender principles in their working environment.

Programme Level:

There are a number of innovative initiatives and services targeting women entrepreneurs, such as the BLC SAL Bank 'We initiative', which led to an Increase in the number of loans for women owned small and medium enterprises by 55 percent; and an Increased number of women-owned deposit accounts by 17 percent⁽³²⁾.

30. BTI 2018 Lebanon

31. ABL, Annual Report part III: Human Resources in Banks Operating in Lebanon (p.89)

32. BLC Bank (2016) - Lebanon: Leading In Banking On Women - A Study; IFC Financial Institutions Group (FIG)

Another important initiative is the Lebanese Women Angel Fund (LWAF) that redefined the role of women in business beyond the social and economic boundaries, and empowered them to become seed investors. Furthermore, several bodies were established to promote women's economic integration, such as the 'Lebanon Business and Professional Women's Club', and which helped to introduce certain measures that would contribute to the empowerment and enhancement of women's capacities in economic activity.

The current National Strategy for Women in Lebanon and the National Action Plan show a commitment to help support and advance women's rights and align to international conventions and agreements. Furthermore, the Lebanese Parliament's National Action Plan for Human Rights calls for lifting the reservations on CEDAW and ratify optional protocol. The ten-year strategy, with its 12 strategic objectives, touch on all aspects of women's lives.

There is a strong civil society activism that makes up for the absence of strong presence of women in workers' movements and unions. They strongly advocate for women's issues. Furthermore, the movements, in cooperation with the NCWL have managed to amend several Labour and social security laws that gave women more legal rights at work (e.g. amendment of Article 26 of Labour Law).

III.2. The remaining gaps despite the achievements :

Human Rights and Legal Rights

As previously mentioned, Lebanon does not have a civil code regulating personal status matters and Instead has 15 separate personal status laws, administered by separate religious courts, for the country's different recognized religious communities. Far from protecting the country's religious diversity, in reality, the multiplicity of laws means that Lebanese citizens are treated differently when it comes to key aspects of their lives.

Regardless of religious affiliation, women face discrimination in relation to distribution of marital property following the termination of a marriage. Cultural, religious and traditional values in Lebanon undermine women's economic independence and contribute to their economic marginalization and dependency., This is partly due to the fact that Lebanon's personal status laws do not recognize a wife's economic and non-economic contributions and the value of unpaid domestic labor, or the concept of marital property⁽³³⁾.

33. Human Rights Watch 2015 - It is to be noted that this is in breach of Lebanon's international human rights obligations to provide equality of access to ownership, acquisition, management, administration, enjoyment and disposition of property. In addition, the lack of adequate legal protection from domestic violence may reinforce women's economic inequality and often contributes to women's inability to protect themselves from violence or to leave abusive marriages.

Organizational Level

Several issues are encountering the integration of gender process at the organization level including the lack of tools for gender analysis and lack of adequate budget to support gender mainstreaming. The PRA respondents informed that the few practices and procedures already adopted by their organisation need to be formalized for an effective impact.

Organizational Level

Programmatically, the documents are, to a large extent, neither 'gender informed, responsive, nor transformative'. Only the few 'gender oriented documents, such as the 'National Action Plan for Women' ; the 'National Strategy for Women in Lebanon' ; and the 'NAP for Human Rights' can be partially considered as 'gender informed' as they aim to narrow gender disparities and address gender needs for more gender equality and 'gender responsiveness'. However, they cannot be fully considered as 'gender responsive', as they fall short of considering, measuring and addressing gender norms, roles and inequalities. .

None of the Ministries have succeeded in analysing the gender gap and accordingly addressing gender systematically in the programmes. The MoET SME Strategy, Lebanon roadmap to 2020 is the closest to addressing gender concerns, and therefore can partially be considered as 'Gender responsive'. It takes into consideration, and aim to address the challenges that women face in economic participation by « ...Establishing Women-Friendly Business Environment, and ...Supporting the development of women-led businesses through dedicated and supportive policies and incentives, specialized training, women-to-women support networks and mentors, and backing of private sector initiatives and donors... ». On the other hand, both the Lebanon Industry vision 2025 and the MOI Operational Plan (2016-2020) can be categorized as 'gender blind' as they totally ignore gender roles, differences in opportunities and resource allocations for men and women and which eventually leads to women being discriminated against in the different economic sectors.

III.3. Overall Conclusions :

While business laws in Lebanon are non-discriminatory, in practice women do face gender-specific barriers to business creation and development. Awareness among women of their rights in general, and their economic rights in specific, is quite low. In practice, implementation is in a number of cases biased, especially in relation to equal pay and equal access to senior positions. There is a need to change the perception of employers on equal access and rights at work. Hence, employers have responsibilities regarding performance and to provide capacity building to young women, men and employers in urban, peri-urban and rural areas on the legal and human rights of women in the workplace.

According to the hypotheses of this study, addressing gender inequities and inequalities, to achieve gender equality in trade and economic participations, goes beyond merely addressing economic related policies and laws, and considers other complementing aspects that feed into achieving full human rights, such as the quality of health, education services, and economic & political participation. This can be achieved via the systematic mainstreaming of gender in the state's policies, development plans, and public budget to ensure compliance and accountability of all sectors with respect to achieving the desired outcomes.

This will eventually lead to the participation of women in economy and trade, on equal footing with men. It calls for ensuring that Trade Agreements and policies have a gender related provision that provides the equal rights and participation of women in line with CEDAW. The basic principle of the Convention is to guarantee equal outcomes, not just equal opportunities, for women and men. Based on CEDAW, all state parties must “respect, protect, promote and fulfill” women's rights. They must also ensure that private organizations, enterprises and individuals do the same. UN members agreed at the Beijing Platform for Action (1995) to “seek to ensure their trade agreements do not have an adverse impact on women's new and traditional economic activities.” Trade mechanisms, however, are not structured to address conflicts between trade rules and gender equality rights. What follows is a partial list of international agreements that affect both trade and gender equality rights.

Trade agreements should be also in line with all other related conventions, such as the ILO's Fundamental principles and rights at work. Inline with the 1998 Declaration on Fundamental Principles and Rights at Work, ILO members reaffirmed their commitment to respect and promote core labour standards including: the elimination all forms of forced or compulsory labour, abolish child labour, eliminate gender discrimination in employment and occupation, and ensure freedom of association and the right to collective bargaining.

While bilateral trade agreements increasingly include commitments to observe core labour standards, the standards themselves say little about gender-specific workplace concerns such as sexual harassment and the increase in employment vulnerability for women that can result from trade agreements (e.g. : job losses in the garment sector that accompanied the phase out of the WTO's Agreement on Textiles and Clothing).

To address gender-specific workplace concerns, there is a need to adopt measures in a holistic and systematic manner, to ensure women and men's participation in all trade related activities including trades negotiations. Trade related policies and agreements must include gender sensitive statements to commit to, during the implementation phases such as: “women's rights; equal participation of women in all stages; eliminating all discrimination against women; improve the working conditions for women in export-oriented industries... etc.”

Hence, to face the existing institutional structures and practices that reinforce gendered divisions and inequalities, a gender equality sensitive vision is required to consider and operationalise gender mainstreaming approach in all the economy and trade related policies, strategies and agreements.

Furthermore, the approach must be gender transformative to put an end to unequal gender relations ; to promote shared power, control of resources including decision-making; and provide support for women's empowerment to enjoy and practice legal and human rights and participate equally in the development of Lebanon.

Accordingly, gender mainstreaming approach and implementation measures and activities should include: 1) gender sensitive language referring to and addressing both women and men, and making both equally visible; 2) gender-specific data collected and analysed; 3) equal access and benefit from economic and trade services such as the financial institutions; 4) equal participation of men and women in decision-making, with balanced sex ratio at all levels. This is important to take into consideration when appointing working groups for trade negotiations, developing policies, establishing project teams, commissions and advisory boards, as well as when organizing events, e.g. when selecting speakers at economic and trade events.

III.4. Recommendations by area / thematic

To eliminate gender gaps and discrimination, in general, there is several reforms that needs to be undertaken, namely:

Gender & Trade project Platform of Priority Recommendations

GENDER EQUALITY, HUMAN RIGHTS & DEVELOPMENT		
Recommendations	Terms	Involved Actors/Institutions
<p>Gender responsive workplaces that understand both the specific practical and strategic needs of women at work. (E.g., to provide easy access to child spaces that are adequate and low in cost)</p> <p>In-depth researches that explores the gender division of labour, resources, responsibility and decision-making in different sectors of both paid and unpaid work. It also examines the structure of decision-making, particularly at the household level. The findings should be linked to better laws and legislations that respond to the needs (e.g. flexible part time working hours for women with responsibilities; and ratifying ILO Convention 156: “Workers with Family Responsibilities”.</p>	SHORT TERM	<p>Labour Unions, Chamber of Commerce and Employers’ organizations, Ministry of Labour</p> <p>Research centres (E.g. Institute for Women’s Studies in the Arab World), National Commission for Lebanese Women (NCLW), Ministry of State for Women’s Affairs (MOSWA), Ministry of Labour (MOL)</p>
<p>Build a database for gender equality and female empowerment, as there is limited availability of gender-disaggregated data, which is critical to designing strategies for addressing the barriers to women’s economic advancement. The data could be used to guide the process of mainstreaming gender into all policies and regulations.</p> <p>Creating a gender responsive enabling environment for women’s effective and efficient participation in all walks of public life. Examine gender division in the labor force among the different productive sectors (agriculture, industry and services), and in the unpaid reproductive sector. Assess how they impact the welfare of women vs. men in an aim to abridge the gender gap in laws and practices.</p>		MEDIUM TERM
<p>Government’s leadership and commitment to establish more equal political environment. However, take into consideration that it is not enough to issue laws obligating the electoral roll to incorporate a fixed gender quota. The laws must contain articles which make it incumbent for political parties to ensure clearly defined proportions of female representation in legislative and local assemblies</p> <p>Increase women’s membership in economic related bodies, and ensure an effective and balanced gender representation at the horizontal (i.e. as members) and vertical (i.e. senior leadership positions) levels.</p>	LONG TERM	

GENRE & TRADE	
<p>Develop a modern trade information network for women, at the local and international level. The objective is to provide Lebanese exporters and interested foreign importers with relevant information on Lebanese markets, products and companies, from a gender perspective.</p> <p>Provide systematic support to women's SMEs in order to enhance their competitiveness through training, capacity building, and detection of sources of finance,</p>	<p>SHORT TERM</p> <p>NCLW, MOSWA, CCIA-BML, Labour Unions, Business Associations, MOL</p> <p>MOSA, Women economic empowerment NGOs (E.g. Safadi, Majmoua, Social Fund... etc)</p>
<p>Adapt the needed tools to ensure full commitment to implement article 11 of the CEDAW Convention; and especially paragraph 10... Eliminate occupational segregation; ensure equal opportunities for women and men in the labour market... to ensure that there is a provision on gender equality in national trade policies and agreement, inline with CEDAW, ILO and other related conventions and treaties.</p>	<p>MEDIUM TERM</p> <p>National Council for Lebanese Women, Ministry of State for Women's Affairs, Ministry of Justice, the Parliament</p>
<p>Enhance the economic development role of businesswomen associations, and ensure that they are represented in all trade related policies and agreements, and on the executive boards.</p>	<p>Business Associations, NCLW, MOSWA, CCIA-BML</p>
<p>Advocate for the implementation of laws that achieve equality between a father and a mother to benefit from family reduction in income tax, and establish clear mechanisms to achieve equal pay for equal work, while adopting strict deterring punishments.</p> <p>The nine provisions of Lebanon customs law are gender blind. Specific attention should be given to women entrepreneurs in the Law. Likewise, all the trade related laws should include statements that refer to commitment to Women's Rights, and ensure non-discrimination against women. Laws and policies should fully comply with international standards and conventions on women's economic and trade rights.</p>	<p>LONG TERM</p> <p>Macro level involvement (Ministry of Labour, Ministry of Justice, Parliament,</p> <p>Investment Development Authority of Lebanon,</p>