



Gender & Trade Country Profile Lebanon



Empowering Women towards Gender Equality in the MENA Region through Gender Mainstreaming in Economic Policies and Trade Agreements



Gender & Trade Country Profile

Country Team

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LIST OF ABBREVIATIONS/ACRONYMS

Abbreviation	Full Name
ABAAD	Resource Centre for Gender Equality
ABL	The Association of Banks in Lebanon
ACTED	Agency for Technical Cooperation and Development
ARDP	Agriculture and Rural Development Programme
ASCAME	Association of the Mediterranean Chambers of Commerce and Industry
ALI	Association of Lebanese Industrialists
ANND	Arab NGO Network for Development
AUB	American University Beirut
BLC	BLC SAL Bank
BPA	Beijing Platform for Action
BSE	Beirut Stock Exchange
BTA	The Beirut Traders Association
BTCL	Business Training Center Lebanon
CCIA-BML	Chamber of Commerce, Industry and Agriculture of Beirut and Mount Lebanon
CRTDA	Collective for Research & Training on Development – Action
CAWTAR	Center for Arab Women for Training and Research
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
CCIA	Chambers of Commerce, Industry and Agriculture
CESCR	Covenant on Economic, Social and Cultural Rights
CFUWI	Committee for the Follow-Up on Women’s Issues
CRTDA	Collective for Research & Training on Development-Action
CSO	Civil Society Organisation
CSR	Corporate Social Responsibility

DRC	Danish Refugee Council
ECOSOC	Economic and Social Council
EFTA	European Free Trade Association
ESCWA	UN Economic and Social Commission for Western Asia
ESFD	Economic and Social Fund for Development
EU	European Union
EUROMED	Euro-Mediterranean Partnership
FAO	Food and Agriculture Organisation of The United Nations
FLFP	Female Labour Force Participation
FTA	Free Trade Agreement
FTL	Fair Trade Lebanon
FGD	Focus Group Discussion
GAAA	Gender Assessment, Audit & Analysis
GA	Gender Analysis
G&T	Gender and Trade
GDP	Gross Domestic Product
GEEEW	Gender Equity Equality & Empowerment of Women principles
GGGR	Global Gender Gaps Report
GGI	Gender Gap Index
GHRT	Gender & Human Rights in Trade; quantitative content analysis tool
HDR	Human Development Report
HRBAP	Human Right Based Approach to Programming
IAP	Implementation Action Plan
ICCPR	International Covenant on Civil and Political Rights
ICPD	International Conference on Population & Development
ICT	Information and Communication Technologies
IDAL	The Investment Development Authority of Lebanon

IFC	International Finance Corporation
ILO	International Labour Organisation
ITC	International Trade Center
IRC	International Rescue Committee
IWSAW	Institute for Women's Studies in the Arab World
KAFA	"Enough" violence and Exploitation Organisation
LAS	League of Arab States
LBWA	Lebanese Business Women Association
LCRVAV	Lebanese Council to Resist Violence Against Women
LCW	Lebanese Council for Women
LDWG	Lebanese Democratic Women Gathering
LLL	Lebanese Labour Law
LLWB	Lebanese League for Women in Business
LLWR	League for Lebanese Women's Rights
LNAP	The Lebanese National Action Plan
LWAF	Lebanese Women Angel Fund
MENA	Middle East and North Africa
MIPAF	Italian Ministry of Agriculture
MSWA	Ministry of State for Women's Affairs
MOA	Ministry of Agriculture
MoET	Ministry of Economy and Trade
Mol	Ministry of Industry
M&E	Monitoring and Evaluation
MOSA	The Ministry of Social Affairs
MoSWA	Ministry of State for Women's Affairs
NAP	National Action Plan
NAv	Not Available

NCLW	National Commission for Lebanese Women
NEO	National Employment Office
NGO	Non-Government Organization
NOWARA	National Observatory for Women in Agriculture and Rural Areas
NSWL	National Strategy for Women in Lebanon
OIC	Organisation of the Islamic Conference
OMSWA	Office of the Minister of State for Women's Affair
ONILFA	National Observatory for Female Enterprise and Labour in Agriculture
PRA	The Pilot Rapid Assessment
PWC	PricewaterhouseCoopers
SDGs	Sustainable Development Goals
SIDA	Swedish International Development Agency
SME	Small and Medium Enterprise
SSL	Social Security Law
TIFA	Trade and Investment Framework Agreement
UNCTAD	United Nations Conference on Trade and Development
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNSF	United Nations Strategic Framework
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
USA	United States of America
VAT	Value-Added Tax
VNR	Voluntary National Review
WB	World Bank
WEF	World Economic Forum
WLC	Women Leaders Council

WEF	World Economic Forum
WEP	Women Empowerment Principles
WFTA	World Federation of Trading Houses Associations
WFTO	World Fair Trade Organisation
WTO	World Trade Organisation
WWLL	Working Women League in Lebanon

Introduction

Lebanon is one of the Arab States in the Middle East, located in Southwest Asia. Bordered by Syria to the North and East, the State of Palestine from the South, and overlooking the Mediterranean Sea to the West. The geographical area is 10,452 km². The population at the end of 2018 was estimated at around 6,079,616.0ⁱ. Currently, the number of Lebanese diaspora (descendants of past emigrants) is estimated at twice the number of Lebanese residents. According to the 2014 estimations, the birth rate is 14.8 birth /1000 population, and the Growth rate is 0.98% with a fertility rate of 1.72 children born/womanⁱⁱ.

→ *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 has been established along the lines of the age of the population belonging to the different religious communitiesⁱⁱⁱ.

Executive power is entrusted to the Council of Ministers, which drafts general policy and oversees its 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^{iv}.

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

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^{vi}.

Lebanon has no civil code for personal status matters. The religious communities each have their own laws and tribunals for civil matters such as marriage, dowry, and annulment of marriage, divorce, adoption, or inheritance. These laws are binding, whether one is a practicing member of the community or not. Without registering with a religious community, people have no legal existence.

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

Lebanon is essentially an import-dependent economy. The EU is Lebanon's main trading partner, and accounts for 37% of its imports. Lebanon exports some manufactured and agricultural products, but its main asset is its service sector, with banking and tourism being the most important sectors.

→ *Main Economic and GDP indicators*

There was a decrease in foreign direct investments (FDI) in 2015. However, FDI in Lebanon jumped by 1% in 2017 compared to 2016 reaching a value of 2.62 USD Billion^{viii}. There is also a significant reduction in tourism in Lebanon^{ix}. Lebanese exporters face internal and external barriers to export. The external barriers are mainly non-tariff measures (technical and non-technical barriers to trade). Historically, the trade deficit has been counterbalanced by regular private financial flows — mainly remittances and FDI — from the widespread Lebanese diaspora^x.

Despite the current and foreseeable economic and political difficulties that Lebanon faced, 2017 was a successful year for the government, at least in terms of providing the bare necessities of a functioning state.

At the legislative level, 2017 saw several laws passed by Parliament that directly impacted the economy, such as tax increases, salary increases for public workers, and a state budget^{xi}.

In terms of 'Economic Freedom', the Index of Economic Freedom (IEF)^{xii} classified Lebanon as 'mostly unfree'^{xiii}. Accordingly, it performs very poorly in 'Property rights' and "Freedom from corruption". However, Lebanon performs better in "Investment Freedom" and "Financial Freedom". Furthermore, out of 144 countries, Lebanon is ranked 141st in "Ethical behavior of firms", 142nd in "Favoritism in decisions of government officials" and 143rd in "Wastefulness of government spending"^{xiv}.

The Gross Domestic Product (GDP) in Lebanon expanded 2% in 2016 from the previous year, and grew 0.6% in 2017, compared to 2016^{xv}. In 2018, GDP for Lebanon was 56.71 billion US dollars. GDP of Lebanon increased from 17.16 billion US dollars in 1999 to 56.71 billion US dollars in 2018 growing at an average annual rate of 6.63 %^{xvi}.

- ***The Framework***

The Study is within the framework of the regional project: '*Empowering Women towards Gender Equality in the MENA Region through Mainstreaming in Economic Policies and Trade Agreements*', implemented in partnership between the Swedish International Development Cooperation Agency (SIDA) and the Center of Arab Women for Training and Research (CAWTAR) in Algeria, Egypt, Jordan, Morocco, Tunisia and Lebanon.

The project aims, in the first place, to produce data and information that demonstrate the extent of the relationship between the social construction of gender roles and relations, and the existing gender disparities in the economic

sectors. It then seeks to understand how gender equality is promoted, in terms of economic empowerment, with focus on the trade sector. The collected data and produced information will be later used to build an evidence base to support advocacy and policy dialogue towards gender equality.

Eventually, the project intends to produce evidences and present data that show the correlation between gender and trade. Based on that, technical and institutional capacity will be built to ensure Gender is taken into account in all economic and trade related initiatives. Appropriate means, material and tools will be made available for that purpose, and also to support women as individuals and in cooperatives, SMEs, family business or corporates. This will help them to find their place equally with men in the different economic sectors, including in trade markets, their societies and families.

The overall long-term objective of this project is to provide support and technical expertise on gender and human rights integration in economic and trade policies in the region, from one side. The project also supports the monitoring and evaluation of the Sweden's MENA cooperation and development work, in relation to the Sweden's Feminist Foreign Strategy, the implementation of the Regional Strategy for Sweden's Development Cooperation with the MENA and the CAWTAR's Strategic Plan of Action, and its operational framework.

The long-term impact outcome is to ensure gender equality, as more women enjoy equal rights, life prospect and opportunities with men due to better integration in labour and trade markets”.

→ ***The Desk Review***

The desk review consists of a wide collection of data and information from global, regional and local resources covering the different aspects of women and trade nexus in general, and specifically in Lebanon. Hence, the resources, and eventually the report, covers: 1) women's economic participation and access to related services; gender related laws and legislations, in specific those related to the economic rights of women; 2) policies, strategies and programs targeting women's economic empowerment; the different impacts of trade policies and agreements on women; 3) the socio-economic status of women in Lebanon, societal norms and practices that impacts women's economic participation; 4) the Human Rights of Women, especially in economic participations. The resources used in the report include both qualitative and quantitative data and information.

→ ***The overall problem***

In Lebanon, as in all countries in the region, there is still no equality between men and women in most walks of life, and women do not enjoy the same rights

as men. There is discrimination against women in a number of fields, including economic participation. On the other hand, women are achieving progress in many fields, such as education, health and services; and also in the traditionally male-dominated fields they are entering including: judiciary, the banking sector, and technology.

Men are always in leading positions because the views of the society towards women (women's place is in her house) affect the development of women's work, as become distracted under these conditions^{xvii}. The discrimination against women is reflected in a number of the country's policies and strategies (e.g. although Lebanon has ratified CEDAW, it has nevertheless applied a number of reservations including Article 2 that requires the signatories to pursue all appropriate policy of eliminating discrimination against women), and more in how these policies and strategies are implemented.

Policies that appear to be gender-neutral may, after closer investigation, turn out to affect women and men differently, due to the fact that there are substantial differences in the lives of women and men in most policy fields. These differences cause, what apparently seem neutral policies, to have different impact on women and men and reinforce existing inequalities. Therefore, within the legal framework, women in Lebanon suffer from a number of contradicting and discriminatory laws and practices that hinder achievements in the area of gender equality. On the other hand, a number of laws have been reformed during the past few years in Lebanon giving women more entitlements and rights including Law No. 293 of 2014 on Domestic Violence,

Most of the Government's economic and trade related policies and programs are assumed to apply equally to both men and women, and affect them in a gender neutral^{xviii} way^{xix}. However, in reality, most trade policies further marginalize the role of women in society. For in Lebanon, gender is not systematically mainstreamed 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. Women are excluded from public policies and consequently from those adapted to trade opportunities, higher technology and higher wages^{xx}. The economic participation of women further faces diverse and multiple obstacles and barriers due to limited access to and control over productive resources (land, credit, and labour), and exclusion from decision-making.

→ ***The hypotheses***

Despite a number of important steps towards achieving gender equality in Lebanon^{xxi}, and despite the fact that women's educational attainment in Lebanon is quite high and exceeding their male counterparts in a number of fields at

university and post graduate levels, Lebanon is still required to make more progress in promoting gender equality, empowering women, and opening the space for women to play their part in achieving sustainable development, including promoting gender equality in the areas of economic and trade participation and full integration.

Addressing gender inequities (the state of being unfair and unjust) and inequalities (the result of social condition that creates unfairness in gender norm) to achieve gender equality in trade and economic participation, goes beyond merely addressing economic related policies and laws, and considers other complementing aspects that feed into achieving full economic rights, especially those related to equal participation in political and decision making posts.

If the government and related institutions (e.g. The Chamber of Commerce, Industry and Agriculture, and the Business Associations) strive to overcome barriers and obstacles that hinder women from equal access to economic and trade related institutions, eventually women will participate on equal footing with men in trade negotiations. Furthermore, trade related policies and agreements will include gender sensitive statements that the government and related bodies 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.” In other words, the trade agreements and policies will comply with international conventions that the government has signed (especially CEDAW and ILO). This will ensure that women have full access and their rights are protected at work, and in all economic sectors, including participation in trade activities. *The hypotheses will be confirmed at the end of the process (Part III).*

→ **Body of the Report**

Part I introduces the Gender Equality, Human Rights and Development status of women in Lebanon. It also provides the main indicators and data related to gender, rights and development in Lebanon.

This part also presents the main national legislations defining the legal and human rights status in Lebanon, highlighting the gender perspective.

It also reveals the government commitments to international human rights conventions, especially those related to women’s economic rights.

Furthermore, Part I presents the main national mechanisms, institutions and business associations that work on women’s human rights including economic in Lebanon as well as related policies and strategies.

Part II provides the results of the GAA that was conducted according to the methodology and tools developed for that purpose: Gender Assessment, Auditing and Analysis, based on desk review, field assessment, quantitative and qualitative analysis.

Thanks to a collection and analysis of available data and indicators on gender and trade at the national and sectoral levels, gender gaps are also identified.

This part also presents the findings from the Pilot Rapid Assessment, conducted with main stakeholders, and provides a gender analysis to the findings.

Furthermore, this part presents an analysis, from the gender perspective, of the main bilateral, regional and international agreements, directly or indirectly, related to trade and access to market at the national, regional or international levels.

The conclusion attempts to highlight the impact of the agreements on the socio-economic status of women in Lebanon. Accordingly, a set of related recommendations are presented.

Part III: correlates between Parts I and II by highlighting the achievements that have contributed, directly or indirectly, to gender equality in general and in the area of economic participation and empowerment, with a focus on trade.

This part also reveals the factors that contribute, or have contributed, directly or indirectly to widening the gender gaps and reinforcing discrimination against women as a whole and in the area of economic participation and empowerment of women with a particular focus on trade.

It provides overall conclusions on the major obstacles that prevent or slow down, directly or indirectly, the reduction of gender gaps and the elimination of discrimination against women in general and in the area of participation and economic empowerment with a focus on particular on trade.

Furthermore, it highlights the relevant opportunities that have already led to the assessed achievements and may be better used to strengthen the results towards gender equality including in economy and trade.

Part i: Gender Equality, Human Rights and Development

I.1. Gender, Rights and Development indicators

Table 1: Sex-Disaggregated Data^{xxii}			
Education, Health & RH, public participation			
Indicator	Female	Male	Sex-ratio
Gender Inequality Index (2018), ranking 140 out of 149 countries.			0.595
Gender Inequality Index (2017), ranking 85 out of 160 countries.			0.381 ^{xxiii}
Education			
Literacy rate	88.1	94.3	0.93
Educational attainment, ranking 110 out of 149			0.959
School enrolment ^{xxiv}	82.72	86.39	84.54
Primary level	83.5	89.1	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		
Maternal mortality ratio -per 100,000 lives ^{xxv}	15		
Political Participation / Participation In Governance			
Women Members of the parliament/MPs	3	97	0.03
Women at ministerial positions (# or%)	4	96	0.05
Women in the judiciary (# or % if available) ^{xxvi}	+42%		
Economic Participation and Opportunity			
Economic participation and opportunity 136 out of 149			0.595
Labour force participation	25.9	76.2	0.34
Estimated earned income (US\$, PPP)	5,877	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

In early stages of **education**, the proportion of males and females are approximately equivalent. Female students exceed male students in higher education levels. For instance, in intermediate education, females constitute 52.3% of total enrolled students while males constitute 47.7%. The disparity is higher in secondary education where females account for 55.8% of total students enrolled while males account for the remaining 44.2%^{xxvii}. For the last twenty years, there have been more women than men attending university in Lebanon.

Women make up half of graduates in social sciences, business and law, and are not anymore confined to certain stereotypical fields. For example, Lebanese women represent over 60% of the graduates in sciences. It is therefore striking that female labour force participation stands at only 26%, while that of men is 76.4%.

Among poor families, education is a privilege, rather than an entitlement. Hence, poorer families tend to put their limited funds towards the investment they consider most likely to yield the best returns: the education of boys rather than girls, which hinders gender equality^{xxviii}.

Women’s health, sexual & reproductive health are legally protected, and adequate policies and programs are implemented through the provision of related services.

The country is driven by a slight improvement in performance with regard to **political empowerment** as showed in the above table. What progress has been evidenced, in terms of women’s political participation and participation in Governance, is linked to legal and constitutional reforms. For in 1953, Lebanon became one of the first countries in the Arab region to accord women equal rights to participate fully in politics^{xxix}. Lebanon’s 2018 Parliament included six females, up from just four in 2009^{xxx}. The share of women elected to municipal councils in 2016 reached 5.6%, across geographical districts, compared to 4.6% in the 2010 round^{xxxi}.

Concerning **women’s economic participation and opportunity**, the Lebanese labour market is challenged by a low participation of females (employment rate of 66.9% for males and 25.3% for females; activity rate of 55.4% for males and 23.5% for females) and high youth unemployment (18% for males and 20.4% for females)^{xxxii}. Furthermore, women are more active in the services sector as illustrated (ILOSTAT 2017):

Agriculture				Industry				Services			
% of male employment		% of female employment		% of male employment		% of female employment		% of male employment		% of female employment	
2000	2016	2000	2016	2000	2016	2000	2016	2000	2016	2000	2016
4.3	4.2	0.0	0.0	24.0	23.9	10.3	8.1	71.8	71.9	89.7	91.8

Women’s participation in the informal labour market is 57%. The gender wage gap exceeds 27% and the unemployment rate among women is 18% (ANND

2017). Unemployment rates are high among university graduates, which indicate a mismatch between labour supply and demand (ETF Lebanon 2017). Over 52% of working women were under 35 years of age as compared with approximately 38% of working men^{xxxiii}.

The public salary scale law ratified in 2017 (Law 46/2017) gives married women in the public sector the flexibility to work part-time, with a commensurate salary cut (SDG Lebanon). Only 4.4% of firms have female top managers. Interestingly, females own 43.5% of firms. However, it is most likely that many of the women “entrepreneurs” are participating in the firm of their husband or family, without real access to decision making (World Bank, Enterprise Surveys, 2013).

Female legislators with senior official and managerial positions account for 8.4% comparatively to 91.6% of men.^{xxxiv} It is expected that 50.4% of judges will be female by November 2019, as more male judges reach retirement age and more women enter the sector. Women can be judges in Lebanon except in Shari’a courts^{xxxv}.

Women make up only 22.3% of full time workers. However, 48.3% of full time workingwomen are professional and technical workers, compared to 51.7% of professional and technical workingmen^{xxxvi}.

Only 3% of bank loans go to female entrepreneurs^{xxxvii}. The reason is justified by claims that although women are graduating from universities, they still lack some managerial and financial skills^{xxxviii}. In 2016, the number of women at early stage entrepreneurship level are 16% of the early stage entrepreneur population (ESEP) was lower than of male’ (26% of ESEP)^{xxxix}.

Women entrepreneurs face difficulties in obtaining financing especially from banks. One of the reasons, although not the only one, is women’s lack of property, which could be used as collateral to secure loans. BDS organisations see access to financing a serious issue because, after providing women with BDS services, a woman entrepreneur’s plans can be dissatisfied because she is unable to secure financing for her project^{xl}. A targeted and tailored approach is needed to improve the provision of financing for women entrepreneurs, especially for those with small enterprises that are too big for micro-finance and not big enough to be of interest to commercial banks. Furthermore, technical assistance and training are needed to sensitise financial institutions about the value of lending to women-owned SMEs and to educate women on how to prepare lending requests for commercial bank loans^{xli}.

Female-owned small firms differ from male-owned small firms according to their gross revenues. In general, they generate lower gross revenues than do the

counterparts. However, no significant differences exist between female and male owners in terms of their incomes. Female owners are more likely to hold higher degrees than do male owners. Accordingly, they tend to prove themselves in their education and diplo-mas, while men, on the other side, prefer to prove themselves in their careers and tend to enter the work place earlier^{xlii}.

Obstacles to Lebanese women participating equally in the labour force^{xliii}:

First, the main unit of society is considered the family rather than the individual, which leads to the perception that men and women play more of a complementary role than an equal one within the household.

Secondly and as previously stated, the man is considered the sole breadwinner.

Moreover, tradition and reputation, which play substantive roles in the Lebanese society, greatly focus on the concept of a woman's "honor," to the point of even restricting any interaction with men in certain milieus.

Finally, although the impediments discussed above can be considered related to the "private sphere," there are similar limits to women's access to the public sphere rooted in family or personal status laws.

The Government of Lebanon aims to increase the Female Labor Force Participation Rate by 5% in the next 5 years, and commits to, inter alia, improve the legal framework by amending and issuing laws that impact women's economic participation in public and private sectors, mainstream gender in policies and budgets, close the gender data gap; increase female employment and retention in the private sector; facilitate women's access to the entrepreneurship space; increase the number of female-led SMEs; develop programs to facilitate vulnerable women's employment and protection; equip women and men with market-relevant skills; and implement a comprehensive advocacy campaign to address the issue of gender stereotyping^{xliv}.

I.2. Legal Rights and Human Rights

I.2.1. The Legal Framework of Women's Rights in Public & Private Life^{xlv}

- **At National level**

→ *In the private life*

As regard to the **legal status and rights within the family**, in Lebanon, it is necessary to refer to a number of Muslim and Christian personal status laws^{xlvi} (Sunni, Shiite, Druze, Orthodox, Arab Evangelical Episcopal and Catholic

denomination (Maronite, Greek Catholic Melkite, Armenian Catholic, Syriac Catholic, Latin and Chaldean) noting that each community is administered by separate religious courts. All communities (Christian or Muslim) consider that the age of consent at 18 is the borderline between childhood and adulthood for both men and women.

The Ottoman family law for Muslims obliges the wife, after receiving her advanced dowry, to reside in her husband's house and travel with him.

Orthodox and Catholic denominations recognize that each spouse has the right to keep his/her wealth, dispose and use it freely, unless otherwise agreed, and that all what the wife own in her marital life belongs to her, and that dowry belongs to the wife, and she is not entitled to buy anything for marriage from it.

Only the Druze (among Muslim sects) prohibit polygamy and retroactive divorce. Druze and Muslim wives can request separation/divorce in the case of husband's absence, imprisonment or his suffering from physical or mental illness;

For Druze, Ottoman, Orthodox, and Catholic communities, the husband pays the alimony to his wife from the first moment of concluding the marriage contract. It is obligatory by the mutual consent of the two parties or by the judge ruling.

As for 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, without distinction between men and women.

→ *In the public life*

The **Lebanese Constitution** was promulgated on 23 May 1926 and amended in 1989 and 1995, under the Charter of Lebanese National Reconciliation (Ta'if Accord) that ended the civil war^{xlvii}. The preamble of the constitution declares that "Lebanon is committed to apply the Universal Declaration of Human Rights in all domains without exception," and that international treaties and their provisions have precedence over national laws and legislation. Unlike in most other Arab states, Shari'a (Islamic law) is not held up as the main source of legislation. In practice, however, gender-based discrimination persists in some laws, which have not been challenged as unconstitutional (Freedom House P.4).

Preamble C) states that... *Lebanon is a parliamentary democratic republic based on respect for public liberties, especially the freedom of opinion and belief, and respect for social justice and equality of rights and duties among*

all citizens without discrimination. (Article 7) reaffirms the principle of equality as it states that: “All Lebanese citizens are equal before the law, enjoy equality in civil and political rights and assume duties and responsibilities without any difference between them...”

All Lebanese enjoy equally **Political & civil rights** without discrimination, whether living inside or outside Lebanon. Voting age is 21. Every man and woman, who completed 25 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.

According to the Law, Lebanese women can legally do the following in the same way as a man: Apply for a passport, and a national ID Card; travel outside the country and outside their homes; get a job; sign a contract; register a business; open a bank account; and choose where to live^{xlviii}.

The **right to education** is guaranteed in Lebanon for all citizens. Lebanon has separate laws for vocational training^{xlix}. The Labour Law guarantees the right to training in the private and public sectors. The employer shall train the trainee and award him/her a training certificate. Relevant ministries and municipalities work on the rehabilitation of persons with special needs inside regular schools and in special facilities if necessary.

Lebanese Act on Patients’ Rights of 2004 identifies the **right to health** for every patient according to his/her age; this includes medical care, prevention, treatment, and access to the appropriate information. The law guarantees the right of persons with special needs in curative and rehabilitative services. The Labour Law covers employees’ illness as well as work-related accidents. The Penal Code imposes sanctions on anyone who conducts abortion for a pregnant woman, with or without her consent, especially if this led to her death. The Labour Law covers employees’ illness as well as work-related accidents.

The Lebanese constitution guarantees **the right to work** to all citizens. The state takes necessary measures to guarantee the right to work on the basis of competency. **The Lebanese Labour Law (LLL)** promulgated on 23 September 1946¹ and its amendments, in particular 1962, are the main source for labour legislation in Lebanon. It defines the worker as every man, woman or minor that works in return for payment by the employer in accordance within individual or collective contract, without sex-based discrimination in regard to: type of work, wages, employment, promotion, raise, vocational rehabilitation and clothing. The law guarantees people with special needs, as other members of the society who

have the same qualifications, the right to work and employment in addition to more facilitated access to equal opportunities.

However, exemptions result in incomplete Labour Law protection for several employment categories, such as domestic workers, agricultural workers, family enterprises, and public servants. The categories are characterized by a high proportion of women who are therefore not protected under the LLL (Article 7).

Since the Labour Law and the Social Security Law exclude the workers of the agriculture sector, this affects rural women's basic rights, including the right to decent work and the consequent rights and benefits.

The Lebanese Labor Law (LLL) gives the employee, without specifying sex, the right to leave work without prior notice, if the employer or his/her representative committed an offensive immoral act or verbal violence against the worker or members of his/her family. 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.

In 2014, a law was adopted on protection of women and other family members from domestic violence and its various criminal forms such as murder, physical, psychological, sexual and/or economic abuse.

Amending Lebanon Labour Law for more gender Equality

The main LLL articles amended for more gender equity are as follows: Article 15 of the general regulations on wage-earners, amended and issued on 3 November 1994, making the maternity leave of a female public sector worker the same as that given to a female employee subject to the staff regulations, that is, 60 days instead of 40 (under Decree no. 9825 (1 February 2013)). Article 26 of LLL issued on September 23, 1946, and amended by the Law No. 207 dated May 26, 2000, prohibits all forms of discrimination between men and women in the workplace concerning employment type, remuneration, employment, promotions and raises, vocational training and attire. Even regarding the minimum wage, "the law made equal the remunerations of women and men whenever they are undertaking the same employment. The decree issued in this respect in 1965 clearly calls for the implementation of the law to all employees (male and female) when women undertake the same job as men"ⁱⁱ.

Lebanon amended the labour code several times to remove discriminatory provisions. For instance, in 1987, both men and women became eligible for end-of-service indemnities at the age of 64. In 1994, women were granted the right to undertake commercial activities without the prior approval of their husbandsⁱⁱⁱ. Still, legal inequalities persist. Although men and women are officially entitled to

the same minimum wage, women's net income is lower than that of men because married women's wages are taxed as if they were unmarried, while married men or male heads of households are granted a tax break^{liii}.

The efforts of the women's unions and groups in 2000 led to amending *Article 26 of LLL*. The amended Article prohibits employers from discriminating between male and female employees in salary, type of work, employment, promotion, progress, vocational training, or dress code. The law also allows women to sue employers for discriminating against them (CEDAW 2008). Nonetheless, LLL does not prohibit sexual harassment at the workplace. The Ministry of State for Women's Affairs and Member of Parliament proposed legislation against Sexual Harassment in Lebanon^{liv}. The NCLW called on the Ministry of Labour to introduce an article that penalizes sexual harassment in the workplace in the draft law prepared by the Minister of Labour. It has not been approved yet.

The Lebanon Labour Law (LLL) stipulates that the end of service is 60 years of age or 25 years of service, upon demand; where the employee has the right to continue working until the age of 64. All workers are entitled to compensation even if they are considered outsource staff; temporary or daily basis, provided their continuous service for at least one year and under the conditions prescribed by law such as duration, insurance duration (20 years), or with regard to the entitled individuals to benefit from the social security mandatory or optional in the event of the death of the ensured employee.

NCLW requested reforms and legal amendments to LLL for more gender equality, that were approved during the last few years^{lv}, including: 15/4/2014, the Parliament approved the amendment to articles 28 and 29 of the Labour Law and decided to increase the maternity leave period for women working in the private sector to ten weeks with full salary rights; and 1/2/2013, Decree n° 9825 promulgated and article 15 amended as follows: "Upon delivery of her child, the employee shall be granted full paid salary leave for a duration similar to that granted to a female civil servant....".

With regard to the **social rights** in relation with right to work, the Social Security Law (SSL)^{lvi} in Lebanon includes men and women on equal basis. The SSL covers sickness, maternity, emergency at work, occupational diseases, family benefits system and the end of service indemnity in the formal sector. The employer shall commit to guarantee the social rights related to work in the private sector. The taxation scheme in Lebanon, contributions to social security^{lvii} fund for maternity benefits are 7 per cent for employers and 2 per cent for employees^{lviii}.

It is not allowed to dismiss a pregnant woman, or direct warnings to pregnant women, starting from the fifth month of pregnancy till the end of maternity leave.

There is 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, although they provide similar contributions. The discrimination is 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 domestic servants and women in the agriculture sector^{lix}.

Amendment of certain provisions of Decree no. 3950, 27 April 1960, relating to the system of family benefits and employee assistance, whereby a female employee receives family allowance for her children, if her husband is unemployed or does not receive family allowance for his children, under Decree no. 10110 (22 March 2013).

It is important to note that the National Commission for Lebanese Women (NCLW) worked successfully and pushed for a number of reforms and legal amendments to Social Security Law (SSL), for more gender equity and equality, that were approved in the last few years. The SSL Amendments include: Amendment to Article 14: 'To establish equality for employed female spouses who are covered by the SSL by granting them the right to unconditionally grant this SSL coverage to their unemployed male spouses'. And the amendment to SSL Article 46 (paragraph 2), "...to establish equality between the husband and the wife regarding benefitting from a family compensation plan, should their spouse be unemployed and not insured...".

The Lebanese are all equal before the law and in the **right to litigation and access to justice**. The state ensures safeguarding all citizens' rights and supports them. It is not allowed to detain, arrest, imprison or impose sanctions or penalties on a citizen except by law. The submission of an application for protection does not preclude the right of the victim or the complained from filing a case before the court or to follow up on it before all courts of different types and terms of reference, including disputes related to work and related social rights (Social Security, end of service, etc). Crimes of domestic violence are handled confidentially along with the other procedures stipulated in the laws on protecting women and other family members from domestic violence. In order to ensure **access to justice**; litigants have the right to seek legal aid, both for filing the primary case and for defending. In addition, they have to right to seek protection without the need to hire a lawyer, and to be exempted from fees and legal costs.

The Attorney General designates one lawyer or more to receive complaints related to incidents of domestic violence and to follow-up on them.

- **At the international level**

Lebanon is a founder and active member in the United Nations Organization and bound by its covenants and the Universal Declaration of Human Rights. It adopted the International Covenant on Civil and Political Rights (ICCPR) in 1972. The rights guaranteed by the ICCPR protect people and their property by guaranteeing them the exercise of their citizenship. Civil rights include the rights of the individual in the state (physical and moral integrity, right to life, liberty, security or privacy). Political rights include the place of the individual in the collective life (right to participate in political life, right to fundamental freedoms).

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^{lx}. 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^{lxi}. 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 relate 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. The ban on Lebanese women from passing their nationality to their husbands and children was continued. According to some women's organizations^{lxii}, these reservations are an obstacle towards concrete advancement in women's rights^{lxiii}. The jurisprudence in Lebanon is beginning to evolve toward taking into consideration the CEDAW based on the judgments issued^{lxiv}.

Lebanon has also ratified several 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^{lxv}. The ILO Gender Related Conventions ratified were as follows:

Convention No.	Subject	Signature Date	Ratification Date
45	Employment of women in underground work	1935	1946
89	Night work for women	1948	1962
100	Equal Remuneration	1951	1977
111	Gender discrimination in employment & occupation	1958	1977
122	Employment policy	1964	1977

Several Shadow Reports were completed with the participation of most women and civil organisations involved in the elimination of all forms of discrimination against women. The Associations working for the “purification” of laws of discrimination against women^{lxvi} agreed that while abolishing laws that are discriminative against women is considered an absolute priority in this regard, the cultural and political practices are not less important in light of a masculine culture dominating all economic, political and social aspects of life. They set the priority for laws amendment as: Law of Citizenship; Penal Code; Personal Status Law; Labour and Social Security Laws; and to Draft a law for the protection of women from domestic violence^{lxvii}.

The government also seeks the integration of gender in all financial, economic and social policies in accordance with new related global frameworks. In addition, the government will fulfill all its committed by virtue of the recommendations of the Beijing World Conference on Women in 1995^{lxviii}.

For the first time in 2005, a special paragraph on women’s issues was included in the ministerial statement. The government stressed on women’s partnership as essential and active in public life. Accordingly, it highlighted that there is a need to provide the appropriate legal environment to enhance their role in the various sectors^{lxix}.

Lebanon has also been an active participant in the process related to the SDGs. It first contributed through a report to the UN Conference on Sustainable Development, also known as Rio+20. Lebanon also participated in national consultations as inputs to the formulation of the SDGs, and then participated in the summits relating to sustainable development and the SDGs, finally endorsing

in September 2015 the 2030 Agenda for Sustainable Development and the SDGs^{lxx}.

1.2.2. Legal Framework of women's economic rights in relation with trade

- **At national level**

→ ***Lebanon Code of Commerce, Legislative Decree No.3014 of 24 Dec. 1942***^{lxxi}

Gender wise, the Code refers to the “wife” of the insolvent in three different articles: Article 615: Recovery rights of the bankrupt's wife shall be within the limits of the rules laid down hereinafter. Section 3 - Pledgees and preferential creditors over movables: Article 624 Section 5 -.Rights of the insolvent's wife.

Article 215 of the Law of Contracts and Obligations stipulates that women have the same rights as men with respect to concluding contracts and owning and administering property. Married women and men hold and manage their property separately and dispose of it as they see fit, regardless of their religious affiliation. However, severe restrictions are placed on a woman's property if her husband declares bankruptcy.

Articles 625 to 629 of the commercial code stipulate that property acquired by a woman during marriage is presumed to have been purchased with her husband's money—thus forming part of his assets—unless proven otherwise. These restrictions do not apply to the property of husbands and reflect the belief that wives are the dependents of their husbands.

→ ***The Investment Law No.360 (2001)***^{lxxii}

IDAL was missioned with providing a framework for regulating investment activities in Lebanon and providing investors with a range of incentives and business support services. It identified a set of priority sectors that showed the most promising opportunities in terms of their investment potential and impact on socio-economic growth, including Agriculture, Agro Industry, Industry, IT, Media, Technology, Telecommunication and Tourism sectors. The law is ‘gender neutral’ as it applies to 1) Lebanese, 2) enjoying all civil rights, and therefore does not discriminate against women by, e.g., requiring a male guardian for work permits.

→ ***The Ministry of Finance Decree No.7667: Beirut Stock Exchange (BSE) Laws***^{lxxiii} ***and The By Laws Trading Regulations***^{lxxiv}

The laws can be considered ‘gender insensitive’ because it only uses the masculine noun and pronoun, e.g. Article 16: The *Chairman* shall assume *his* duties on a full-time basis... and Article 17: ... the *Vice Chairman* shall replace *him* in all *his* powers.... In fact, ‘his’ was used over 50 times. Accordingly, the

Minister of Finance is considered to be always a male. E.g. Article 22 of the BSE Law states that: ‘...with the approval of the Director General of the Ministry of Finance, delegate a representative on *his* behalf ...’, despite the fact that in 2009, the Lebanese Cabinet appointed a *her* Minister of Finance, Ms. Raya Haffar Al Hassan.

→ **Lebanon Taxation Law**^{lxxv}

Lebanon enacted two laws to ensure equality between men and women in tax exemptions and income tax. In 2011, the Labour 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. The Ministry of Labour also asked the cabinet to exempt them from work permit fees after one year of registration of their marriage (CAWTAR/OXFAM 2013).

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))^{lxxvi}.

However, tax burdens are not proportionately distributed to all economic activities and all segments of society, due to the absence of necessary methods during policy development, such as gender responsive budgeting^{lxxvii}. This compounds the imbalance in gender justice^{lxxviii}. Lebanon suffers greatly from the phenomenon of “pink taxes^{lxxix}” and arbitrary indirect taxes to mobilize resources and serve the debt^{lxxx}.

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.

- **At international level**

The country is in the process of becoming a member of the World Trade Organisation^{lxxxi}. Having gained observer status to the WTO in 1999, Lebanon held its seventh working party meeting in October 2009. Although in 2011, WTO accession support was provided to Lebanon^{lxxxii}, the accession process has been

stalled since. The Lebanese government is seeking to revive it.

Lebanon adopted trade liberalization policies as part of its comprehensive economic strategy to integrate Lebanon further into the global economy^{lxxxiii}. It has a strong commercial tradition of domestic free trade and investment policies. It is open to foreign direct investment and has many advantages that encourage foreign companies to set up offices in the country. These include a free-market economy, the absence of controls on the movement of capital and foreign exchange, a well-developed banking system with strong financial soundness indicators, a highly-educated labour force, good quality of life, and limited restrictions on investors. However, issues that continue to cause frustration among local and foreign businesses include corruption, political risk, bureaucratic over-regulation, arbitrary licensing, outdated legislation, an ineffectual judicial system, high taxes and fees, lack of transparency, and weak enforcement of intellectual property rights^{lxxxiv}.

Lebanon signed a number of international, regional, and bilateral trade agreements. For most part, the agreements are gender blind, failing to identify or acknowledge that there are differences on the basis of gender when those agreements are implemented. Hence, they ignore the interests and aspirations of women for more economic participation and integration in different economic sectors, including trade.

Lebanon signed bilateral investment agreements, and in force, with: Armenia, Austria, Bahrain, Belarus, Belgium/Luxemburg, Bulgaria, Canada, China, Cuba, Cyprus, Czech Republic, Egypt, Finland, France, Germany, Greece, Hungary, Iran, Italy, Jordan, Korea (South), Kuwait, Malaysia, Mauritania, Morocco, Netherlands, OPEC Fund, Pakistan, Romania, Russia, Slovak Republic, Spain, Sudan, Sultanate of Oman, Sweden, Switzerland, Syria, Tunisia, Turkey, United Arab Emirates, Ukraine, United Kingdom, and Yemen. Lebanon has also signed bilateral agreements, yet not in force, with the following countries: Azerbaijan, Benin, Chad, Chile, Gabon, Guinea, Iceland, and Qatar^{lxxxv}.

At regional level, Lebanon is a member of the Greater Arab Free Trade Agreement (GAFTA),

Although no investment or business-related law was found that overtly and specifically restricts/demonstrates differential treatment in the following areas: owning a business; managing a business; applying for loans and accessing credit; or, trade, taxation and bankruptcy. Nevertheless, most economic and trade related laws fall under the category of being 'gender blind' in the sense that the language of these laws is completely neutral, for example: applicant. None of the economic and trade related laws and legislations are 'gender inclusive',

referring to both men and women; or ‘gender differentiated’, where the language of the law refers to explicit differences and differential treatment by sex or gender, clearly describing the rights that apply to men or women^{lxxxvi}.

It is worth mentioning that Lebanon is not a member supporting the Buenos Aires Declaration on Women and Trade^{lxxxvii}

I.3 Policies, strategies and mechanisms at national and sectoral level

I.3.1. Policies and strategies for Gender Equality & Economic Empowerment of Women

→ The National Action Plan (NAP) for Women in Lebanon 2017 – 2019^{lxxxviii}

The National Action Plan (NAP) 2017-2019 goal is to implement the National Strategy for Women in Lebanon, to identify the goals and directions that the governmental, civil, and academic bodies involved in women’s issues aspire for in the coming three years. This plan comes after, a first National Action Plan for the years 2013-2016 following the cabinet’s initial approval of the National Strategy for Women in Lebanon 2011-2021, on the 12 of June, 2012. During the 2013-2016 period, and with the support of the United Nations Population Fund (UNFPA), and in cooperation with its different partners of the governmental and civil sectors, the National Commission for Lebanese Women (NCLW) monitored the work and activities implemented in Lebanon with the purpose to achieve these objectives. The enthusiasm that all partners showed throughout the past years, and their responsiveness with the National Commission on this work is worth noting, particularly in sharing information with the Commission on what they have been doing in terms of improving the situation of women, and advocating for their rights. The number of collaborating entities monitoring and tracking the National Action Plan implementation increased from 40 in 2013, to 75 in 2015, which is a promising indicator in this behalf^{lxxxix}

The NAP aims also at encouraging special programs to create new opportunities for a decent living for women in the rural areas, in locations away from major cities, and women living in the poor inner cities and their suburbs.

→ The National Strategy for Women in Lebanon (NSWL) 2011 – 2021^{xc}:

The National Ten-Year Strategy for Women’s Affairs in Lebanon 2011-2021 is the result of the joint effort and commitment of the National Commission for Lebanese Women (NCLW), Government ministries responsible for women’s issues, and feminist organisations and institutions engaged in the empowerment of women and the elimination of all forms of discrimination, with the assistance and support of the United Nations Population Fund (UNFPA). The objectives of the National Ten-Year Strategy for Women’s Affairs in Lebanon 2011-2021 are

based on international conventions, covenants and agreements ratified by the Republic of Lebanon, on the 1989 Ta'if Agreement and, by extension, on the Constitution and its Amendments. It intends to achieve twelve strategic objectives^{xci}

→ ***The Lebanon National Action Plan for Human Rights (2014 – 2019)***^{xcii}

The Parliamentary Human Rights Committee' prepared the HRNAP 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^{xciii} in Lebanon according to 21 topics - including Women's Rights^{xciv} - identified as top priorities for the six-year plan^{xcv}.

This plan aims to identify the necessary legislative and executive steps for the upgrade of respect for human rights in Lebanon and for securing it according to 21 topics, which were considered priorities throughout the time frame in which the plan is concerned. This requires one hand, to identify the reality of these rights and practices in accordance with the standards of the Constitution and the Bill of universal human rights covenants and conventions and other relevant international laws, and on the other hand identify the strategies and specific actions which need to be carried out to ensure the safety and application of these rights^{xcvi}.

1.3.2. Mechanisms in charge of women's empowerment

→ **The National Commission for Lebanese Women (NCLW)**

NCLW is an official body affiliated to the Council of ministers and established by virtue of Law 720/1998. The General Assembly of NCLW is composed of 24 members appointed by the Council of ministers by decree for a renewable three-year term. Women members of the Parliament and ministers are considered ex-officio members of NCLW during their term and have a consultative status. NCLW has an Executive Bureau comprised of eight members elected by the General Assembly from its members. The President of the Republic appoints the president of NCLW. NCLW members work through permanent and ad hoc committees in submitting program proposals to the Executive Bureau, as well as following up and monitoring projects and activities that are being implemented. The permanent committees are the following: Legislative Committee, Economics and Labour Committee, Education and Youth Committee, Studies and Documentation Committee, Media and Public Relations Committee, Health and Environment Committee, and finally Committee for the Convention on the Elimination of all forms of Discrimination against Women (CEDAW). The budget

of NCLW is allocated from the budget of the Presidency of the Council of ministers as well as from financial aid and donations received from international organisations^{xcvii}. The National Commission for Lebanese Women (NCLW) seeks to achieve gender equality in the Lebanese society in all fields and at all levels. NCLW's 'Economy and Labour Committee aims facilitating women's access to funds (GEM Country Brief, Lebanon 2007)

→ ***The Gender Focal Points:***

Parallel to the establishment of NCLW, the Lebanese governmental mandates the appointment of Gender Focal Points (GFP) in all ministries and public institutions^{xcviii}. *The National Committee for Lebanese Women's Affairs (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^{xcix}, and the appointment of gender coordinators (focal points) in public administrations and institutions^c.

→ ***The National Observatory for Women in Agriculture and Rural Areas (NOWARA)***

NOWARA is the Unit in *the Ministry of Agriculture (MoA)* in charge of gender policies^{ci}. The unit's role is to enhance women entrepreneurship and the creation of innovative dynamics related to the work and employment of Lebanese women in the agricultural, agro food and rural sectors^{cii}. The program is to establish the National Observatory for Women in Agriculture and Rural Areas (NOWARA) was initiated in 2007 in the framework of TerCom Project "Activation of mechanisms to sustain rural territories and communities in Lebanon", financed by the Italian Ministry of Foreign Affairs/DGCS and implemented by CIHEAM-IAMBari in collaboration with the Lebanese Ministry of Agriculture and the Lebanese CNRS, with the technical support of ONILFA (National Observatory for Female Enterprise and Labour in Agriculture) of the Italian Ministry of Agriculture (MIPAF). Hence, the project's approach to gender equality, the expected changes in the lives of women to whom the project contributed, the availability of gender disaggregated data, and the allocation of gender equity resources were evaluated. The Formal legalization of the NOWARA will be supported by FAO in 2019.

→ ***The Council of Ministers and public administrations***

This inter-governmental body is required to take special measures, e.g. implementation of the quota system to expedite the establishment of equality in terms of women's participation in decision-making and the government; Develop and implement comprehensive programmes to promote and support a culture of

gender equality; Implement socio-economic women empowerment programmes to improve women's economic participation, with special emphasis on rural women^{ciii}.

→ ***The Ministry of Economy & Trade (MoET)***

Among others, the MoET organised the first regional conference of the Lebanon Business and Professional Women's Club that introduced certain measures that would contribute to the empowerment and enhancement of women's capacities in economic activity^{civ}.

→ ***The Economic and Social Fund for Development (ESFD)***

This governmental body operates in the area of microfinance, and helps small businesses to obtain loans from banks. The ESFD channels affordable funds through partner banks, Banque Libanaise pour le Commerce, Société Générale de Banque au Liban and Credit Libanais, who share a vision for small enterprise development. It aims to reach women and create sustainable jobs^{cv}.

→ ***The Investment Development Authority of Lebanon (IDAL)***^{cvi}

IDAL aims promoting Lebanon as a key investment destination, and attracting, facilitating and retaining investments in the country. Reporting directly to the Prime Minister, IDAL has a wide range of responsibilities ranging from investment development, to export promotion, and project development. However, IDAL has not mainstreamed gender in its investment development plans. *Analyzing IDAL Approach from a Gender perspective*, it is safe to say that IDAL's approach to investment policies and interventions are 'gender blind', and at best 'gender neutral', as it fails to identify or acknowledge differences in access to investment opportunities for men and women in Lebanon.

More actors are identified in the Gender & Trade mapping.

I.4 Synthesis of the State of Art

The Lebanese constitution guarantees equality in rights and duties for all citizens without discrimination. All citizens are equal before the law, they enjoy civil and political rights, and perform public obligations and duties without any distinction.

The Constitution refers to "citizens" only in the masculine term although the masculine and feminine lexicon exists in both Arabic and French.

The constitutional provisions do not indicate the grounds of discrimination, particularly in reference to sex- and gender-based-discrimination. It is not clearly noticed in the *right to education or training* noting that the Labour Law contradicts Article 7 of the Constitution as it excludes two categories from the *right to work*

and social rights.

Moreover, the provisions of the Constitution are not enough to guarantee women and men's equal enjoyment of their legal and human rights since the stipulated equality enshrined in Article 9 is obsolete due to the supremacy of the denominations' Personal Status Law, which establishes *the legal status and rights within the family* in a discriminatory manner as regard to sex, age, sect and class.

The personal Status Law/s can be considered as the most gender negative document as they reinforce gender inequalities and explicitly discriminate against women. These provisions may also limit *the protection of women from gender-based violence* to only quote these examples^{cvii}. Far from protecting Lebanon's religious diversity, the multiplicity of laws means that Lebanese citizens are treated differently when it comes to key aspects of their lives. Lebanese women are facing discrimination with men but also with other Lebanese women.

Indeed, regardless of religious affiliation, women face discrimination in relation to distribution of marital property following the termination of the marriage and marginalisation as a result of inadequate spousal maintenance payments during marriage... cultural, religious and traditional values in Lebanon undermine women's economic independence and contribute to their economic marginalisation and dependence on husbands, and partly because Lebanese personal status laws do not recognize a wife's economic and non-economic contributions to the marriage, including the value of her unpaid domestic labour, or the concept of marital property^{cviii}.

While several laws (e.g. Labour, Social Security and Tax Laws) have made some amendments to allow women to enjoy more and equal rights to men (refer 1.2.1), however, the implementation of the laws asserting gender equality has been uneven, and therefore can still have negative consequences for women's legal and human rights enjoyment.

In conclusion, the supremacy of the Personal Status Law over the rest of other laws including the Constitution stands as an obstacle before any reform initiative or before the issuance of a unified civil law, especially that the control over the laws is mandated to the heads of denominations. Sharia courts remain superior to civil courts, which also limit *the right to litigation and access to justice* for Lebanese males and females.

Programmatically, only the few gender-oriented documents to quote the "National Action Plan/NAP for Women" and the 'National Strategy for Women in Lebanon' and the "National Action Plan/NAP for Human Rights" can be partially considered

as “gender informed” as they aim to narrow gender disparities and address gender needs towards gender equality. However, they cannot be fully considered as “gender responsive”, as they fall short of reflecting an understanding of the lives of women and girls and addressing related challenges.

The NAP (2017 – 2019) clearly states, as a strategic goal, ‘*Achieving full and unconditional equality between men and women in all fields and sectors, and in decision-making positions*’ in the ‘*Political Participation and decision-making positions*’ Sector. Furthermore, one of the expected impacts for the first objective is: ‘*Working on clearing all laws that govern women’s labour of all discrimination*’. Therefore, it can be considered as ‘gender transformative’.

Likewise, the NAP for Human Rights (2014 – 2019) defines the Legal Situation of Women in Lebanon according to rights and implementation of International Standards and national legislations. It also highlights the current situation in terms of difficulties and challenges and the official practices. Furthermore, and within the executives’ measures, the NAP calls on Parliament to: *Lift reservations on CEDAW and ratify Optional Protocol; Define and amend local laws and regulations which discriminate against women; Approve the draft law referred to the Parliament on the equality between women and men in social insurance and tax law; Approve the Law on the Protection of Women from Domestic Violence; Issue a standard optional law for personal status in line with CEDAW*. The NAPs are the only national documents that can be considered as meeting the strategic needs of women, as a number of objectives are directed towards improving the position of women and empowering them for more decision making roles on equal footing with men.

In addition to that, there are a number of programs, projects and initiatives aimed at empowering women, including economically to only quote few examples such as the organisation by the NCLW and of the Chamber of Commerce, Industry and Agriculture of Beirut and Mount Lebanon (CCIA-BML) of 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) or the launching in 2018 by the President of CCIA-BML of the Women Leaders Council^{cx} of Lebanon 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. It also aims to present its proposals for the development of economy to the ministries and institutions involved with economy^{cx}. However, ensuring that gender is mainstreamed into these programs and projects is still not considered a priority due to the lack of clear understanding of gender concepts and data that undermine a number of such initiatives and not because limited resources as asserted.

Hence, women are not systematically included in the economic empowerment initiatives. And although the funding and guidance for businesses start-ups is increasing, partly through Lebanese central bank initiatives, however, they still need to embrace a broader section of women to boost the economy.

Women face the brunt of exploitation and discrimination at work. Such observations are diluted by official labour statistics, which claim that only 23% of women above 15 are part of the formal labour force. By excluding the informal sector, labour statistics imply that most women are not economically active. However, female exploitation cannot be measured through a simplistic assessment of wages and benefits in the formal workforce. The vast majority of workingwomen are invisible, employed in the informal sector or in the household (Salameh 2014).

1.5 Conclusions and Specific Recommendations

Based on the above desk review, a set of strategic policy recommendations are identified to address the different levels of interventions, as follows:

- **Legal Rights and Human Rights:**

- **Principle of Equality in private and public life**

- First and foremost, take all appropriate measures with counterparts to promote gender equality in all national laws, and therefore to eliminate sex- and gender-based-discrimination clauses
- Constitutionalise equality and non-discrimination that would ensure equal rights for all Lebanese, regardless of sex, origin or religion.
- Mainstream and generalize gender sensitive language (masculine and feminine).
- Harmonise the constitution and other national laws such as the Personal Status laws, labour and social security laws, nationality law and Code of Criminal Procedure, from one side and the Lebanese international obligations, from another side. This is to ensure full citizenship for women to conduct civil, political, social, and economic affairs.
- Integrate the principle of equality (men – women) not only before the law, but also within the law and through all stages to ensure women's equal enjoyment in civil, social and economic rights.
- Enact consolidated personal status law to realise equality in rights and duties of woman and man, girl and boy within the family
- Ensure consistency of the inheritance provisions with the Islamic Shari'a provisions, which vary according to situations and do not consider inequality as the only reference.

- Enact unified personal status legislation and regulate women's right to litigation and access to justice
- Support the law on protecting women from domestic violence with the needed financial and human resources to activate it,
- Revise the list of hazardous occupations that women are prohibited to work in. According to Annex 1 of the Lebanese Labour Law (LLL), women are prohibited from working in around 20 industries and businesses as follow:

In Accordance with LLL Articles 22, 23 and 27, Juveniles and women are prohibited to work in the following industries and occupations: 1)In mines, quarries and all work to extract stones. 2)In industrial furnaces designed to dissolve, filter and cook metal products. 3)Silver plating mirrors with Mercury. 4) Making explosives and manipulating by hands. 5) Grinding glass in a special oven. 6) Smithing metals. 7) Manufacture alcohol and other spirit beverages. 8) deco painting. 9) Converting lead ash and extracting silver from lead. 10)Welding mix or metallic mixtures containing more than 10% lead.11)Manufacture of lead monoxide, aluminium, sulfate, carbonate, Lead. 12)manufacture or repair of electrical reservoirs.13)Cleaning laboratories where work mentioned in 9,10,11, or 12, takes place. 14) Driving duty heavy machines. 15 Repairing or cleaning machines with engines during rotation.16) Manufacturing asphalt. 17) Leather dyeing. 18) Working in warehouses of fertilizers extracted from feces, bone or blood.19) animal skin slaughtering^{cxii}.

- Take all appropriate measures with counterparts to promote fundamental rights and eliminate all forms of discrimination at work:
 - Eliminate discrimination against workers in agricultural sectors and household labour to gain their full social rights related to work, and all workers in the informal sectors (e.g. domestic workers, all workers not benefiting from social security benefits...)
 - Consolidate rights of working mothers in the public and private sectors in accordance with the international standards stipulated in the ILO conventions on raising the maternity leave to become 14 weeks instead of 10 weeks (as per law 267, official gazette no.17, date 22/4/2014),
 - Harmonise legal provisions with the lists of hazardous occupations (day and night) acknowledged internationally for women,
 - Consolidate retirement age among workers; men and women,
 - Draft a law that prohibits sexual harassment at the workplace^{cxii}.
- **Economic rights including in relation with trade**
- *Adopt more gender sensitive laws in trade and economy* and eliminate discrimination against women in taxation with specific attention to women

entrepreneurs, in the Third Provision ‘On Exemptions and Privileges’, as ‘eligible for exemption’ from taxes (Title Four: Chapter Eight), in line with the other categories: Diplomatic and Consular Exemptions and Privileges (Title Four: Chapter four)^{cxiii}.

- *Bring the national policies and laws in compliance with international human rights commitments, which necessitate the eradication of all discriminatory legislations against women; and the Full commitment and the adaption of tools to implement CEDAW to only quote article 11 of the CEDAW Convention which recommends for employment that “States shall ensure that women the same opportunities as men in employment, promotion, training, equal remuneration, social security and safe working conditions. Women must also be protected in respect of pregnancy, maternity and marital status...”*
- *Establish a monitoring mechanism to ensure enforcement of legislation requiring employers to provide equal pay for work of equal value and/or equal access to financial opportunities.*
- **Policies / strategies and mechanisms at national and/or sectoral level**
- Support the National Commission for Lebanese Women to reform state laws and policies, concerning women participation and integration including in National Economy and Trade Markets.
- Institutionalize and implement the objectives of the national strategy for women (2011 – 2021) and develop with counterparts its sectoral plans in cooperation between the public and private sectors and civil society to achieve the desired goals,
- Gender Gap Indicators related to wage should be adopted and officially presented to measure wage inequalities between women and men in the workplace. The Equal pay index could include the following indicators: 1) Transparency: requiring each company and workplace to publish its results on its website; 2) a ‘certain period’ for companies to catch up on wages; 3) a ‘certain’ penalty for noncompliance^{cxiv};
- Furthermore, developing a tool for measuring gender pay inequalities in the workplace based on the following criteria: 1) elimination of gender gap differences in compensation; 2) increase of remuneration upon return from maternity leave; 3) gender equality in salary increase; 4) gender equality in promotions; and 5) ensure at least 4 of the 10 highest-paid employees are women^{cxv}.
- Adopt gender sensitive budget as an official tool to prepare and analyze budgets from a gender perspective. Accordingly, the gender budget will help to integrate the social dimensions into the planning and budgeting process

and therefore deal with budgetary gender inequality issues including gender hierarchies and discrepancies between women's and men's salaries^{cxvi}.

- Develop a Training of Trainers (TOT) program on gender concepts to be provided to all stakeholders working on gender and trade.
- Harmonize the gender related indicators among all stakeholders working on gender and economic empowerment of women, including indicators related to gender and trade
- Conduct qualitative and quantitative researches on tasks distribution, gender roles and access to resources in private and public spheres, with the aim of creating a database for gender equality and women empowerment
- Provide services aiming at supporting women entrepreneurs in SMEs to enhance their competitiveness through capacity development activities and identification of sources of funding.

With regard to economic and trade related policies and programmes, plans, programs and budgets responsive to gender issues have to be adopted to support women's economic empowerment and participation based on the following three levels:

At the macro/policy and decision making level

- *Mainstreaming Gender in Policies and Work Plans:*

Ministries responsible for economy trade should mainstream gender concerns in their policies and work plans and also develop a coordinated implementation focus. Most programmes and initiatives are scattered in different institutions with no direct linkage or coordination among ministries responsible for trade. Where policies stipulated the need for an intervention measure, there are no accompanying implementation programmes, e.g. The IDAL intends to develop the 'National Export Strategy' and hence gender should be mainstreamed in it.

- *Allocating Budget for women economic empowerment:*

The Government needs to implement the different policies on women economic development through systematic and proportional budgetary allocations at national and local/community levels for the advancement of both technical and business skills.

- *Providing specific technical support for businesswomen and female investors:*

Enhance businesswomen associations, and ensure that businesswomen are represented in all trade related policies and agreements, and provide advice support for women investors on issues related to: Taxation, fiscal deficit, interest rates, banking, public administration, education... that support their businesses.

- *Role of Municipalities in enhancing the role of women's entrepreneurship development*

Municipalities could play a role in enhancing women's capacities in entrepreneurship training programs

- *Specific Recommendations to the Ministry of Justice:*

Ministry of Justice to review all projects of treaties/ conventions from a gender perspective before their ratification

At meso/institutional level)

Several recommendations for women's economic integration are systematically highlighted, and which should be enacted, they include:

- *Operationalising the existing pertinent measures and initiatives*

To only quote 1) the measures set during the first regional conference of the Lebanon Business and Professional Women's Club, organized by the Ministry of Economy and Trade (MoET), and which would contribute to the empowerment and enhancement of women's capacities in economic activity, including their participation in planning and development via, among others, the removal of all the legal, social, cultural and educational obstacles; and forming women committees inside the professional syndicates and leagues to create better prospects for women's participation in the labour market. And 2) the 2018 Memorandum of Understanding (MoU) signed between the Association of Lebanese Industrialists (ALI) and the Women Leaders Council (WLC) to: enhance the role of women in the industrial sector, secure their access to strategic decision-making, create a joint support group and special workshops for women executives as well as women working in the industrial sector, support the mainstreaming of women in the job market, as well as providing them with opportunities as employers, executives and employees on the sector.

- *Working towards more social inclusion and Gender Equality.*

As claimed by Trade unions and civil society organisations/CSO and considering that gender equality is at the heart of decent work particularly women are increasingly integrating into the labour market but face exacerbated discrimination. Trade unions have a responsibility to support women workers as equal partners in achieving decent work, equal rights and inclusive societies in line with ILO measures.

- *Reinforcing/creating coordination mechanisms between concerned institutions*

To only refer the above-quoted IDAL and NCWL's experience

- *Expand and deepening the research a gender and trade policy analysis to determine the impact of existing policies on women.*

The current preliminary report could be a good starting point. This will help to effectively address the identified causes/factors for the existing wide gaps between policy implementation and outcomes on gender equality, the study will also recommend that Partner States develop an Action /Strategic Plan with a set of actions for immediate and long term implementation frameworks. Most investment related institutions - e.g. IDAL, Chambers of Commerce, Industry and Agriculture (CCIA) and banks (e.g. Françabank, BankMed, and) have affiliated research centres and therefore produce a number of surveys – e.g. CCIA Executive Opinion Survey produced by the Center for Economic Research at CCIA, and it is not clear if women are included in the survey.

- *Generalizing gender sensitive language in documents (from laws to policies):*

As an example of the GAAA findings, the pronoun 'his' is stated 50 times in the Ministry of Finance Decree No.7667; and several business guidelines, such as IDAL Business Guides, only use the pronoun 'his' indicating that the document is only targeting male beneficiaries. On the other hand, 'the PricewaterhouseCoopers (PWC) - a multinational professional services network - 'Doing Business in Lebanon A tax and legal guide', for example, uses both female and male pronoun^{cxvii}: "If the foreign applicant is a salary earner, the employer is required to submit to the Ministry of Labour an application wherein he/she declares his/her approval to receive the foreign worker (p.10)".

At the micro/enterprise/work levels

- *Develop appropriate schemes to sectors with high female presence:*

Engendering trade policies should be done by identifying the sectors where female employment is high. This will require both quantitative assessment and qualitative analysis of their working positions and conditions and help devise appropriate schemes with 'positive' gender discrimination, which will address the issues in the right perspective.

- *Provide decent day care for parents*

Lebanon had adjusted social protection transfers to cover the costs of VAT on essential needs. However, it needs to better tailor its VAT exemption to meet the gender-specific needs of women in matching with the living wages.

Additional measures to reduce the economic inequality participation gap between women and men

To further decrease gender imbalances at work, a number of steps could be

taken at the medium term and long-term levels including:

At the medium term level:

- Reviewing the taxation laws, procedures and implementation in light of gender gap indicators related to wages;
- Adopting mechanisms for protection from exploitation, discrimination and sexual harassment at the workplace.
- Strengthening the collaboration between NCLW, the ministry of Economy and UNDP to push for more participation at the WTO
- Establishing a regional electronic platform where female entrepreneurs provide support to each other and share their experience
- Encourage the promotion of women and their access to decision making positions
- Develop a monitoring and evaluation scheme to effectively follow up on the implementation of the international treaties ratified by Lebanon.

At the long term level:

- Create an enabling environment to achieve gender equality through the implementation measures as the quota system to increase women's participation in public sphere notably in decision making positions
- Developing strategies and policies that aim at helping women develop their own businesses
- Implementation of mechanisms sanctioning discriminatory practices in the workplace including:
 - o The adoption of a law sanctioning harassment in the workplace
 - o The adoption of a law setting a parental leave as per the international regulations
- Adopt laws requiring companies to demonstrate steps they are taking to:
 - o Suppress wage inequality between women and men
 - o Reconcile family and professional lives
 - o Facilitate women's access to top executive positions
 - o Affordable child care (offset that cost against their tax burden)
 - o Create a diversity committee to examine work environment for women
 - o Ensuring that there is a quota of women on the shortlist for an open position or promotion

Part II: GAAA of Gender and Trade

This part is devoted to a more focused exercise consisting of a Gender Assessment, Audit and Analysis/GAAA results of the GAAA conducted according to a methodology specially developed for this project.

It is a based desk/documentary review as well as the quantitative and qualitative analysis with both data collection on economy and trade sectors and field survey i.e. Pilot Rapid Assessment/PRA.

II.1. Gender Indicators in Economic and Trade Sectors

Table 2: Sex-Disaggregated Data, Economic and Trade			
Indicator	Men	Women	f/m
Participation in labour force ^{cxviii}	76.2	25.9	0.34
Equal work/equal pay	NA ^{cxix}	NA	0.59
Access to credits....		3%	
Trade register	NA ^{cxx}	NA	NA
Chambers of Commerce ^{cxxi} (board of directors)	22	4	26
Employers' organisations	NA	NA	NA
Trade-union organisations ^{cxxii}	90%	10%	

With regard to economic participation and opportunity, in 2018, Lebanon is ranked 136 out of 149 countries with a score of 0.432, due to relatively low levels of female participation in the workforce with 25.9% of women and 76.2% of men (male ratio of 0.34)^{cxviii}. The estimated earned income (PPP, US\$) is low for women with only 5,877 comparatively to 23,411 for men (female to male ratio of 0.25)^{cxix}.

The female labour participation rate in Lebanon is on par with that of other countries in the region, and has been rising steadily, albeit from a low level. Women's labour force participation peaks at 40 per cent between the ages of 25 and 34 years old and falls to less than 25 per cent within the age range of 35-44 years when career achievements usually become more visible^{cxx}.

As regard to wage equality for similar work (survey) Lebanon is ranked 101 among the 149 countries with a score of 0.587 (the global average is 0.632) and female/male ration of 0.59^{cxxi}.

The proportion of women participating in the labour market is increasing, yet, it is still quite low, 70.9% of men aged over 15 participate are in the labour market, with only 23.3% of women over 15 participate (BTI 2018 Lebanon).

The Proportion of people aged 15–24 not in employment; education or training (NEETs) was estimated at 21.3 per cent in 2007 (16 per cent for male and 27.3 per cent for female) (EFT Lebanon 2017). Only 15% of Lebanese women are employers or self-employed, while the rate rises to 42% for men^{cxxvii}.

As indicated in the above table data and indicators at the national and sectoral levels are very limited because either of non-availability or non-accessibility particularly when it related to women presence and access to trade organisations or markets, however the presented data already confirm gender inequalities in labour market and well as regard to women presence in both chambers of commerce or trade unions.

It will be crucial in the next phase of such assessment to devote more efforts to either collect or produce such data knowing that identified gender gaps also mean human rights gaps and therefore more adequate planning to ensure their realisation.

The changing environment towards globalisation and trade liberalisation tends to present a threat to traditional incomes and to the livelihoods of a major disadvantaged segment of society, especially those in the SMEs sector, and most specifically those in the informal sector^{cxxviii}.

Trade dominates economic activity in Lebanon, and most enterprises are concentrated in the services and agricultural sectors, with the services sector encompassing the highest age of workers (Hamdan 2005). Indicators reveal that there is only one sector where women are overrepresented in Lebanon, that is, in services; and women seem to be ‘crowded’ in a few occupations and industries (Zafirir 2016).

Table 3: Differences in the employment distribution of female workers and male workers in age points in Lebanon 2012^{cxxix},

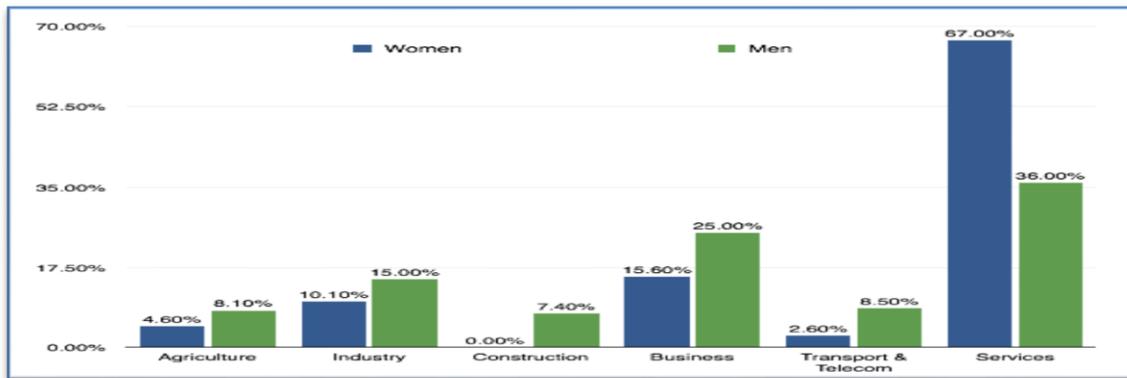
<i>Agriculture</i>	-1%
<i>Industry</i>	-8%
<i>Trade</i>	-8%
<i>Transportation, post and telecommunication</i>	-7%
<i>Services</i>	29%
<i>Financial intermediation, insurance and construction</i>	-5%

- Positive (+) = female overrepresentation in the sector; ILO 2016

- Negative (-) = male overrepresentation in the sector;

The findings correspond with an earlier report conducted, which reveals that the service sector accounts for 80.8% of the country’s gross domestic product (GDP), followed by industry (14.7%) and agriculture (4.5%). Small and medium-sized enterprises (SMEs) remain the main form of business organisation, particularly micro and small enterprises.

Table 4: Labour force by economic sector, age of labour force by gender^{cxxx}



17.1% of women occupy administrative positions at large businesses and 8.3% occupy similar positions at medium – sized businesses^{cxxxi}. There is also a large informal sector in the country. At least 57% of female employment is informal, unregulated by the Labour Law. This sector is mainly characterized by lack of safety, long working hours, expulsion, and lack of social security (CRTD-A 2012). Women also represent 34% of the total permanent family workforce in unpaid agriculture labour. Agriculture employs 12% of the Lebanese workforce, ranking it last among Lebanon’s economic sectors. Women participate significantly in agriculture, mostly as invisible labour^{cxxxii}.

II.2. GAAA at the organisational level

II.2.1. Mapping of Stakeholders

Within the course of the GAAA, related data, laws and regulations, trade agreements, strategies and plans were reviewed and analysed to profile the situation of gender equity and equality at the legal and policy levels (PART I). Similarly, stakeholders agreed to answer the Pilot Rapid Assessment survey that was conducted as a part of the GAAA to present the perceptions and knowledge of the stakeholders who have accepted to respond to the questionnaires as regard to individual practices and institutional state of art concerning Gender Equity and Equality in their organisation/institution.

The following list highlights the mapping of main stakeholders for the GAAA based on the extensive desk review, the launching seminar and other brainstorming meetings as well as the stakeholders' views who participated to the Pilot Rapid assessment/PRA by responding to the questionnaires.

in Lebanon with main stakeholders,

On 16 May 2018, CAWTAR conducted a National Seminar to launch the project targeting key stakeholders to introduce the aim of the project, the purpose of the situation analysis and the GAAA exercise, the PRA survey to be conducted with main stakeholders as well as potential ways of cooperation and coordination. The meeting intended also to engage a diversified group of governmental and non-governmental organisations in an effort to enforce their buy-in. Twenty-eight (28) individuals were present, including the National Commission for Lebanese Women (NCLW), the Minister of State for Women affairs and CAWTAR's Executive Director as well as other governmental institutions and organisations involved or concerned by Gender & Trade and Women Economic Empowerment either as regard to policies, legislation and regulations, programmes and services at national level in Lebanon.

Accordingly, the team in Lebanon conducted a primary stakeholder mapping, and the identified institutions were contacted to respond to the questionnaire developed by CAWTAR as part of the GAAA exercise to solicit and understand three types of information (1) to what extent? (2) to what intensity? and (3) to what frequency... for a series of categories and sub-categories related to gender equality and equity mainstreaming (see details in II.2.2.). As noticed, different institutions working on women's empowerment and inclusion in economic and trade sectors were covered in the report, although not all of them answered the questionnaire.

The relevant institutions can be broken down at the macro level (i.e. the decision making level), at the meso level (i.e. economic and business related organisations and associations), and at the micro level (i.e. development NGOs working at the grassroots level). Hence, they are important actors who should have answered the questionnaire as they would have given an added value and enriched the data. These institutions are as follows:

- *At the decision-making level including government institutions (Macro Level)*

Ministry of Finance - Human Rights and Women committee in Parliament –
Ministry of Economy & Trade – Ministry of Labour – Ministry of Social Affairs –
Ministry of Industry – Ministry of Agriculture – Ministry of Women's Affairs -
National Council for Women's Affair -

- *Economic and business related organisations and associations, including research centres (Meso Level)*

Chamber of Commerce, Industry and Agriculture of Beirut and Mount Lebanon (CCIA-BML), - Lebanese League for Women in Business (LLWB) - The Lebanese Business Women Association (LBWA) - Institute for Women's Studies in the Arab World (IWSAW) at the AUB - National Observatory for Women in Agriculture and Rural Areas (NOWARA) - The Investment Development Authority of Lebanon (IDAL) - The Association of Lebanese Industrialists (ALI) - The Beirut Traders Association (BTA) -The Association of Banks in Lebanon (ABL)

- *Organisation working with grassroots and informal sectors (Micro Level)*

Almajmoua; Lebanese Democratic Women Gathering (LDWG); League for Lebanese Women's Rights (LLWR); ABAAD; Dar al-Amal; Working Women League in Lebanon (WWLL); Lebanese Council to Resist Violence Against Women (LCRVAV); Organisation "Enough" violence and Exploitation (KAFA); Collective for Research & Training on Development-Action (CRTDA); Avenir Liban; Beirut Bar Association on « Women's Access To Justice »; Lebanon Business and Professional Women's Club; National Gathering for Elimination of Discrimination against Women; Fair Trade Lebanon (FTL).

A detailed mapping has been prepared in parallel of the report to identify main and influential actors on Gender and Trade in Lebanon.

II.2.2. Gender Mainstreaming in Programming and Organisation

II.2.2.1. The framework and objectives of the Pilot Rapid Assessment/PRA

The objective of the Pilot Rapid Assessment is to evaluate and define the extent the gender integration/responsiveness at various levels inside mapped institutions in the study that includes systems, mechanisms, and activities as well as expected versus achieved results on women and men. Moreover, it presents a baseline that can be regularly monitored to assess the situation of gender equity and equality at the organisational level.

As any other survey, the questionnaire includes a set of standardized questions that explore a specific topic in this case gender equality mainstreaming and collect information about demographics, opinions, attitudes, or behaviors.

The main aim of the PRA is that participants in a given organisation when responding they will think on and/or learn about:

- *What they are doing concerning gender equality and women's empowerment in their work? How they do it? How they relate what they are doing to what*

others are doing? And, how they can improve what they are doing and place it in the context in which they work?

To better understand how gender is integrated in institutions, the set of questions was raised to look into the gender aspects in the programming (Planning and Design, Implementation, Technical Expertise, Monitoring and Evaluation, and Partner Organisations); as well as in the Organisation (Gender Policy, staffing, Human Resources, advocacy, Marketing and communication, financial resources, and organisational culture).

The assumption is that the findings will reinforce from one part those of the desk review and situation analysis and lead to recommendations for change that can translate the learning into action, from another part. The targeted stakeholders are to be considered as empirical experts, able and motivated to assess themselves and their institution, organisation or company, or their partners in order to improve Gender Equality and Women's Empowerment's performance.

II.2.2.2: The PRA's findings:

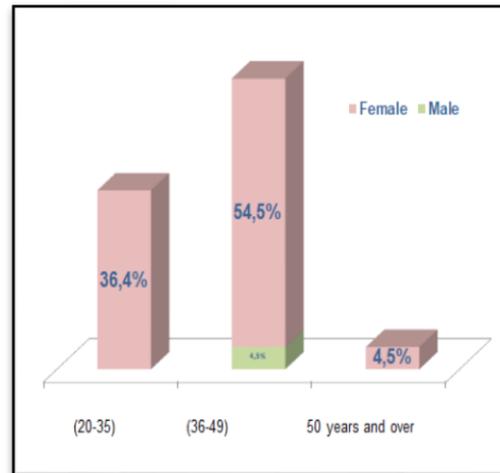
→ *Demographic characteristics and distribution of key respondents*^{Cxxxiii}

In Lebanon the survey was conducted on a sample of 22 stakeholders (21 women and 1 man) distributed as follows:

- Governmental organisations (9 respondents: National Commission for Lebanese women Central Administration of Statistics, Ministry of Agriculture, Ministry of Social Affairs, Ministry of Economy, Office of the Minister for Women Affairs, Association of Lebanese Industrialists, Ministry of Industry,);
- Local NGOs (8 respondents: Arab NGO Network for Development (ANND), SAWA Group Association, AMIDEAST, AIMajmoua, Makhzoumi Foundation, Lebanese Democratic Women's Gathering (RDFL), Lebanese League for Women in Business, and Safadi Foundation).
- UN Agencies (Food and Agriculture Organisation of The United Nations/FAO) and Bi-lateral organisation (Delegation of the European Union to Lebanon) and international NGOs (Danish Refugee Council/DRC), Agency for Technical Cooperation and Development/ACTED and International Rescue Committee/IRC)

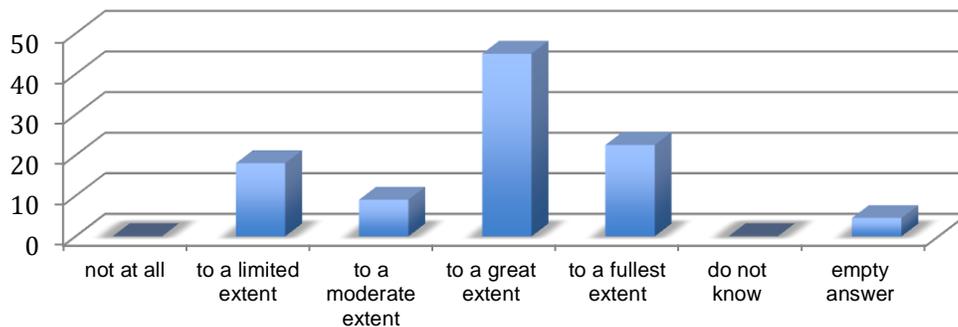
Figure 1. Respondents' distribution by age & sex

64% of the respondents are from non-governmental institutions. 27% of the assessed organisations work 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. 95.5% of the respondents are female. 41% of them are program employees and 45.5% administrative staff. The remaining 13.6% are from the support staff.



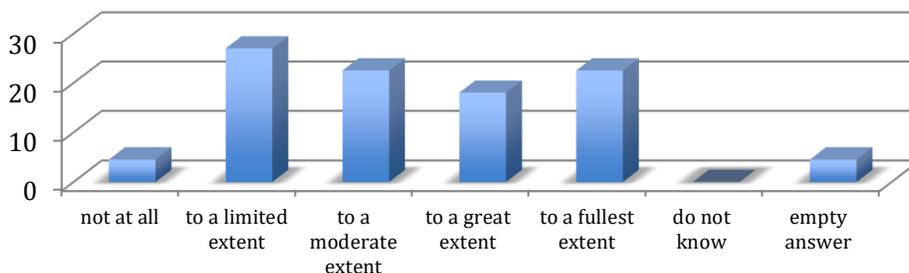
1. Program planning and Design

Figure 2- Is the integration of gender equity in program/ Projects mandated in your organization?



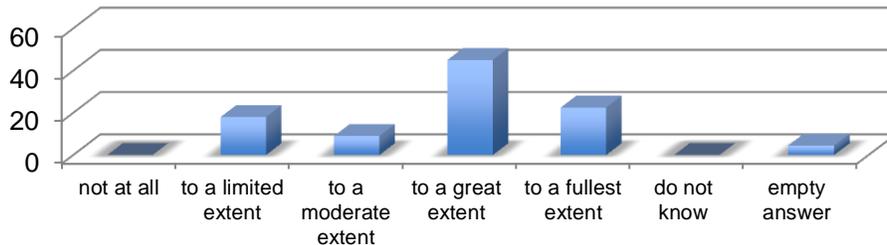
Most respondents (67%) agreed that Gender equity is integrated in their organisation. In fact, none of the respondents mentioned that it is not integrated.

Figure 3- Are Gender Equity goals and objectives included in program/project design?



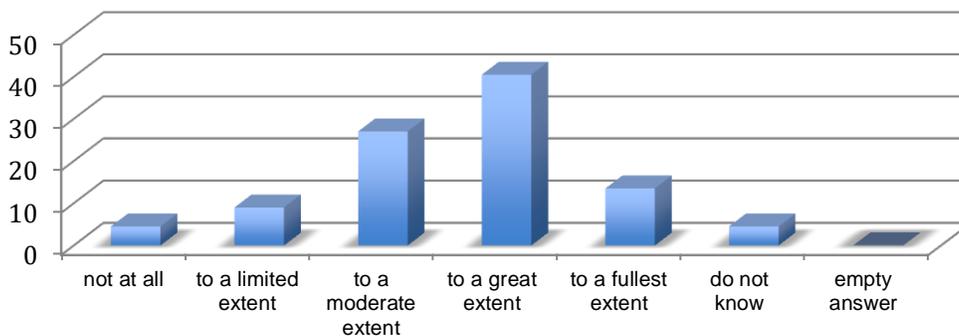
Gender equity and objectives are included in program and project design (40%)

Figure 4. For each program / project, is there a needs assessment, including an analysis of Gender roles and responsibilities in the targeted community?



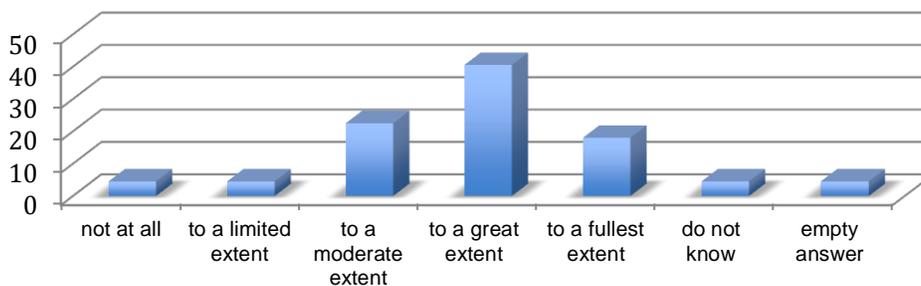
Over 67% of the respondents mentioned that there is a needs assessment of the gender roles and responsibilities in the targeted community.

Figure 5. Are the best practices in Gender Integration in programming incorporated in subsequent program / project design?

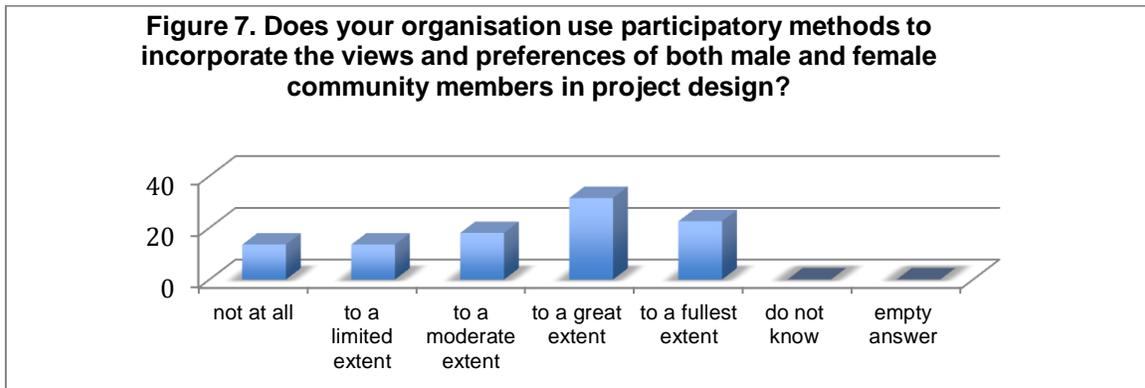


Over half of the respondents, 54%, agreed that best practices in gender are integrated in programming and project design.

Figure 6. Are Gender questions or criterion included in your program / project proposal approval process?

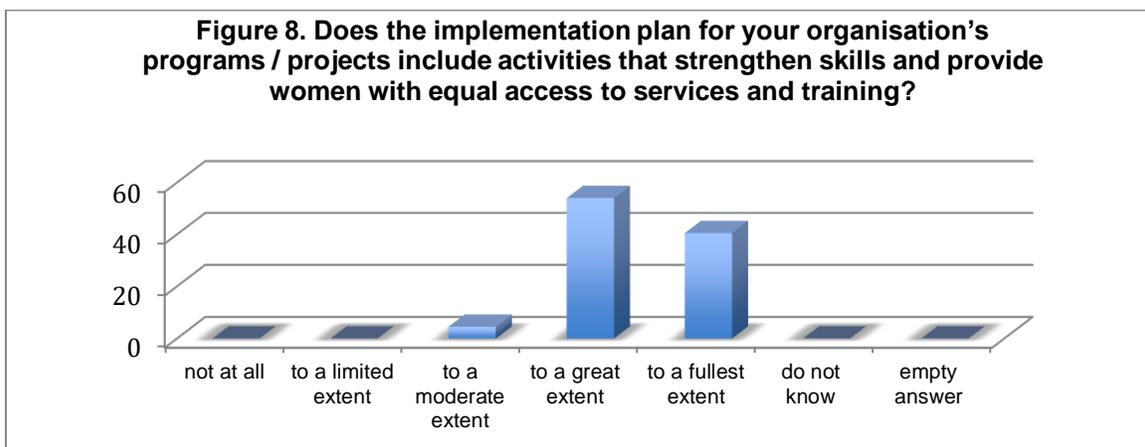


A unanimous 60% agreed that gender questions are included in the program and project approval process.



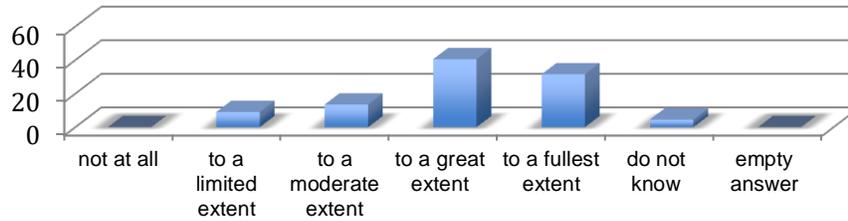
Over half of the respondent, 53%, agreed that their organisation uses participatory methods to incorporate views and preferences of both male and female community members in project design.

2. Program Implementation



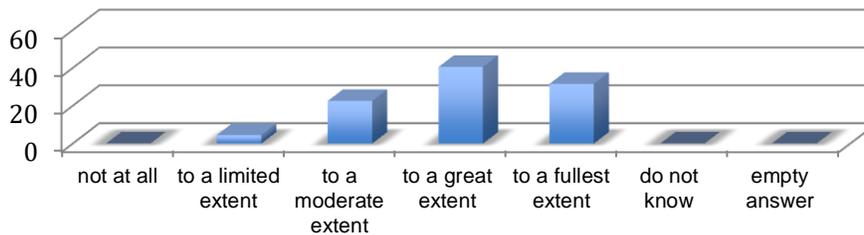
All participants agreed that the implementation plan for your organisation's programs / projects include activities that strengthen skills and provide women with equal access to services and training

Figure 9. Does the implementation plan for programs / projects include activities that strengthen skills and provide men equal access to services and training?



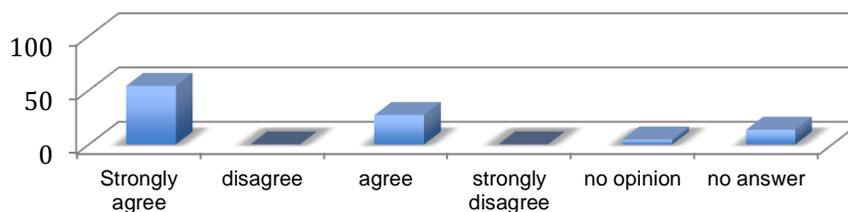
Unanimously, 72%, the respondents stated that both women and men have equal access to services and training within the programs and projects of their organisations

Figure 10. Do your project implementation strategies and plans take into account existing Gender roles and interests of both male and female participants?



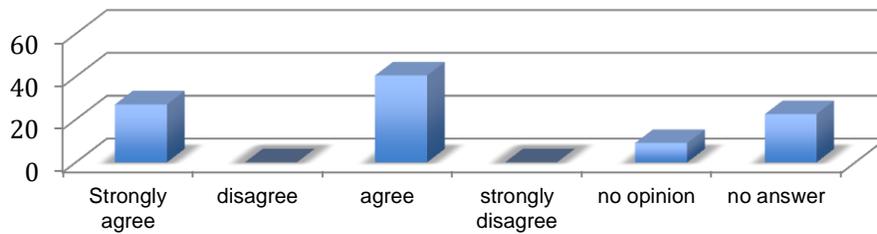
Unanimously, 72%, the respondents stated that the programs and projects of their organisations take into account existing gender roles and interests of both male and female participants

Figure 11. Female beneficiaries of my organisation's programs / projects value and see our programs / projects as beneficial to their lives?



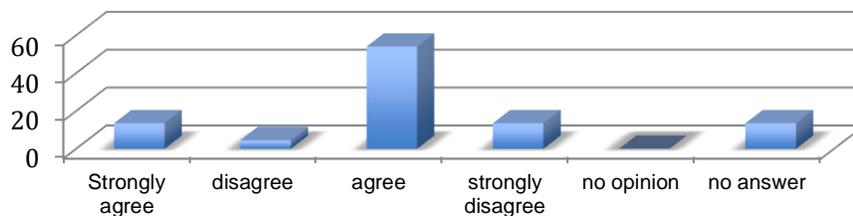
Unanimously, over 80% of the respondents stated that female beneficiaries of their organisation value and see the programs and projects as beneficial to their lives

Figure 12. Male beneficiaries of my organisation's programs / projects value and see our programs / projects as beneficial to their lives?



Unanimously, over 80% of the respondents stated that male beneficiaries of their organisation value and see the programs and projects as beneficial to their lives

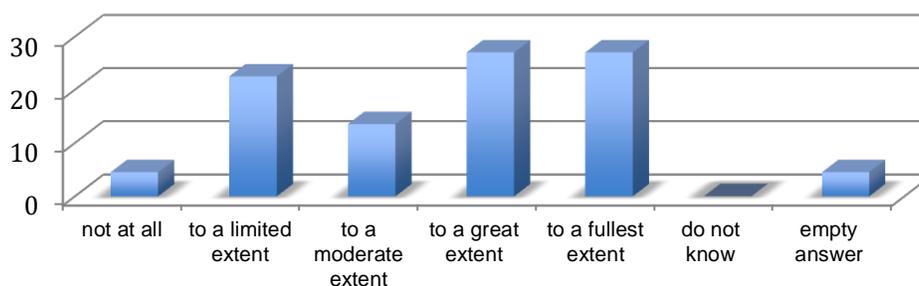
Figure 13. My organisation has developed the capacity to recognize and handle organisational resistance to addressing Gender issues in our programs / projects.



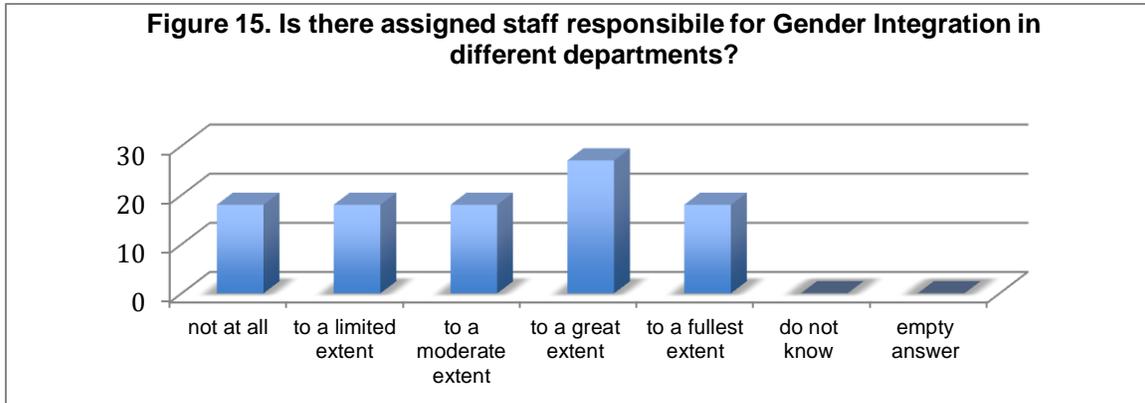
54% of the respondents stated that their organisation has developed the capacity to address gender issues in the programs and projects. At the same time, 13.5% of respondents strongly agreed to the statement, and an equal number of respondents (also 13.5%) stated that they strongly disagree.

3. Technical Expertise

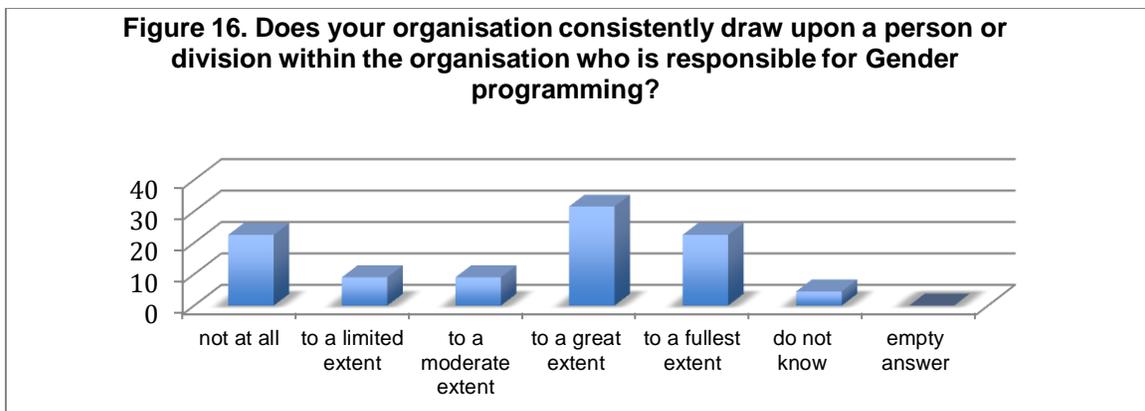
Figure 14. Is there a person or division responsible for Gender in your organisation?



Over 54% of the respondents stated that there is a person, or division, that is responsible for gender in the organisation, and only 4.5% stated that there isn't. However, 22.5% stated that it is limited, while 13.5% said it is moderate



45% of the respondent stated that there is a responsible for integrating gender in the different department,

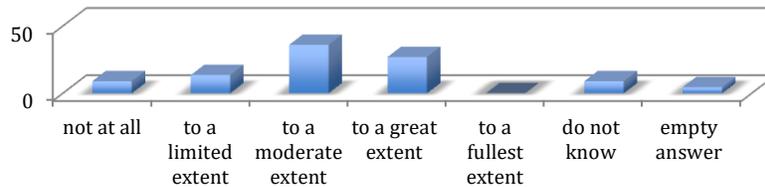


54% of the respondents stated that their organisation consistently draw upon a person or division within the organisation who is responsible for Gender programming



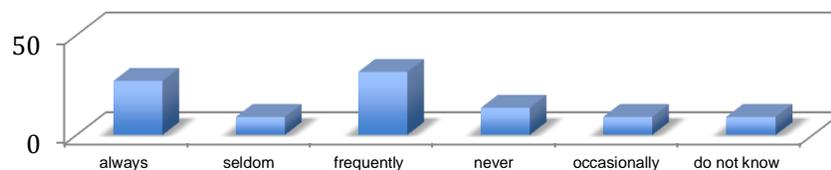
54% of the respondent stated that staff in their organisation has the necessary knowledge, skills and attitude to carry out their work Gender awareness

Figure 18. Have members of your organisation received training in Gender planning and analysis?



While 36% of the respondents stated that members in their organisations have moderately received training on gender planning and analysis, only 27% stated that the training has been received to a great extent, and no one stated that the training was received to a fullest extent. On the other hand, 13.5% of the respondents stated that the training was received to a limited extent and another 9% of the respondent said that it was not delivered.

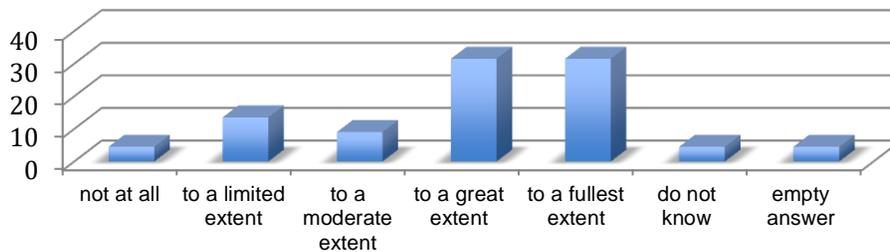
Figure 19. Programs / projects planning, monitoring, evaluation and advisory teams in my organisation consist of members who are Gender-Sensitive and include at least one person with specific expertise and skills on Gender issues.



27% of the respondent stated that there is always a person with specific expertise and skills on gender issues in their organisation, while another 31.5% stated that a skilled person is frequently available. On the other hand, 9% of the respondent that a person with skills on gender issues is seldom available, and another 9% of the respondents stated that she/he are occasionally available only, while 13.5% stated that they are never available.

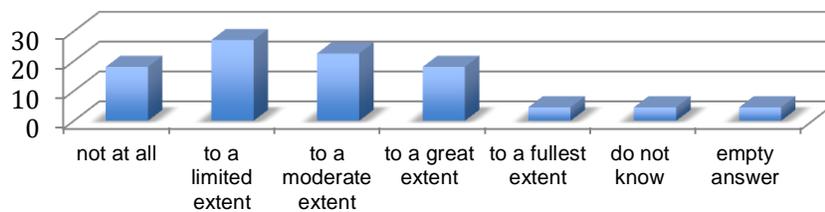
4. Monitoring and Evaluation

Figure 20. Is Gender Disaggregated data collected for projects and programs?



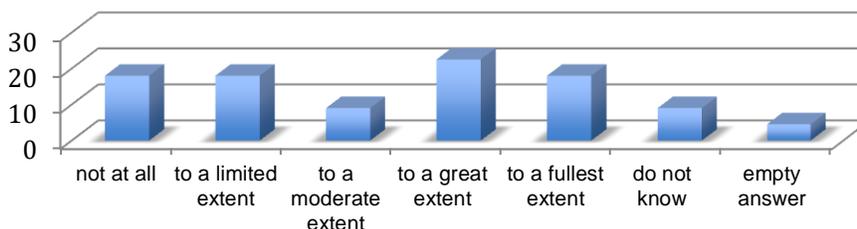
63% of the respondent stated that gender disaggregated data is collected for projects and programs, in their organisation.

Figure 21. Is the Gender impact of projects and programs monitored and evaluated?



27% of the respondents stated that Gender impact of projects and programs are monitored and evaluated to a limited extent, while 22.5% stated that they are monitored and evaluated to a moderate extent, and 18% stated that they are not monitored nor evaluated at all. On the other hand, 18% of the respondents stated that they are monitored and evaluated to a great extent, and 4.5% to a fullest extent.

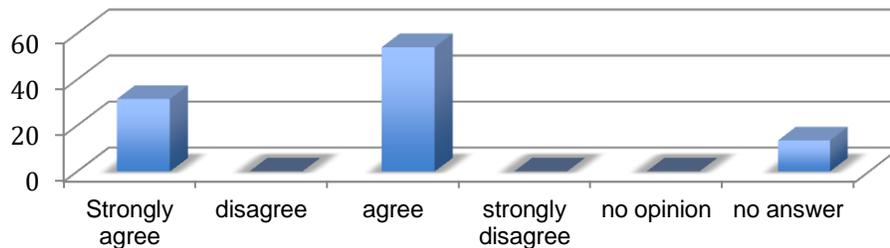
Figure 22. Does your organisation have sectoral specific indicators that include a Gender dimension?



Around 40% of the respondents stated that their organisation has sectoral specific indicators that include a gender dimension, and an almost equal number,

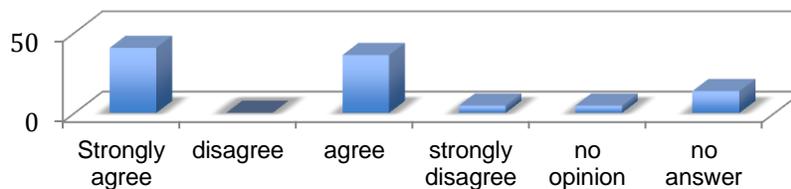
45%, stated that their organisation either does not have specific indicators, or if they do, it is only to a moderate or limited extent.

Figure 23. Gender Disaggregated data provides useful information for program / project evaluation and subsequent program / project design.



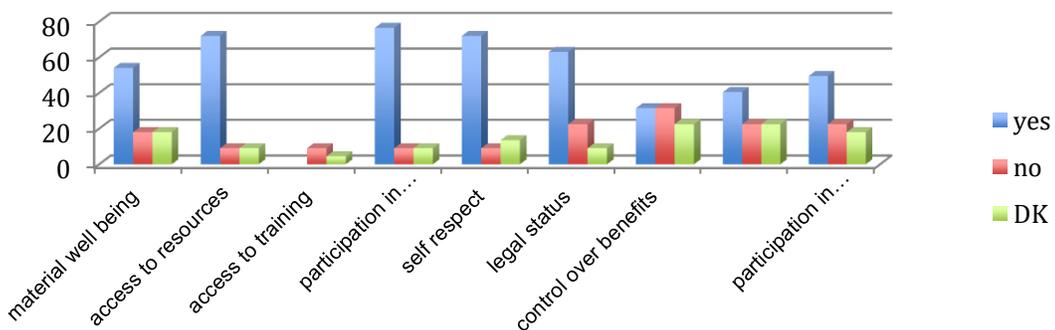
All respondents who answered the question, 85.5% (13.5% did not answer) stated that they agree (54%) or strongly agree (31.5%) to the fact that Gender Disaggregated data provides useful information for program and project evaluation, and subsequent program and project design.

Figure 24. My organisation's programs / projects contribute to the empowerment of women and the changing of unequal Gender relations.

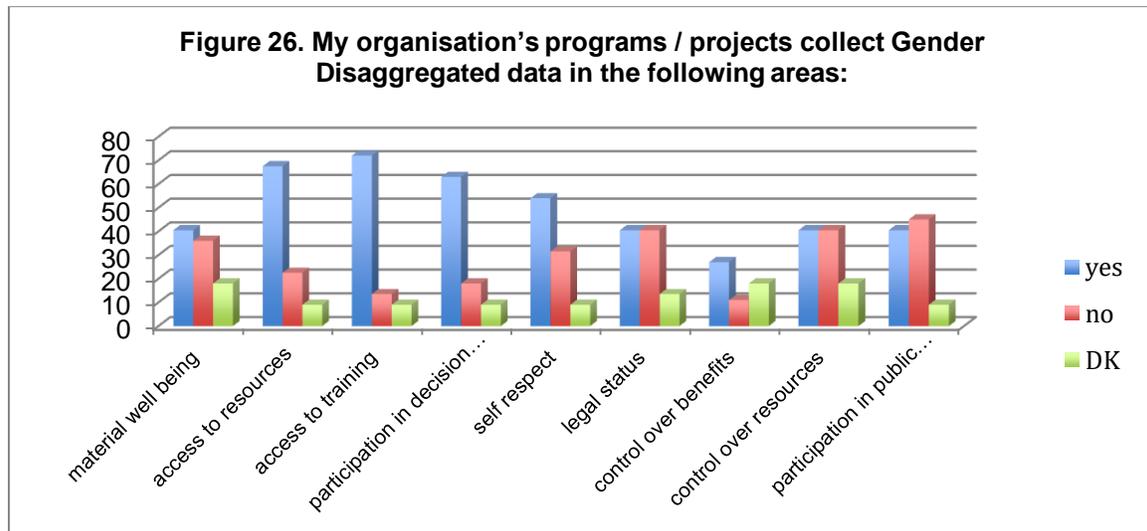


76% of the respondent agree, and strongly agree to the fact that programs and projects in their organisation contribute to the empowerment of women and the changing of unequal gender relations. Only 4.5% stated that they do not agree.

Figure 25. My organisation's programs / projects contribute to increased gender equity in the following areas

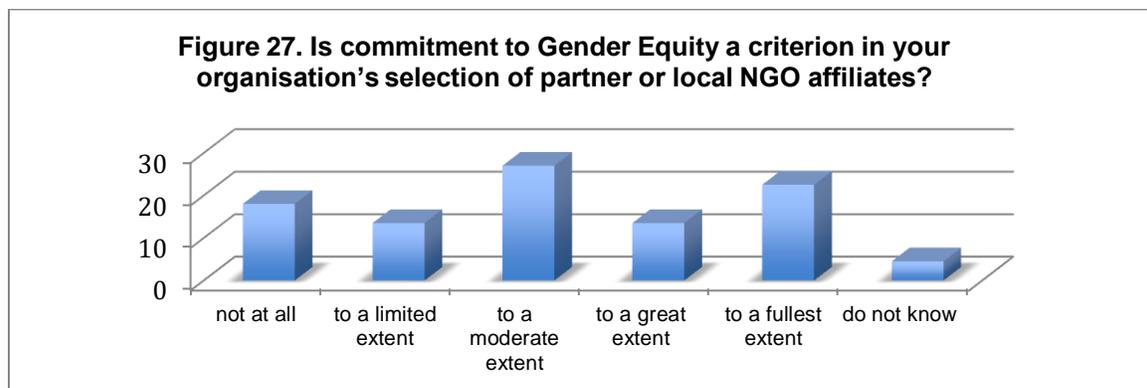


A unanimous 76.5% of the respondent stated that their organisation contributes increase gender equality by ensuring equal participation of women and men in decision making. 72% of respondents stated that their organisation contributes to gender equality by providing equal access to resources. Likewise, also 72% stated that their organisation contribution to gender equality is ensured by the legal status.



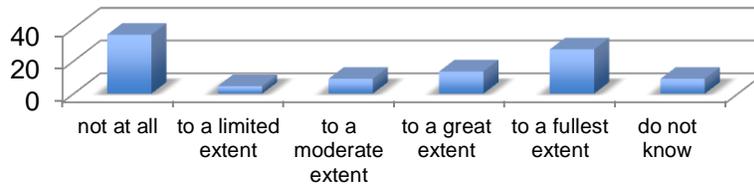
72% of the respondent stated that their organisation collects gender disaggregated data in access to training, and 67.5% in access to resources, 63% in participation in decision making, while 54% in self-respect.

5. Partner Organisation



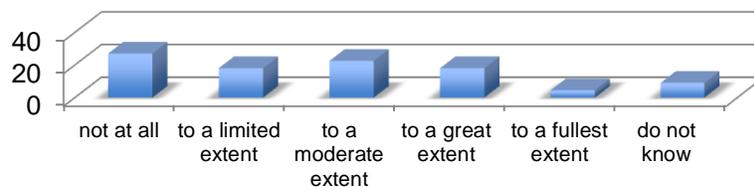
27% of the respondents stated that gender equality is only a criterion in their organisation to a moderate extent, when selecting partners or local NGO affiliates, while 36% stated it is a criterion to a great/fullest extent.

Figure 28. Is a Gender Policy included in the written agreements outlining your organisation's relationship with partner or local NGO affiliates?



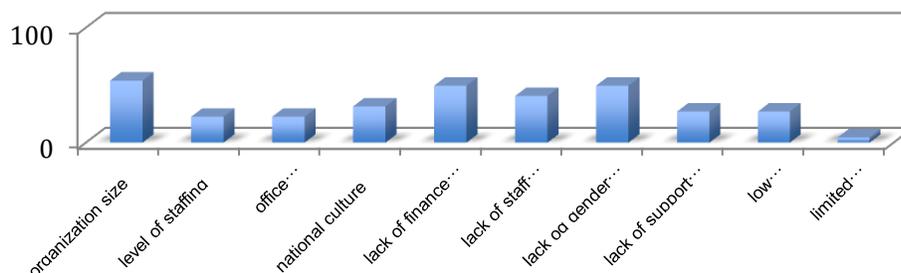
40% of the respondents stated that gender policy is included in the written agreements outlining the organisation's relationship with partners or local NGO affiliates, while 36% stated not at all, and another 4.5% stated to a limited extent.

Figure 29. Does your organisation provide training and tools on Gender planning, analysis and evaluation to partner or local NGO affiliate staff?



27% of the respondents stated that their organisations do not provide training tools on gender planning and another 18% stated that it is only provided to a limited extent. On the other hand, around 22% stated that it is provided to a great/fullest extent.

Figure 30. What are some of the obstacles to incorporating Gender analysis in program / project planning, implementation and evaluation in your organisation? Please check all that apply.

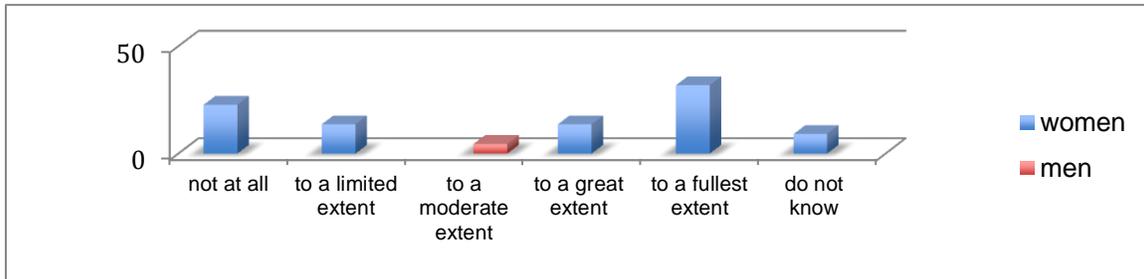


Over half of the respondents, 54%, stated that some of the obstacles to incorporating Gender analysis in the program, project planning, implementation and evaluation of the organisation is due to the organisation's size, while almost

50% stated that it was due to lack of gender analysis tools, and 54% stated that it was due to lack financial resources for gender programming, and the limited financial resources to undertake gender analysis in all steps of programme/project identification/planning

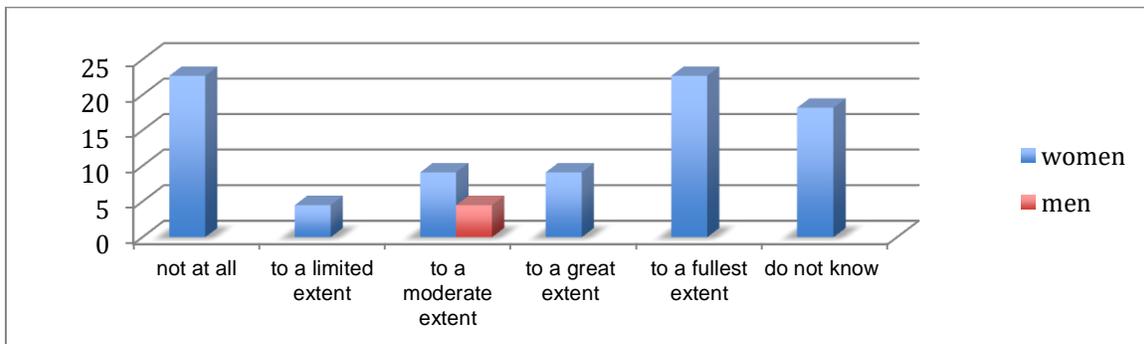
6. Gender Policy

Figure 31. Does your organisation have a written Gender Policy that affirms a commitment to Gender Equity?



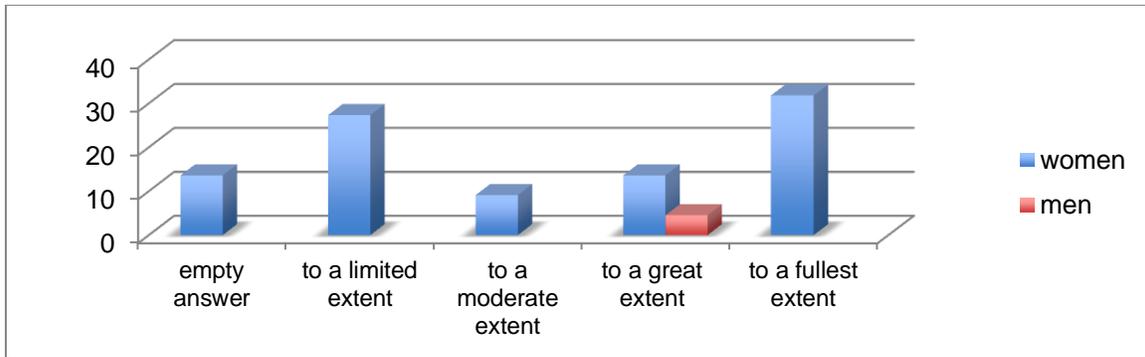
Reflecting on *the nature and quality of the organisation's gender policy*, the responses of the stakeholders reveal that there is, in general, a gender policy in place (reflected by over 44 per cent of the respondents) as 31.8% stated that there is a written gender policy in the organisation, and only 13.6 per cent stated that a policy is fully in place and reliably implemented. On the other hand, 22.7% of the respondents stated that there is no policy or system in place, or a policy/system is in place however, it is no implemented (13.6%)

Figure 32. Does your Gender Policy have an operational plan that includes clear allocation of responsibilities and time for monitoring and evaluation?



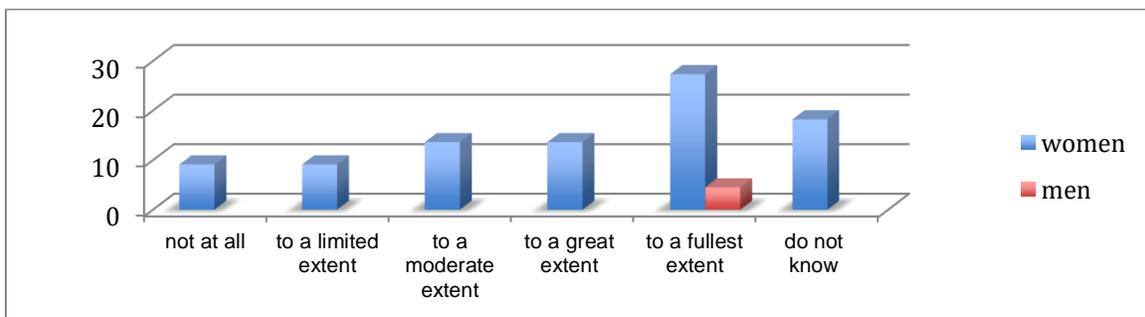
Over 30% of the respondents believe that *the Gender Policy of their organisation has an operational plan that includes clear allocation of responsibilities and time for monitoring and evaluation.*

Figure 33. Is Gender taken into account during strategic planning for organisational activities?



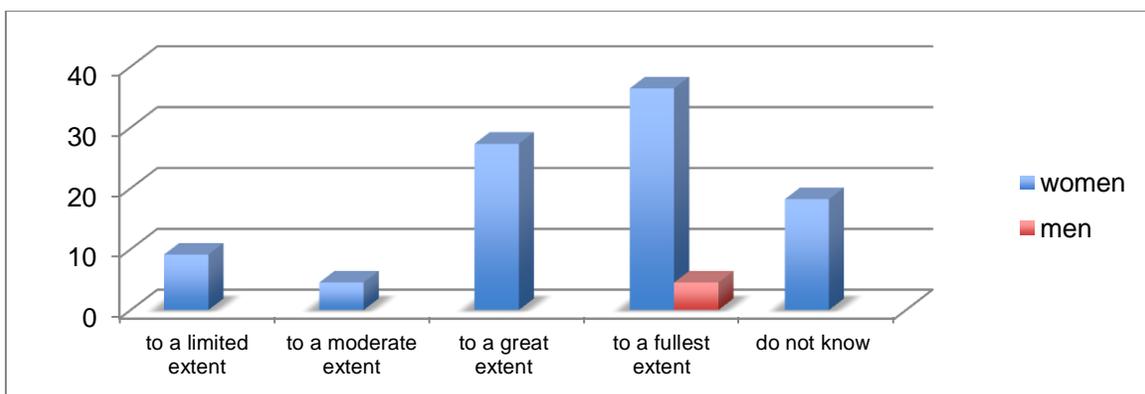
Gender is taken into account during the strategic planning for organisational activities, according to over 44% of the respondents.

Figure 34: Everyone in the organisation feels ownership over the Gender Policy?



Over 40% of the participants indicated a feeling of *ownership in the organisation over the gender policy*.

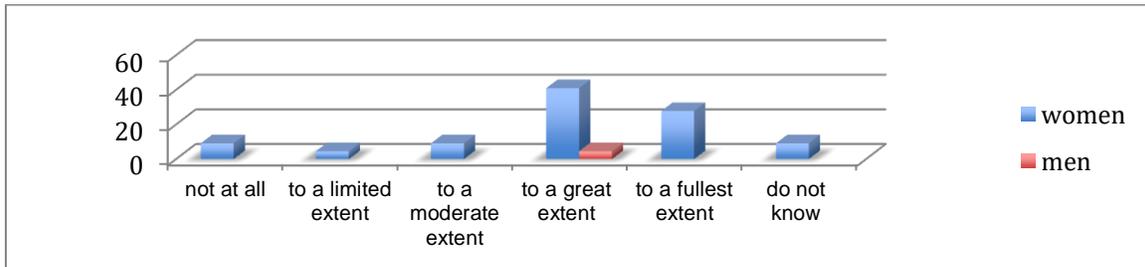
Figure 35: Management takes responsibilities for the development and implementation of the Gender Policy.



Around 60% of the respondents indicated that the *Management takes responsibilities for the development and implementation of the Gender Policy*.

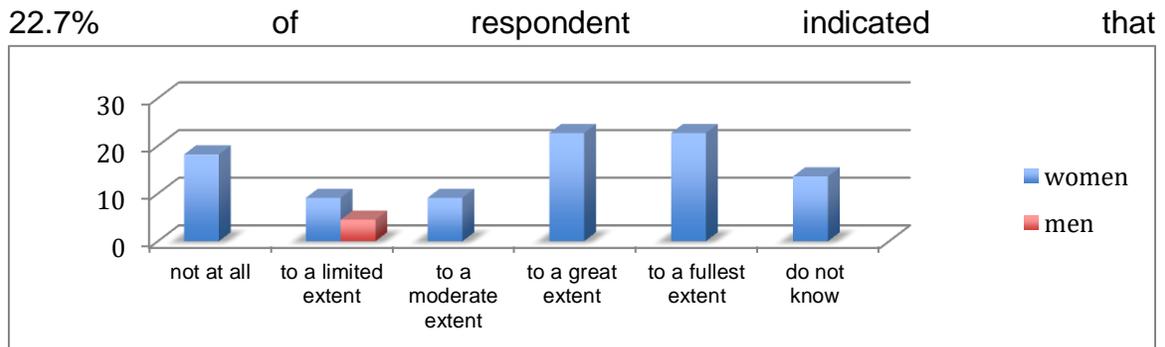
7. Staffing

Figure 36: At headquarters, has there been an increase in the representation of women in senior management positions in the past few years?



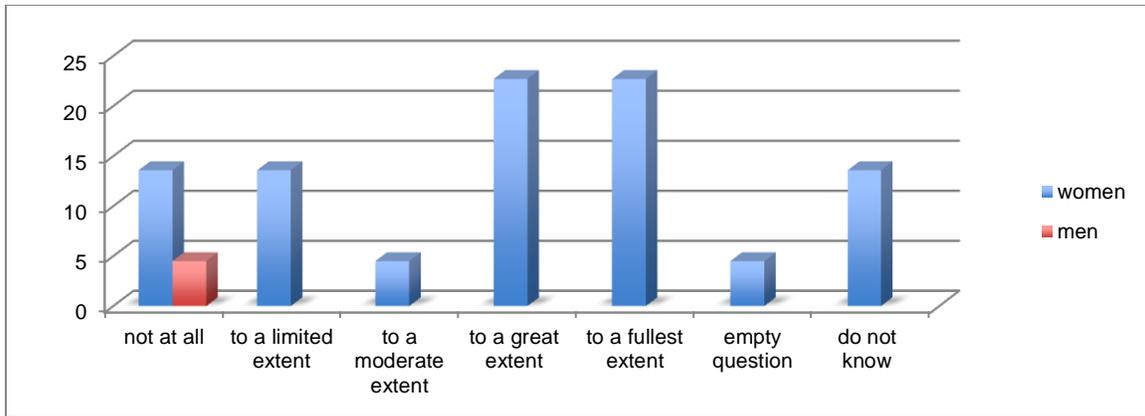
Reflecting on *the Gender composition of staff in the organisations*, there has been an increase in the representation of women in senior management positions in the past few years at headquarters, as stated by over 68% of the respondents versus 9.1% who stated that there hasn't been any increase at all, or there has been limited increase (4.5%).

Figure 37: In the field, has there been an increase in the representation of women in senior management positions in the past few years?



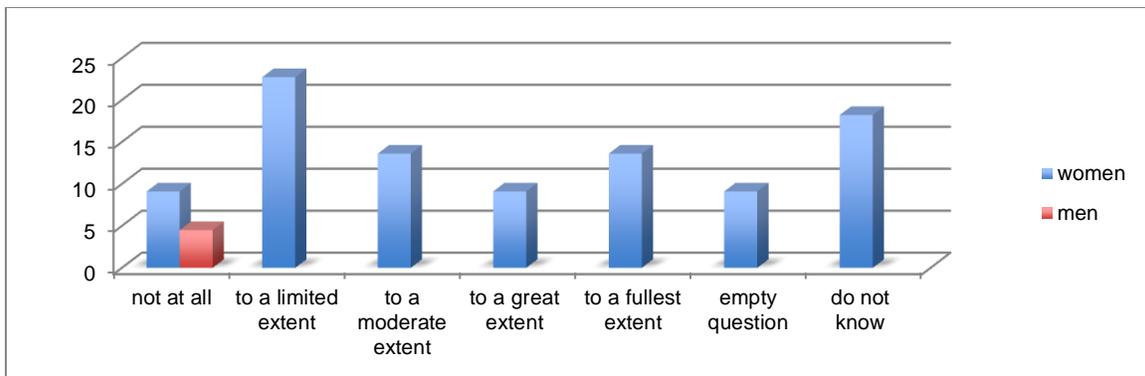
there has been an increase in the *representation of women in senior management positions* in the past few years; and another 22.7% indicated that the increase has taken place to a limited extent.

Figure 38: Has there been an increase in the representation of women on your organisation's board in the past few years?



Over 45% of respondents stated that there has been an increase in the *representation of women of their organisation's board* in the past few years.

Figure 39: Are there proactive strategies implemented to recruit or promote women into senior management positions?



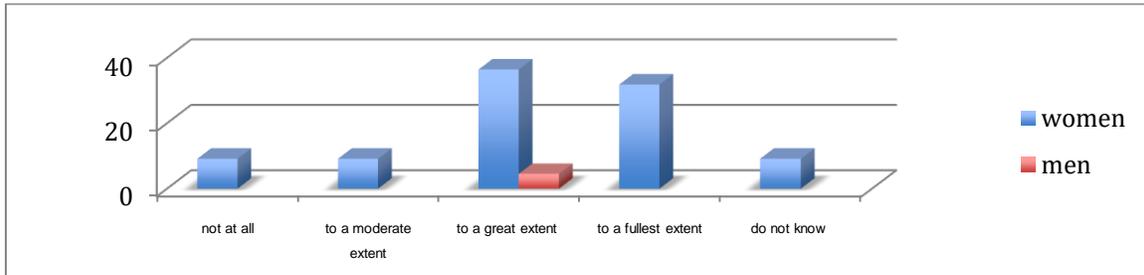
Only around 22% mentioned that there are *proactive strategies implemented to recruit or promote women into senior management positions*. Furthermore, only 22.7% of respondents stated that there had been an increase in the representation of women in senior management positions in the past few years.

The responses are in line with the fact that in 2004, 11.8 per cent of all managers in Lebanon were females. The percentage went down to 8.4% in 2007^{cxxxiv}. It is worth mentioning that this is also consistent with the results of the Bayt.com and YouGov survey^{cxxxv} where three-quarters, 74%, of respondents working in a mixed-gender environment report having a male manager at their current organisation, which is nearly equal to the 73% of having no gender-based preference for a manager^{cxxxvi}.

A qualitative survey conducted in 2015 on recruitment in Lebanon indicated that most employers expressed a preference to hire women in management for certain qualities they perceive women to possess, yet did not have well-

developed gender sensitive human resources programmes to support their ascension to top positions. Instead a few supported grooming female managers on a case-by-case basis^{cxxxvii}.

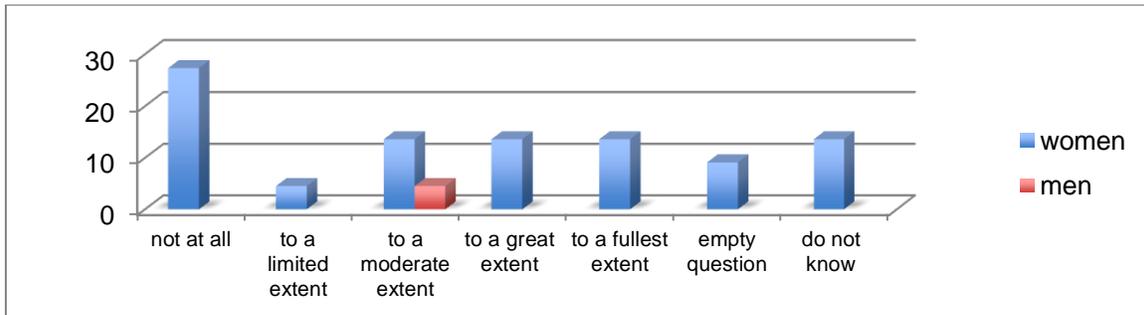
Figure 40: Does management show respect for diversity in work and management styles in your organisation?



To a great extent (41.9%) and fullest extent (31.8%), management shows respect for diversity in work and management styles in your organisation.

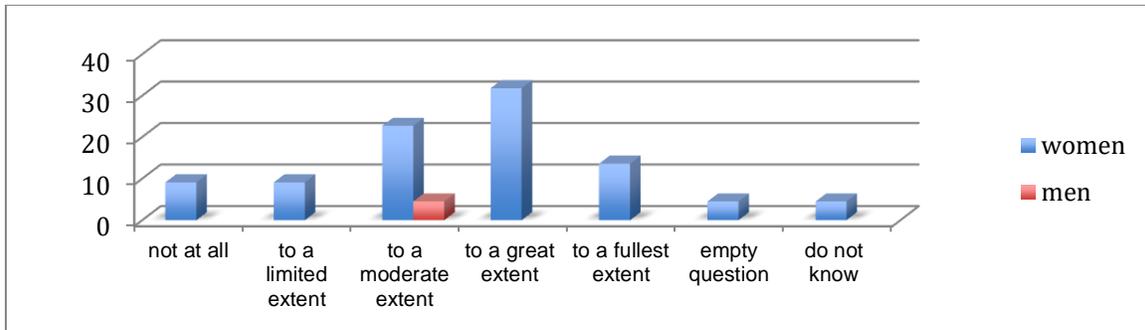
8. Human Resources

Figure 41: Is there a written equal opportunity policy?



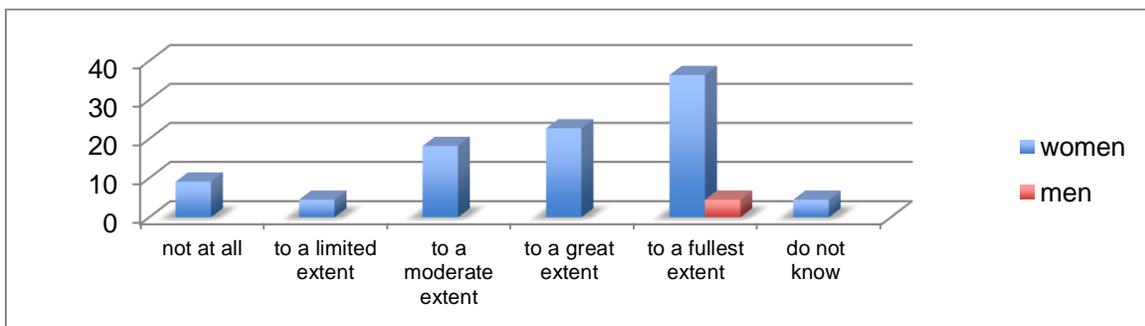
In general, there is lack of *human resource policies and Gender considerations in hiring and personnel assessments*. 27.2% of respondents stated that there is a great (13.6%) and full (13.6%) extent to written equal opportunity policy in their organisation versus an equal number of respondents (27.3%) who stated that there isn't at all any written policy.

Figure 42: Are there flexible work arrangements in your organisation?



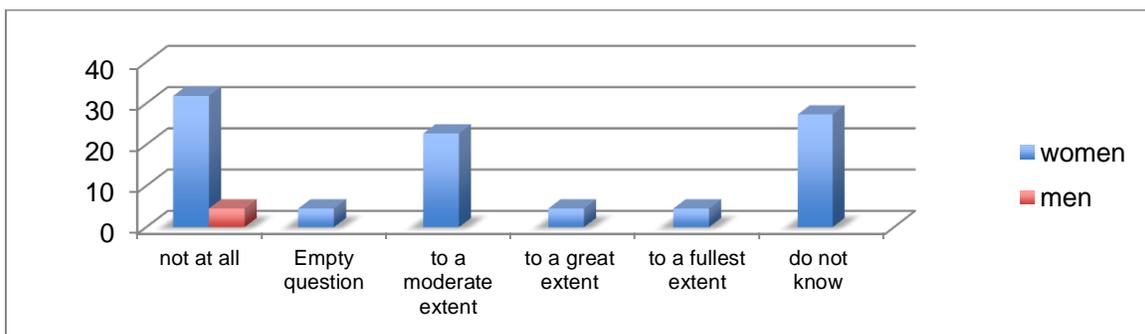
31.8% of respondents stated that there are *flexible work arrangements in the organisation* to a great extent, i.e. a policy is in place; 13.6% stated there is to a fullest extent, i.e. a comprehensive policy is fully implemented and monitored.

Figure 43: Is there a maternity and paternity leave policy?



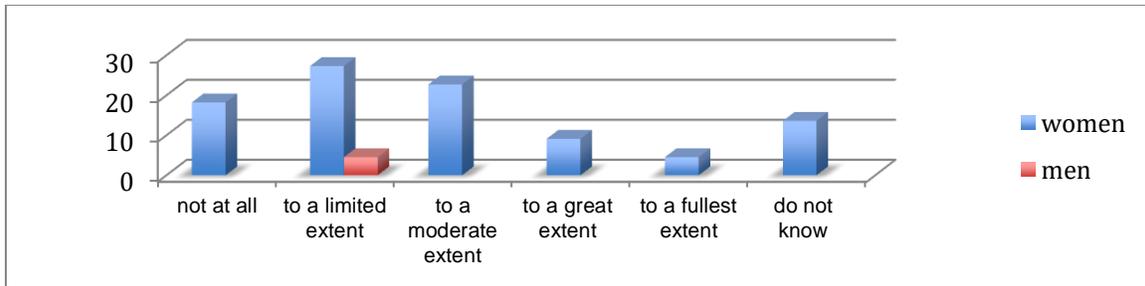
Around 40% of the participants indicated that there is *maternity (and paternity) leave policy* to a fullest extent, and an additional 22.7% mentioned that there is, to a greatest extent.

Figure 44: Is there a childcare and dependent care leave policy?



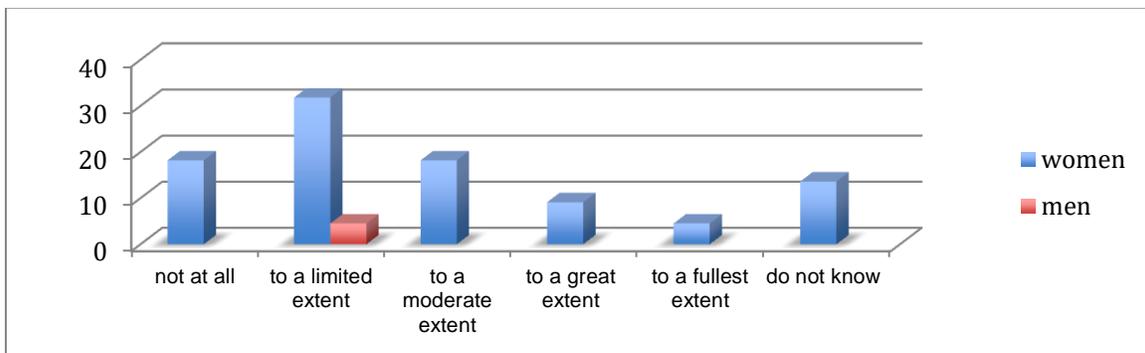
There is *lack of access to childcare and dependent care leave policy*, 36% of respondent stated that it dose not exist at all, and 22.7% of respondents stated that it moderately exist. Only 9% of respondents stated that it existed to a great/fullest extent.

Figure 45: Is Gender awareness included in all job descriptions?



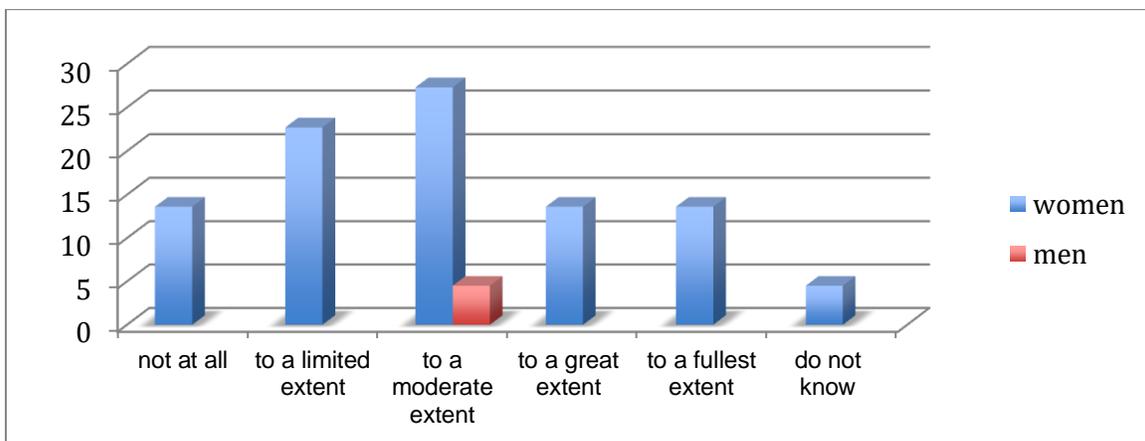
Job descriptions lack gender awareness, as 18.2% of respondents stated that it is not included at all, and 31.8% mentioned that it is only included to a limited extent.

Figure 46: Is Gender awareness included in all job performance criteria?



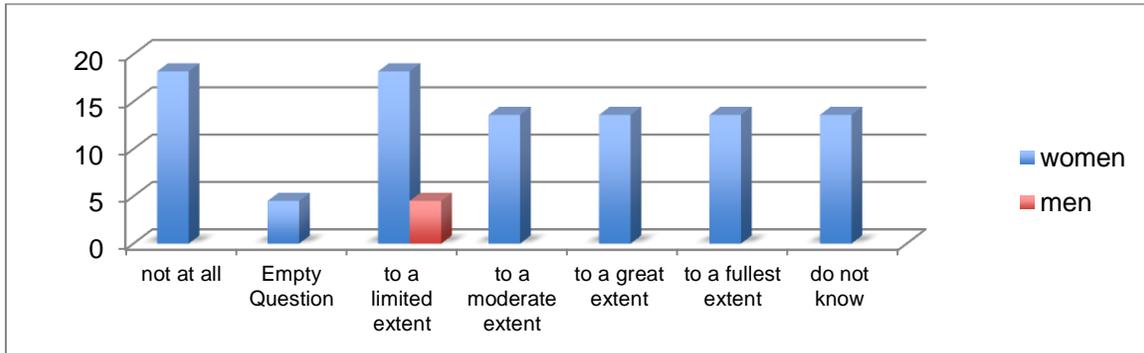
Gender Awareness is quite limited in job performance criteria, as indicated by over 36% of respondents, with a further 18.2% stating that it is not included at all, and a similar %age indicating that it is only included to a moderate extent. Hence, only 4.5% of respondents indicated that gender awareness is included in all job performance criteria.

Figure 47: Is there training of staff in Gender awareness and sensitization?



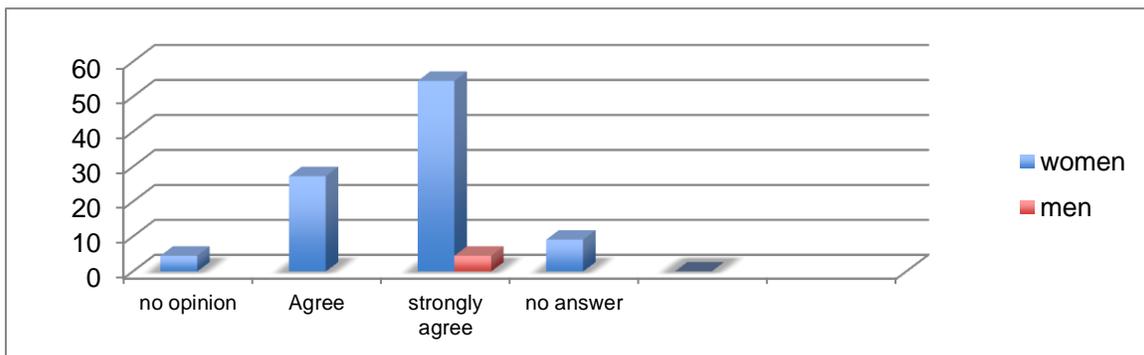
There is also *lack of training of staff in gender awareness and sensitization* as revealed by 36.3% of respondents who stated that it does not exist at all or exist in a limited extent.

Figure 48: Is there a training of senior management and members of boards in institutionalizing the integration of Gender into the management of the organisation?



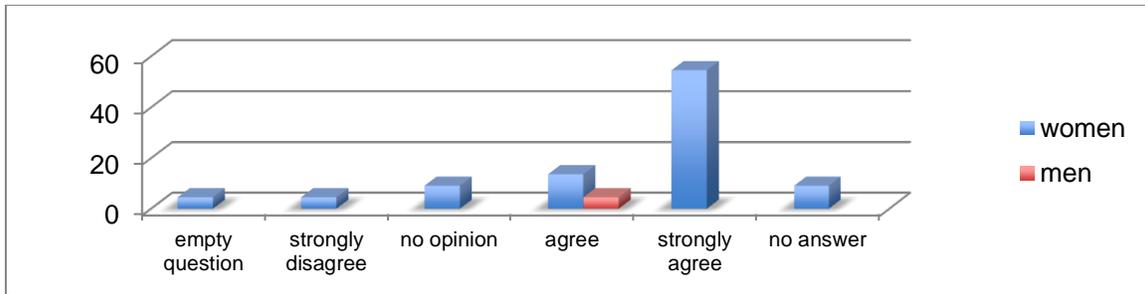
Likewise, *there is lack of training of senior management and members of boards in institutionalizing the integration of Gender into the management of the organisation.* 36.4% of respondents stated that it does not exist (13.6%), or it exists in a limited extent (13.6%) versus 27.2% who considered that it exist to a great/fullest extent.

Figure 49: My organisation promotes teamwork, involving both men and women as equal partners.



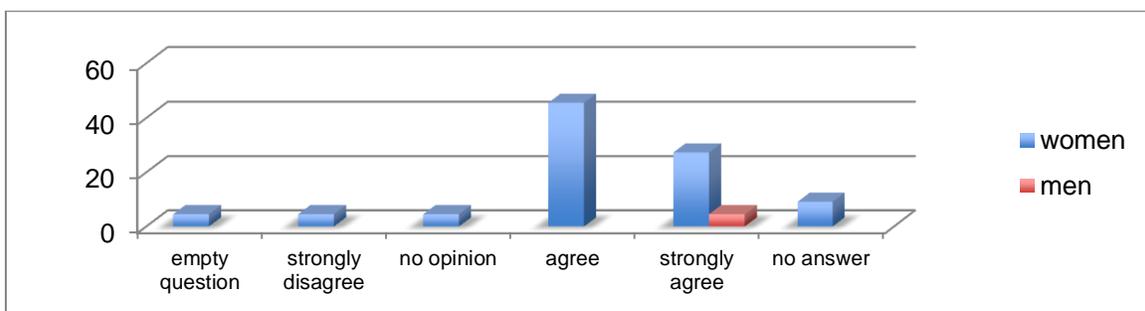
There is strong gender integration in the *human resource policies* as reflected by 59% of the respondents who strongly agree (and 27.3 agree) that their organisation promotes teamwork that involves both men and women as equal partners.

Figure 50: Management is committed to promoting female representation at senior levels of my organisation, including the board.



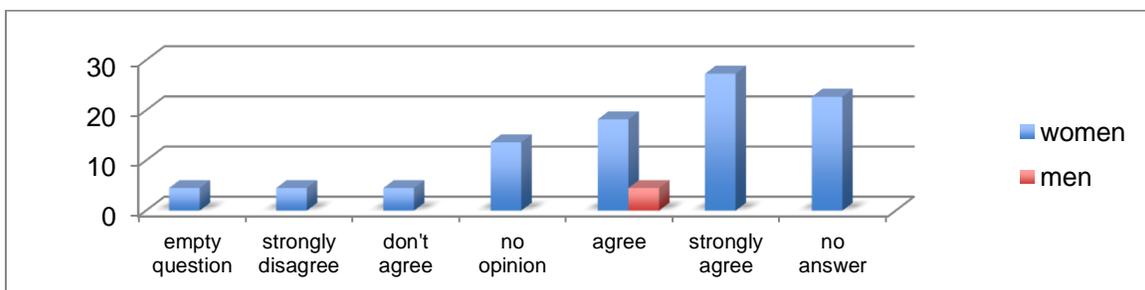
Likewise, 54.5% of respondents strongly agree (and 18.1 agree) that their organisation’s management is committed to promoting female representation at senior levels, including the board. This is in line with the result of the Bayt.com and YouGov survey. When asked about workplace equality, the survey revealed that more than 8 out of 10 respondents who answered this question believe that women in Lebanon have reached the same level of workplace equality as women do in western countries^{cxxxviii}.

Figure 51: There has been a gradual increase of Gender expertise among staff members in my organisation.



45.5% of the respondents agree (and 27.3 strongly agree) that there has been a gradual increase of Gender expertise among staff members in the organisation.

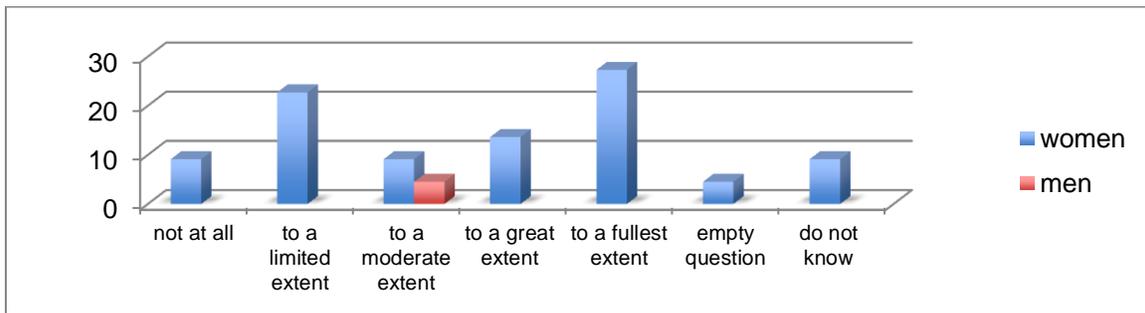
Figure 52: Good performance in the field of Gender is rewarded in my organisation.



To a less extent, only 27.3 of the respondents strongly agree (and 18.2 agree) that Good performance in the field of Gender is rewarded in the organisation.

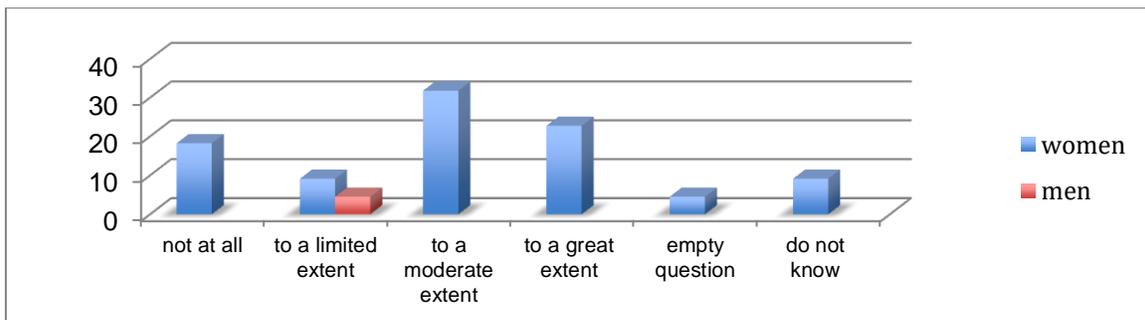
9. Advocacy, Marketing and Communication

Figure 53: Are advocacy and marketing campaigns and initiatives planned and informed by Gender perspective?



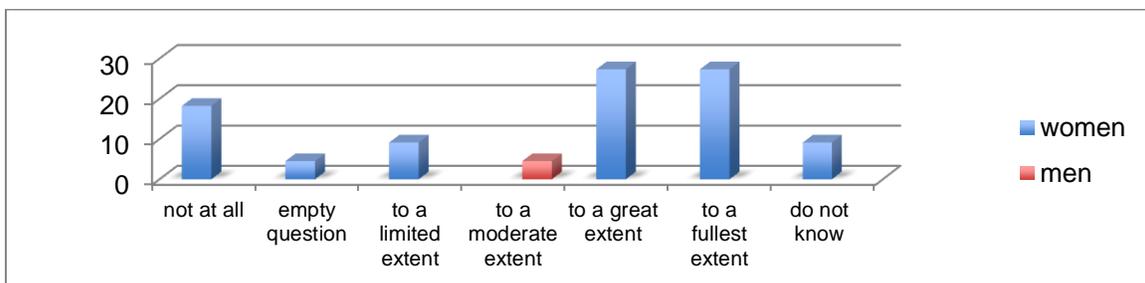
In terms of the *focuses on the quality and Gender sensitivity your organisations' communication and advocacy campaigns*, 38.1% of the respondent mentioned that advocacy and marketing campaigns and initiatives, planned and informed by Gender perspective, is limited or does not exist at all, versus 40.9% who stated that it does exist to a great/fullest extent.

Figure 54: Are your advocacy and marketing policies and plans influenced and advised by women's organisation's network and Gender experts?



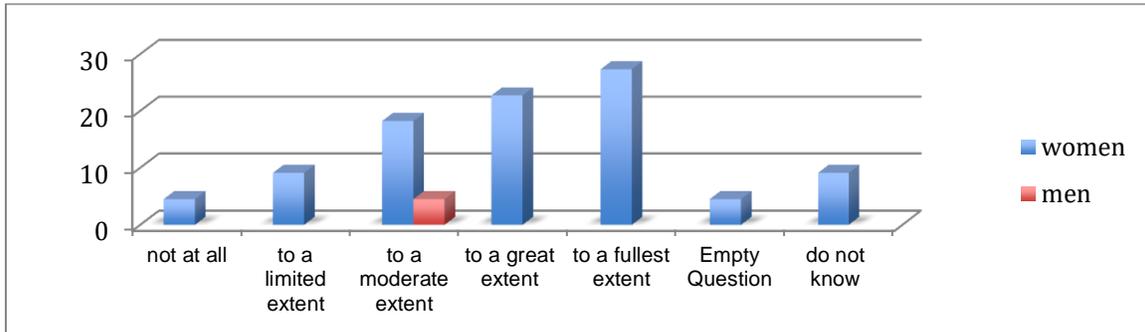
However, there is lack in advocacy and marketing policies and plans influenced and advised by women's organisations, network and Gender experts. 27.3% of respondents stated that it does not exist at all, or is limited and an additional 31.8% stated that its extent is moderate.

Figure 55: Is gender incorporated in your organisation's communications, fund-raising and media strategies?



On the other hand, *gender is well incorporated in the organisation's communications, fundraising and media strategies*. Hence, 54.6% of the respondent stated that it exists to a great/fullest extent.

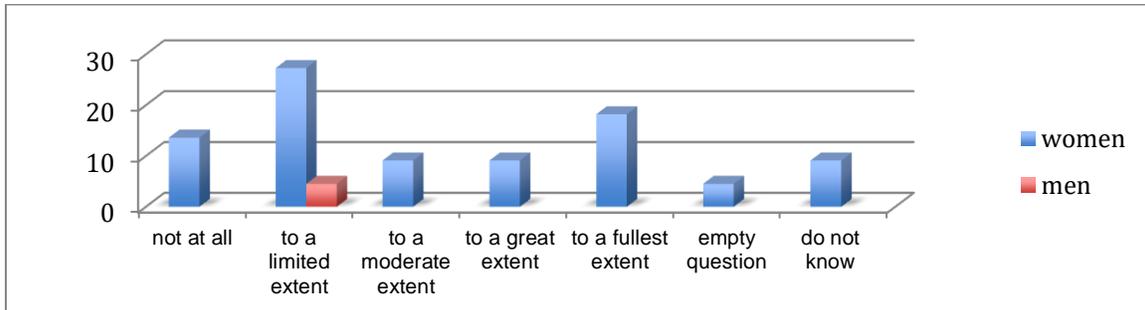
Figure 56: Is a Gender perspective reflected in your publications, for example books, brochures, newsletters?



Also, 50% of the *respondents believe that gender perspectives are well reflected in the organisation's publications*.

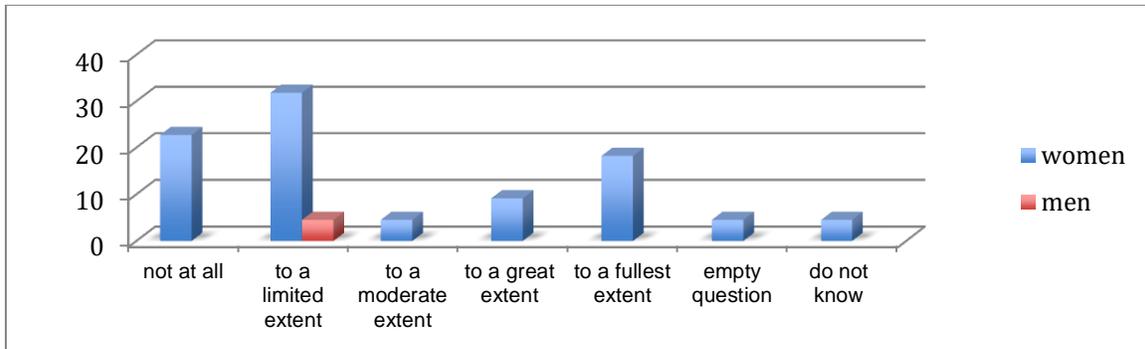
10. Financial Resources

Figure 57: Has your organisation budgeted adequate financial resources to support its Gender Integration work?



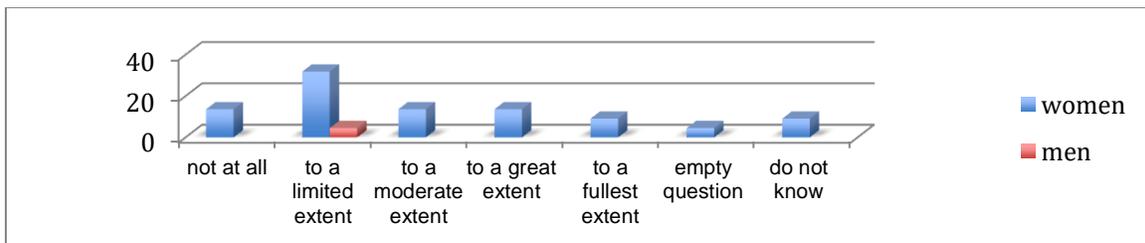
In regards to the *organisations' financial resources allocated to support gender integration at work*, 31.8% of respondents stated that their organisation has not (or has to a limited extent) budgeted adequate financial resources to support gender integration at work.

Figure 58: Are financial resources allocated for the operationalization of the Gender Policy levels?



Furthermore, *there is lack of financial resources allocated for the operationalization of the Gender Policy levels* (22.7% of participants believe that there are no resources at all, and 36.3% stated that the resources are limited).

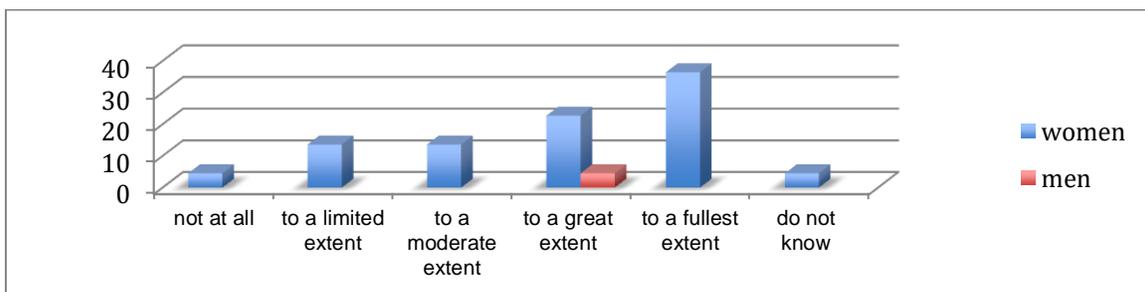
Figure 59: Is staff training in Gender issues systematically budgeted for in your organisation?



There is also limited systematic budgeting for staff training in gender issues in the organisation, as reflected by 36.3% of the respondents. This is inline with the Bayt.com and YouGov survey which noted that a large majority, 82%, of women in the country said they are comfortable working in a mixed gender environment, while 66% claimed to be extremely comfortable. Furthermore, 15% were neutral in this aspect, while only 2% said they are uncomfortable. This also places Lebanon first, regionally, in terms of women integration in the workplace^{cxxxix}.

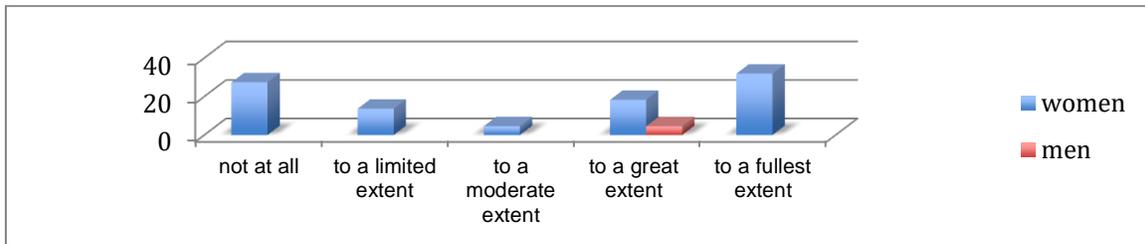
11. Organisational Culture

Figure 60: Does the organisation encourage Gender sensitive behavior, for example in terms of language used, jokes and comments made?



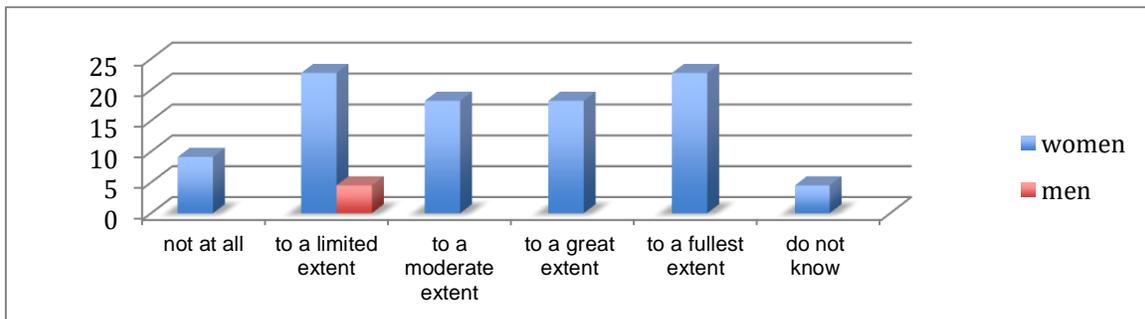
Gender sensitivity does prevail to a great/fullest extent in the culture of the organisations, as 63.6% of the respondents stated that their organisations implement gender sensitive behaviours in terms of language used, jokes and comments made to a great/fullest extent.

Figure 61: Does the organisation reinforce Gender sensitive behavior and procedures to prevent and address sexual harassment?



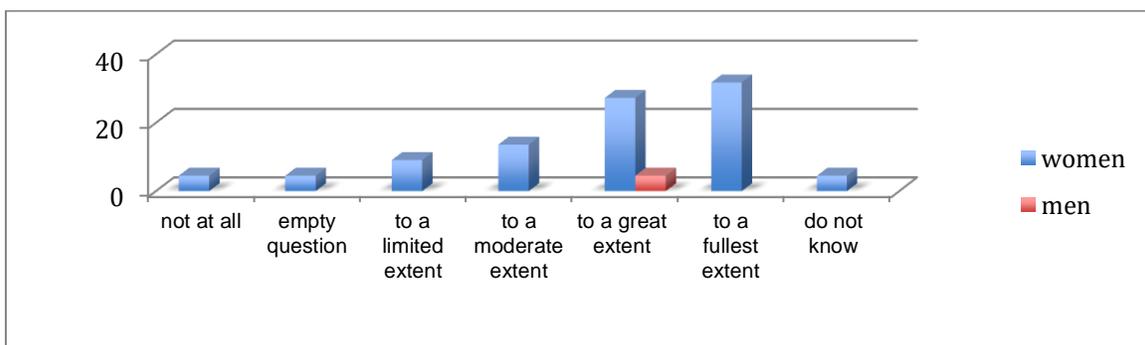
Also, 54.5% of respondents stated that their organisations reinforce Gender sensitive behavior and procedures to prevent and address sexual harassment to a great/fullest extent.

Figure 62: Is staff in your organisation committed to the implementation of a Gender Policy?



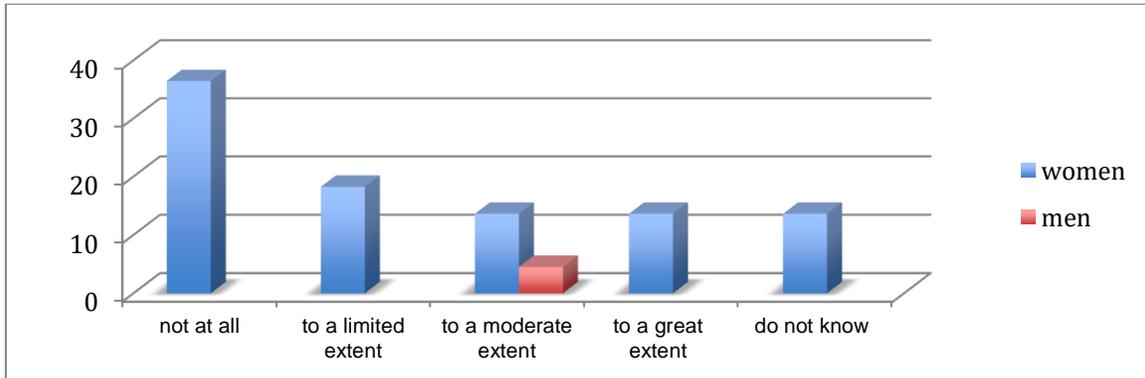
40.9% of respondents mentioned that staff in the organisations is committed to the implementation of a Gender Policy,

Figure 63: Are Gender issues taken seriously and discussed openly by men and women in your organisation?



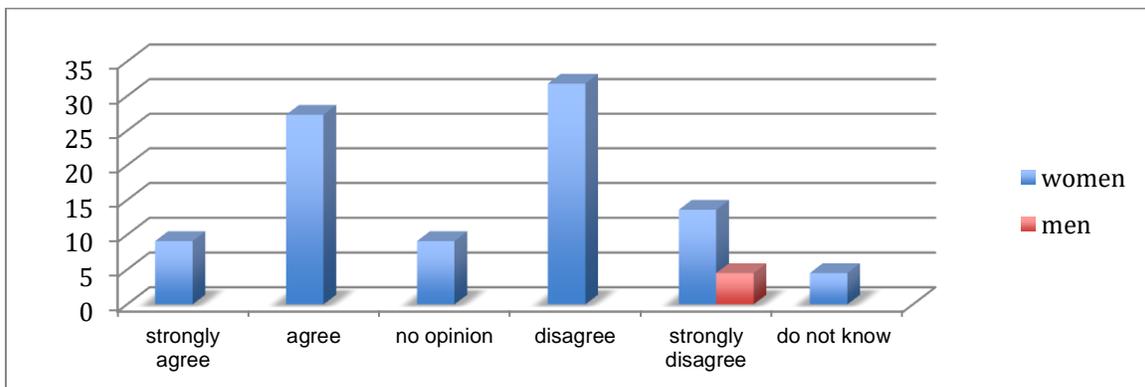
63.6% mentioned that *Gender issues are taken seriously and discussed openly by men and women in the organisations.*

Figure 64: Is Gender stereotyping (e.g. “those Gender Blind men”, or “those feminists,”) addressed and countered by individual staff members in your organisation?



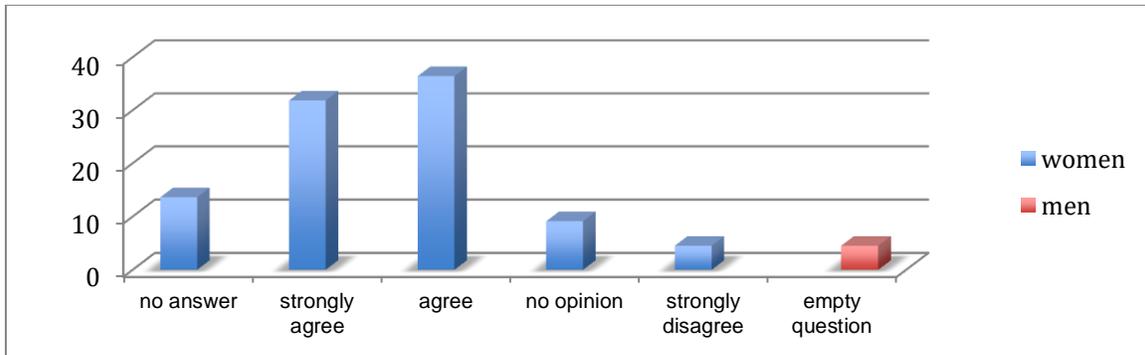
However, 36.4% of respondents stated that gender stereotyping (e.g. “those Gender Blind men”, or “those feminists,”) are not at all addressed and countered by individual staff members in the organisations, or addressed to a limited extent (18.2%)

Figure 65: There is a gap between how men and women in my organisation view Gender issues.



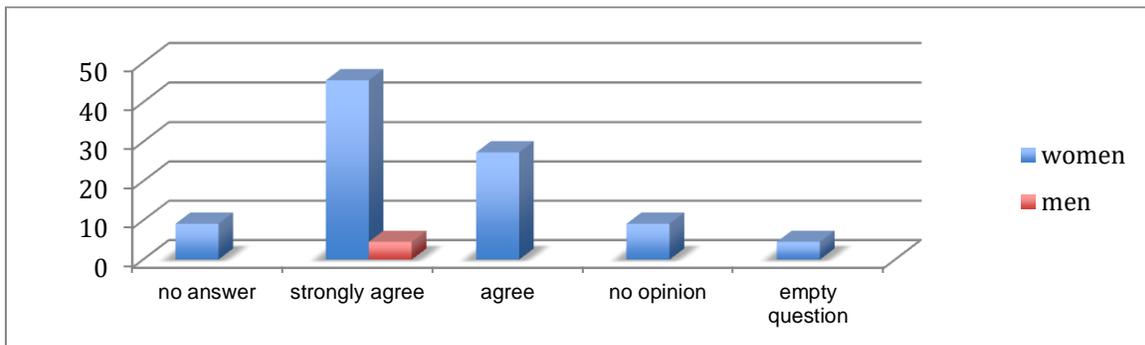
Respondents reflected a gender sensitive *culture of the organisations*, as 27.3% of the respondents strongly agreed, and 9.1% agreed, that there is a gap between how men and women in the organisations view Gender issues;

Figure 66: staff in my organisation is enthusiastic about the Gender work they do.



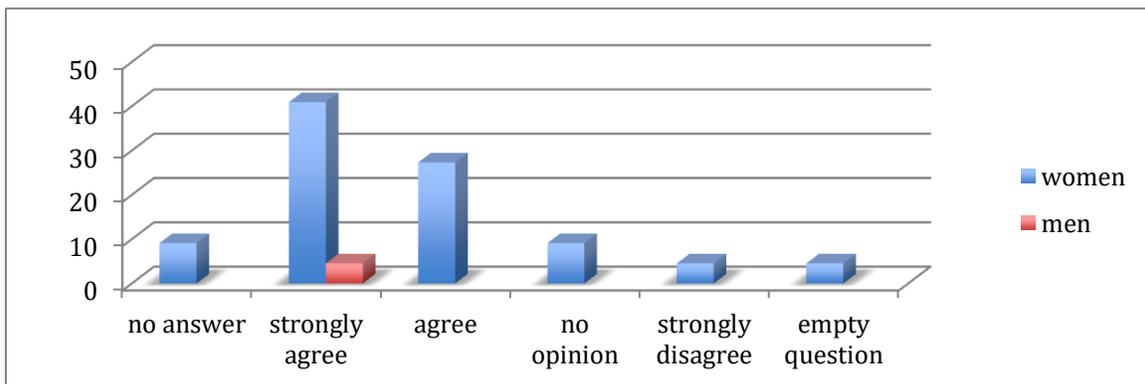
36.4% of the respondents strongly agreed, and 9.1% agreed, that *staffs in the organisations are enthusiastic about the Gender work they do.*

Figure 67: Staff members in my organisation think that the promotion of Gender Equity fits into the image of our organisation.



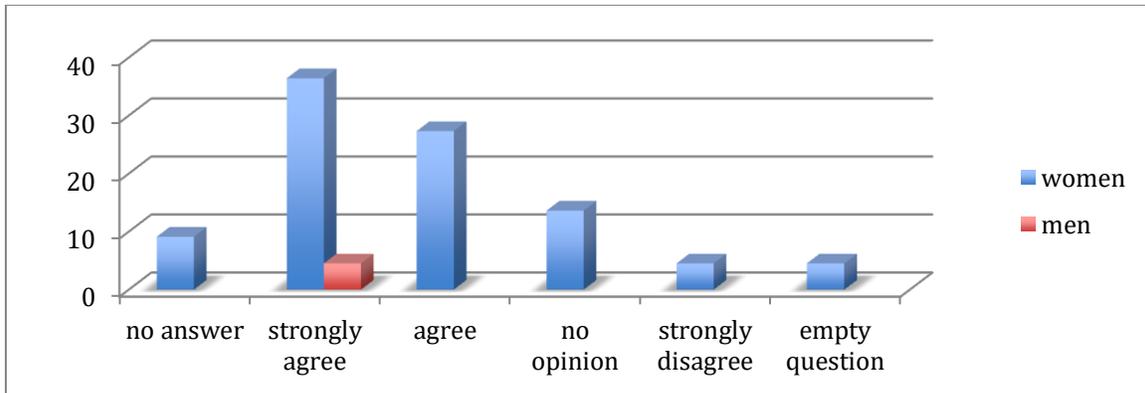
50% of the respondents strongly agreed, and 27.3% agreed, that *Staff members think that the promotion of Gender Equity fits into the image of the organisations.*

Figure 68: Women in my organisation think that the organisation is woman friendly.



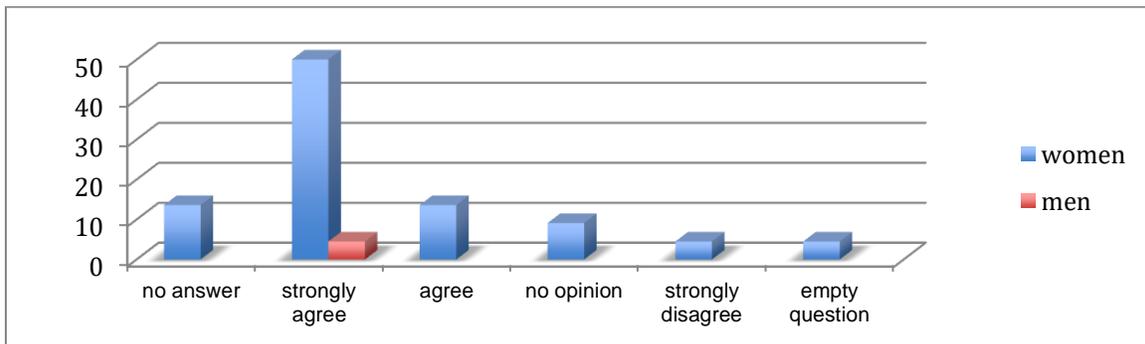
45.4% of the respondents strongly believe that *Women in the organisations think that the organisation is woman friendly*

Figure 69: Men in my organisation think that the organisation is woman friendly.



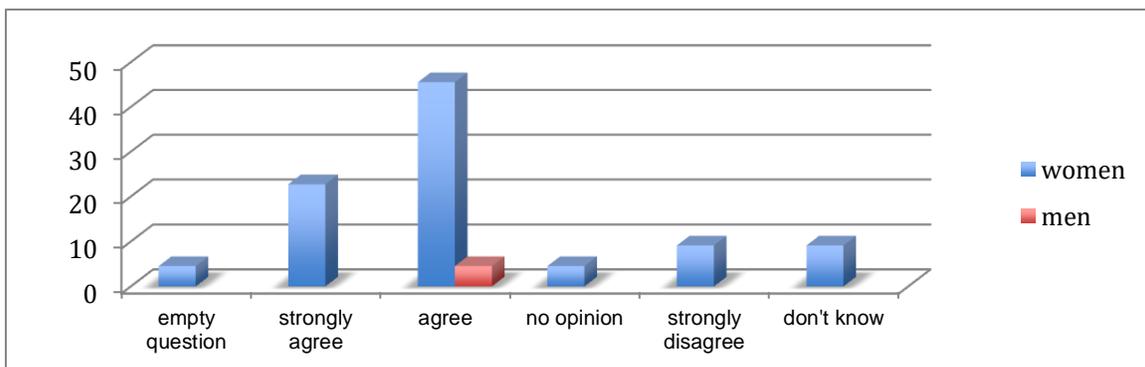
Versus 40.4% of men who strongly believe that the organisation is woman friendly.

Figure 70: My organisation has a reputation of Integrity and competence on Gender issues amongst leaders in the field of Gender and development.



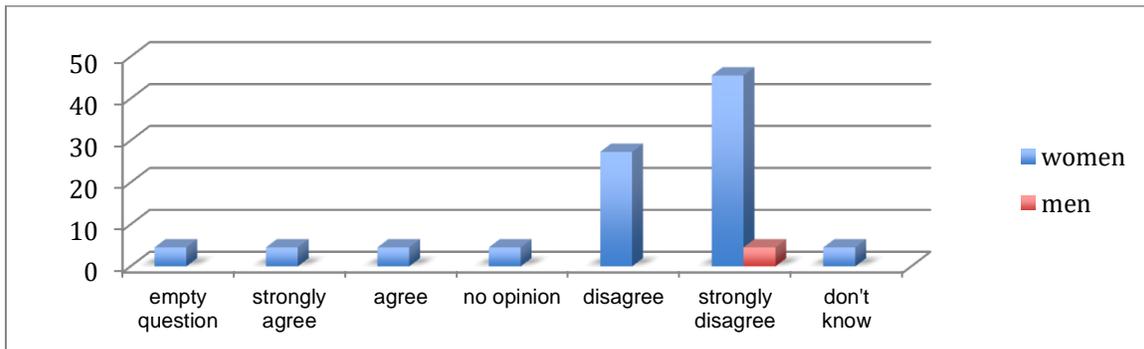
Over 50% of the respondents strongly agree that the organisation has a reputation of Integrity and competence on Gender issues amongst leaders in the field of Gender and development, 13.6 also agree to the statement, whereas only 4.5% of respondent strongly disagree.

Figure 71: My organisation could do much more than it is currently doing to institutionalize Gender Equity.



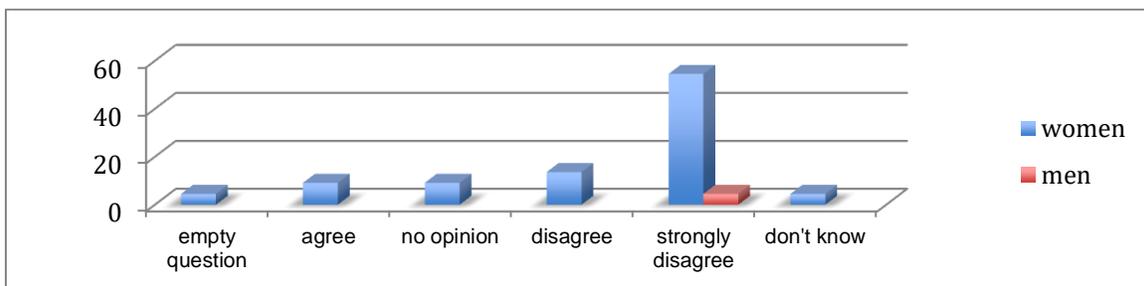
On the other hand, 51% of the organisations agree, and 22.7 strongly agree, that *the organisations could do much more than it is currently doing to institutionalize Gender Equity*.

Figure 72: The culture of my organisation places a higher value on the ways males tend to work and less value on the ways females tend to work.



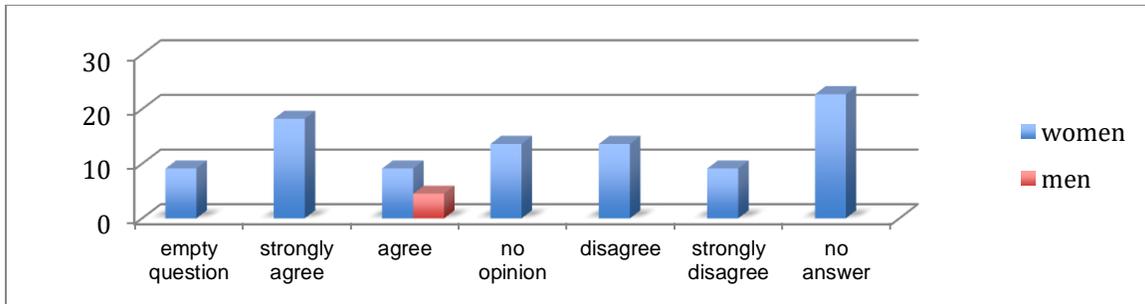
Respondents do not consider the organisations to be male dominated, as 51% of the respondents strongly disagree with the fact that *the culture of my organisation places a higher value on the ways males tend to work and less value on the ways females tend to work*. A further 27.3% of the respondents also disagree.

Figure 73: Meetings in my organisation tend to be dominated by male staff.



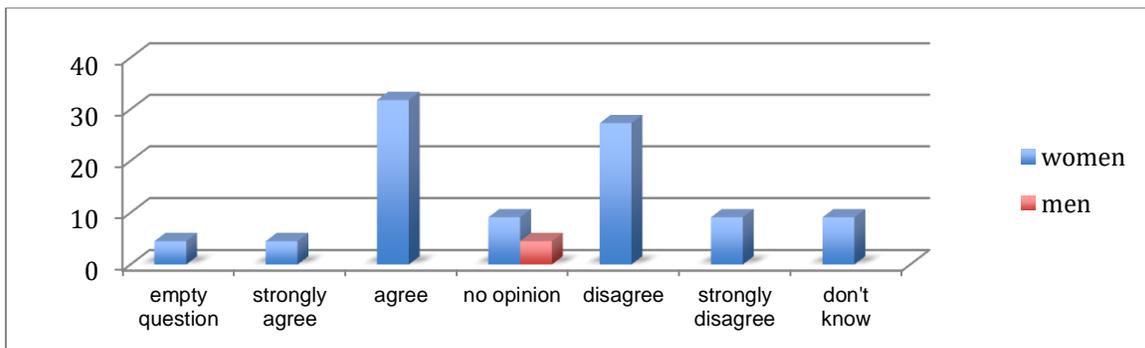
60% of the respondents also strongly disagree with the statement that the 'meetings in the organisation tend to be dominated by male staff'.

Figure 74: The working environment in my organisation has improved for women over the past two years.



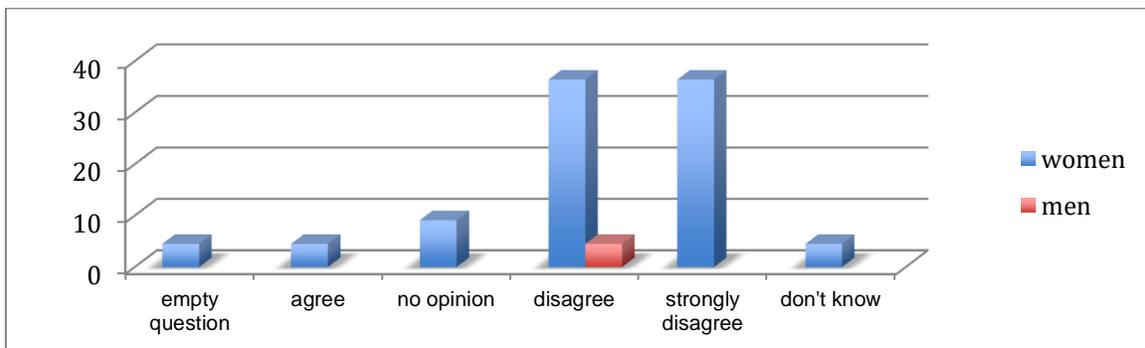
However, 13.6 respondents disagree with the statement that the working environment in the organisations has improved for women in the past two years, and another 9% of the participants strongly disagreeing.

Figure 75: It is unfair to promote women more than men in my organisation's field program / projects.



Respondents equally decided for (36.3% of respondents agree/ strongly agree) and against the notion (36.4% of respondents disagree/ strongly disagree) that *it is unfair to promote women more than men in the organisation's field program and projects.*

Figure 76: In my organisation, males have a much easier time establishing personal and professional networks within the organisation than do females.



On the other hand, respondents unanimously 77.3% of the respondents' disagreed or strongly disagreed to the fact that in the organisations, males have

much easier time establishing personal and professional networks within the organisation than do females.

II.2.2.3. Main conclusions of the PRA

→ Gender equity and equality in Planning & Programming

→ Organization's performance on gender equity and equality stems from two integrated directions: understanding to what extent is gender mainstreamed into the organization's projects and programs; and the extent to which gender is integrated into the organization's structure. It goes without saying that programs need to be backed by resources and commitment from staff, senior staff, and policies that are put into effect.

→ Therefore, argument for gender equity and equality in planning include five focused directions that aims to answer the following: 1) to what extent is gender equity integrated in the procedures and methods used to conceptualize and design development projects in the field; 2) to what extent is gender integrated in the projects that operate in the field; 3) does the organization include staff with expertise in gender analysis and evaluation; 4) to what extent are gender disaggregated data and information incorporated in the M&E of the organization's development projects on program outcomes; and 5) to what extent is gender integrated in the organization's relations with partners or local NGO affiliates.

→ On the other hand, argument for gender equity and equality in organization focuses on what goes beyond the programming realm and yet affects the dynamic of the programming. This includes: 1) a 'written' Gender Policy that clearly affirms commitment to gender equity; 2) the gender composition of staff in the organization; 3) Human Resources that takes gender into consideration when hiring personnel assessments; 4) the quality and Gender sensitivity of the organisation's communication and advocacy campaigns; 5) the level at which the organization budget financial resources to support its gender equity; and 6) the level of gender sensitive behaviour in the Organisational Culture.

According to the respondents' collected answers it can be stated that gender is well integrated in the program planning and design of the participating organisations. They stated that gender equality is integrated in their organisation's programs and projects; with gender equity goals and objectives; a gender analysis of roles and responsibilities in the targeted communities to a *large/fullest extent*. It was also the case for Gender integration in program implementation, including as regard to women equal access with men to services and training, and taking into account existing gender roles in participation. The respondents also agreed to the fact that their organisation handle resistance to

address gender issues in the programs and that there are staff responsible for gender integration in the different departments.

Gender disaggregated data are collected, however not in all organisations. Only around 22% stated *to a great/fullest extent* that their organisation monitor and evaluate projects for gender impact on projects and programs; while specific indicators that include gender dimension.

The answers from the stakeholders reveal that there is a general ‘believe’ that gender is mainstreamed in their organisation’s program planning and design, implementation, technical expertise, monitoring and evaluation *to a great and fullest extent*. All participants unanimously agreed to the fact that the implementation plan for their organisation’s programs / projects includes activities strengthen skills and provide women with equal access to services and training.

→ Gender equity and equality in Organisation

In this category there is also a general trend among the respondents that gender is mainstreamed in their organisation’s policies *to a great and fullest extent*. As over 45% stated that the organisation has a written gender policy, and 32% stated that the gender policy has an operational plan, and 45% stated that gender is taken into account during strategic planning of the organisation, while around 45% stated that the organisation feels ownership over the gender policy, with 68% recognising that the management assumes responsibility of the development and implementation of the gender policy.

In terms of staffing, 73% of the respondents consider there has been a great increase in the representation of women in senior management positions, during the past few years, however, when it comes to practice, the answers provided reveals that there is still shortage in implementing the gender policy. This is mostly revealed in the budget, and in allocating enough financial resources to support the gender integration work. Hence, around 46% of the answers refer to limited financial resources being allocated for the purpose of integrating gender into the work, or such resources have not been allocated at all.

Likewise, over 53% of the respondents indicated that there were no financial resources allocated for the operationalisation of the Gender Policy levels, or if there were, they have been allocated *to a limited extent*. Furthermore, there is limited or no systematic budgeting for staff training on gender in the organisations, as indicated by around 45% of the respondents.

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 and a number of Plans, policies, strategies and

programs.

Thanks to its various tools the Gender Participative and Transformative Audit/GPTA or Gender Assessment, Analysis and Audit/GAA allows developing an informed view on how gender and human rights relate to an organization's work, its rules and regulations, policies and programmes/projects. The analysis and evaluation of the findings contribute to perform the approach and interventions in order to reduce gender inequality/ies and gaps, empower women and men to enjoy equally their human rights starting from the right to non-discrimination in access to and control over resources i.e. economic resources which also include access to Trade Markets.

II.3.1. The methodological framework and tools:

a) The purpose

The GAAA methodology and related tools were specially prepared and/or adapted to this exercise. Four GAAA tools are used to appraise, through assessment, auditing and analysis, to which extent the different economic and trade related documents (agreements and policies), target equally women and men in terms of rights and duties without any form of gender-based-discrimination.

The objective of the exercise is to provide concrete evidences on how gender and consequently human rights are, or are not, incorporated into trade agreements signed by the country, related laws, rules & regulations and programme/projects.

The findings of the review and analysis will help identify the best ways to fill the identified gaps towards gender Equality in Human Rights in this case in economic development with focus on Trade. The analysis will target both agreements and policy documents.

b) Definition and objectives of the GAAA tools and related phases

The 4 GHRT tools are succinctly described as follows:

- First Phase of the GAAA: The GHRT tool

The Gender and Human Rights/GHR and Trade tool/GHRT(1) is the tool used at the first phase of the GAAA exercise to support and refine the desk review and assessment of the documents (trade agreements and economic policies & strategies) representing the whole corpus.

Its purpose is to check the number of times a given GHRT concept or keyword within a selected list are used (quantitative) such as discrimination, equality, gender, men and women, empowerment... taking into account the context in

which these keywords are used for the purpose of qualitative analysis and interpretation of the quantitative findings.

The GHRT tool allows a *quantitative content analysis* applied to Economic Empowerment of Women and Gender & Trade —is designed for the first phase of this exercise and will be tested to finalise the rating table.

The assumption is that the keywords are either in the document or they aren't and for this reason, the easier response would have been to limit the response key to close responses such as " Yes" or "No". This way is valid and even preferable in case of doing a purely quantitative corpus's review or even of a limited topic but certainly not enough responsive. This is why the key responses must be therefore nuanced and qualified Yes, No or Frequently/To A Certain Extent, Partially, Not Applicable or Not Specified...

Indeed, the questions/responses are not so simple not only because "gender and/or Human rights mainstreaming" is not a "black or white" image but also because of these very simple examples: it is possible to find some words (Yes) but they are Not Specified, e.g. Gaps (but not gender gaps) equity (but not gender equity) inequalities, (but not gender inequalities), abuse (but not sexual abuse)...

- **Second Phase of the GAAA: The GHRT Check list**

The GHRT check list in its review and qualitative content analysis intends to check, count and analyse if the utilised language is sensitive to Gender and Human Rights and if the mainstreaming is made in all policy making and/or programming processes: starting from the assessment and analysis of the situation and related gender diagnosis, selection of priorities to the stated objectives, planned and implemented actions to the expected and achieved results and finally M&E mechanisms and indicators.

For the 2nd phase, a new sampling will be selected from the corpus of the 1st phase and 1st tool which will become in this case the whole population. Limiting the corpus/content of the 2nd phase and the 2nd tool intends to make easier a more in-depth analysis and later on, apply a comparative analytical approach with the findings of the different phases.

One of the main tasks of the second phase of the GHRT review and qualitative analysis is to apply the check list specially prepared and adapted for this purpose and phase. "Themes" are used for the coding purposes and the check list consists of a series of categories and sub-categories with corresponding questions that could be summarized as follows:

→ *Programme Background and Analysis*

- Programme Preparation and Programme Strategies
- Actions/Expected Results
- Monitoring & Evaluation

The response key for the reviewed documents and related corpus are the same as the Tool (1).

- Third Phase of the GAAA: The Gender Continuum Tool

The Gender Continuum tool consists of a framework that appraises the process, the approach and interventions from gender blind to transformative vision towards Gender Equality and Human Rights. Accordingly, and based on an analytical appraisal, the documents it intends to better understand to what extent the reviewed documents can be considered as 'gender blind, negative, neutral and sensitive'; and to also understand if programmatically --or the executive plan of the agreement in this case--, gender is 'informed, responsive and transformative

The response key for the evaluation of the approach and process of each reviewed document is organised in three types of responses: Yes/always, Partially/Sometimes and No/Never to the following defined phases and categories:

- *Analytical framework & phase:*
 - **Gender Blind** refers to a failure to identify or acknowledge gender based difference where it is significant: i.e. Referring to people, vulnerable, poor... almost all the time without distinguishing them by sex or according to the gender construction and distribution of labour within the family and society
 - **Gender Negative** uses gender norms, roles and stereotypes that reinforce gender inequalities
 - **Gender Neutral** refers to Gender norms, roles and relations are not affected (worsened or improved)
 - **Gender Sensitive** addresses gender norms, roles and access to resources in so far as needed to reach project goals
- *The Programmatic Framework & phase:*
 - **Gender-informed^{cxI}** looks at three dimensions: 1) analysis and consultation on gender related issues; 2) aims to narrow gender disparities through addressing gender needs towards realizing gender equality; and 3) monitoring and evaluation of impact on men and women
 - **Gender Responsive^{cxii}**: Creates an environment through site selection, staff selection, program development, content, and material that reflects an

understanding of the realities of the lives of women and girls and that addresses and responds to their strengths and challenges^{cxlii}.

- **Gender Transformative:** Transforming unequal gender relations to promote shared power, control of resources, decision-making, and support for women's empowerment.
- **Fourth Phase of the GAAA: The Fair Trade Principles Check list**

The World Fair Trade Organisation (WFTO) prescribes 10 Principles that Fair Trade Organisations must follow in their day-to-day work and carries out monitoring to ensure these principles are upheld. The 4th tool has been specially created to this exercise to assess to which extent the corpus that has been reviewed and analysed at each phase and with each tool (1, 2 & 3) could be "Fair Trade sensitive" to complete the landscape even if the reviewed and assessed documentation is not of a Fair Trade Organisation.

The levels of the appraisal are the 10 principles themselves to be searched and checked in the selected material particularly in the more specialised documentation, (economic and trade policies) and findings of each phase as it is expected.

Countries and/or organisations that are not members of the WFTO are not committed to its rules, principles or code of conduct and therefore not accountable for their implementation or respect. However the WFTO's Principles could be considered as enough pertinent to be used also as a Gender & Trade check list to assess the Economic and Trade policies and related programmes.

And this is not only because they are stating Fairness in Trade. Indeed the 10 principles are clearly gender sensitive and extol Non-Discrimination, Equity and Women's Economic Empowerment but also women-men **equality** to only quote the right to equal pay for equal work: This tool is proposed and valid only for this exercise

The corpus is the same as for the 1st and 2nd phase revisiting the whole corpus and focusing on the tool 2nd's findings (qualitative content analysis) for a more comprehensive evaluation to define through conclusions the approaches in both situation analysis and programming processes called for a methodological purpose: analytical and programmatic frameworks.

Due to the nature of the documents to be reviewed (contractual and planning/programming) the exercise is conducted as follows:

- Trade Agreements (II.3.1.): Tools 1 and 3:

The GHRT Check list, Qualitative Content Analysis (second tool of the

methodology) is not applied in the case of the trade agreement due to its specificity in relation with the planning process from situation analysis to the M&E.

Following the GHRT Quantitative Content Analysis (first tool used and first phase), the GHRT Continuum will be the second tool used for a deeper and more refined appraisal of the trade agreements.

→ Policies & Strategies: Tools (II.3.2.) 1, 2, 3 and 4

II.3.2. GAAA of the Trade agreements

In this part, are listed for the purpose of their review thanks to the GAAA methodology and tools the bilateral, regional and international agreements directly or indirectly related to trade and access to market at the national, regional or international level

II.3.2.1. First Phase of the GAAA: The Gender, Human Rights & Trade/GRHT tool

a) The corpus

Twelve trade agreements were selected to form the corpus to which the GRHT tool will be applied as herewith listed:

- 1) Free Trade Agreement with the European Union^{cxliii}
- 2) *The Trade and Investment Framework Agreement (TIFA) signed by the United States Trade Representative and the Lebanese Ministry of Economy and Trade December 2006*^{cxliv}
- 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^{cxlv}
- 4) Free Trade Agreement between the European Free Trade Association (EFTA), which includes: The Republic of Iceland; the Principality of Liechtenstein, the Kingdom of Norway, the Swiss Confederation States and the Republic of Lebanon^{cxlvi}
- 5) Agreement Between the Government of Canada and the Government of the Lebanese Republic for the Promotion and Protection of Investments^{cxlvii}
- 6) Agreement Between The Government Of The Republic Of Armenia And The Government Of The Lebanese Republic On The Promotion And Reciprocal Protection Of Investments^{cxlviii}
- 7) Agreement Between The Lebanese Republic And The Republic Of Austria On The Reciprocal Promotion And Protection Of Investments^{cxlix}

- 8) Agreement Between the Kingdom of Bahrain and the Government of the Lebanese Republic for the Promotion and Protection of Investments^{cl}
- 9) Agreement Between The Government Of The Lebanese Republic And The Government Of The Republic Of Belarus On The Promotion And Reciprocal Protection Of Investments^{cli}
- 10) League of Arab States (LAS) 1982. "Unified Agreement for the Investment of Arab Capital in the Arab States"^{clii}
- 11) Agreement On Promotion, Protection And Guarantee Of Investments Among Member States Of The Organisation Of The Islamic Conference (OIC) 1981 ^{cliii}.
- 12) Agreement to Facilitate and Develop Trade Among Arab States (1978), League of Arab States (LAS), General Secretariat, General Department for Economic Affairs, Finance, Trade and Investment Department^{cliv}

b) The findings

The assumption is that the keywords are either in the document or they aren't and for this reason, the easier response would have been to limit the response key to close responses such as " Yes" or "No". However since the exercise is focusing either if the reviewed documents are gender needs or human rights sensitive or not through the use of a number of concepts/words, tools (gaps, data...) or principles (equality, equity, empowerment...) on the basis of that, responses were therefore nuanced/qualified Yes, No or Frequently/To A Certain Extent or Not Specified...

The quantitative content counting and analysis demonstrates a weak mainstreaming of gender and human rights concepts principles as summed up as follows:

Table 5: The GHRT tool (1) quantitative content analysis (II.3.2)

Key word \ Rating	Y	N	P	F	NA	NS
Non-discrimination	4	7	1			
Gender Based Discrimination/against women		12				
Men and Women	1	11				
Women	1	11				
Men		12				
Gender		12				
Equality		12				
Equity		12				

Empowerment		12				
Parity		12				
Inequality		12				
Gap		12				
Human Right	3	9				
Right to Labour		12				
Abuse		12				
Gender Based Violence/Violence Against Women		12				
Sexual Harassment	1	11				
	12	205	1			

Some responses are hereunder described to illustrate the limits of Gender and Human Rights integration or non-integration in the Trade agreements:

- The Trade Agreement with the European Union

The word “no discrimination” is used twice *but does not refer to gender or women and men: ‘No discrimination based on nationality (p.8) ...no discrimination regarding the conditions under which goods are procured (p.9).* In the Chapter 1 dedicated to “Dialogue and Cooperation in the Social field” and its Article 65 related to “Cooperation in Social and Cultural Matters”, there is a reference to “equal treatment of women and men” as regard to the a number of issues: *“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 in Article 2 (p.3) “... 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". The agreement also refers to "Human Trafficking" and "exploitation for sex" in page 14 "*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...*"

- **The Trade and Investment Framework Agreement with the USA (TIFA)**

TIFA is 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. It complements other U.S. Government efforts in Lebanon that focus on economic development, including the Overseas Private Investment Corporation's joint project with Citibank to provide loans to families and businesses and the U.S. Lebanon Partnership Fund led by four American CEOs which will assist with economic growth, job creation, and education^{clv}. Although domestically it promotes the commitment to improve women's ability to access financing and market, it does not implement such commitment within the TIFA agreement. Hence, there is no mention of any of the main gender and human rights sensitive concepts, keywords and/or principles in the document.

- **The Euro-Mediterranean Agreement**

The EM-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^{clvi}. On 13 March 2018, The European Parliament adopted a resolution to better account for gender equality in trade agreements^{clvii}. However, this perspective is not well translated in the trade agreements with Lebanon, as they do not provide any gender consideration or wordings that refer to targeting women in trade agreements.

"Abuse" was used in different agreements, however, not once related to Gender and Human Rights. For example, in the Euro-Mediterranean Agreement, it refers to "... *abuse by one or more undertakings of a dominant position in the territories (p.9)*;

- **The Trade Agreement with the EFTA States**

In its Preamble, the agreement states 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 (P111)... Reaffirming their 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” (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.

As other documents some key words are used out of the gender and human rights context such as “... *abuse by one or more undertakings of a dominant position (p. x)* ”.

- **The Bilateral Investment Treaties**^{clviii}

Lebanon has signed so far 54 bilateral Agreements for the Promotion and Protection of Investments with 50 countries to provide foreign investors with a legal framework whereby the most favorable setting is established. The treaties provide a fair and equitable treatment on a non-discriminatory basis, and a full protection and security of foreign investments in both countries. However, there is no mention of gender equality or Human rights binding in any of the treaties.

- **The Trade Agreement with the Government of Canada**

Reference is made to “ fair and equitable treatment” in accordance with principles of international law and the words “equitable, non-discriminatory” and “good faith applications of its laws” (p.11-12) are the only GHRT related words mentioned, and only one time each without clearing targeting women and men or Gender Equity And Equality.

- **The Trade Agreement with the Government of the Republic of Belarus**

“Non-discrimination” is referred to only in relation to general dispossession, Expropriation, compensation in each of the ‘Promotion and Reciprocal Protection of Investments’ bi-lateral agreement signed.

- **The Trade Agreement with the League of Arab States (1978)**

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

- **The 1982 Trade Agreement with the League of Arab States**

“Without discrimination” is used mainly to refer to “... 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). In 2013, the Agreement was amended to help further boost investment within the region and foster regional economic integration. A technical Workshop was conducted to highlight the key improvements and ratification process. It highlighted the fact that women, as well as youth, are disproportionately represented among the working poor^{clix}.

Table 6: Diagram for the GAA Quantitative Tool

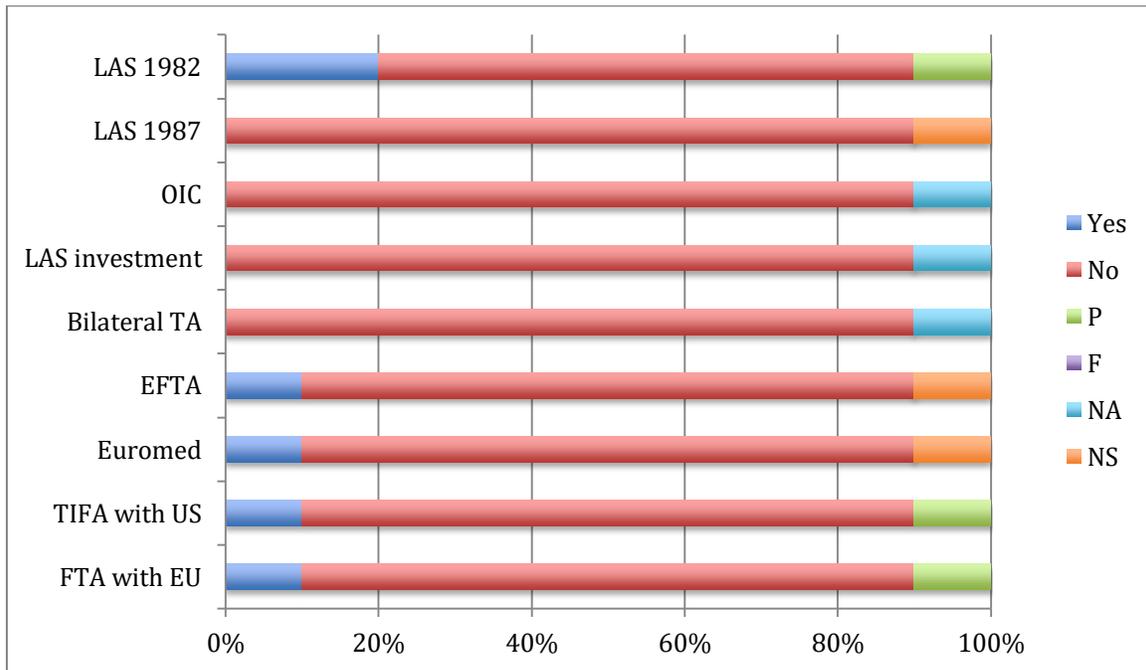


Table 7: The GHRT Qualitative Content Analysis (The Check List)

key words include The trade agreements	Discrimination Non-	GBD /DAW ^{clx}	Men & Women		Men	Female	Gender	Equality	Equity	Empowerment	Parity	Inequality	Gap	Human Rights	Right to Labour	Abuse	GBV / VAW	Sexual
			Women	Men														
1- FTA EU Lebanon 2006	P	N	1	1	N	1	N	N	N	N	N	N	N	3	N	N	N	1
2- TIFA	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
3- Euro-Mediterranean	Y	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	N	N	N
4- Agreement with LAS 1981	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
5- FTA with EFTA 2004	1	N	N	N	N	N	N	1	N	N	N	N	N	3	N	1	N	N
6- Invest with Canada 1999	3	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
7- TA with Armenia 1994	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
8- TA with Austria 2001	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
9- TA with Bahrain 2003	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N

10- TA with Belarus 2001	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
11- Invest Arab Capital 1988	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
12- Invest among OIC 1995	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N

II.3.1.2. Second Phase of the GAAA: The Gender Continuum

a) The corpus

8 from the 12 agreements were audited particularly the results were obvious from the first phase.

b) The findings:

The findings to the application of the Gender Continuum can be summed up as following: Apart from the Trade agreement that Lebanon has signed with the EU, most of the Trade Agreements (TIFA; EFTA; Bi-lateral investment treaties; Investment of Arab Capital among the Arab States; investment among OIC...) can be considered Gender Blind since they do not include any phrase that takes into consideration promoting the role of women to be completely integrated into all trade agreements including access to trade negotiation, senior posts and markets.

Only in the Trade Agreement signed with the EU, there is a mention to “*promoting the role of women in the economic and social development process, particularly through education and the media*”. Yet, it is still limited to ‘Education’ and the ‘media’.

Table 8: The Gender Continuum Tool for the trade agreements (II.3.2)

Approach	Key Response & Score	Yes/ always Y/A	Partially/ Sometimes P/S	No/ Never N
The Analytical Framework				
Gender Blind		11	1	0
Gender Negative		0	0	12
Gender Neutral		12	0	0
Gender Sensitive		11	1	0
The Programmatic Framework				
Gender-informed		0	0	12
Gender Responsive		0	0	12
Gender Transformative		0	0	12

Very few exceptions in some agreements as above detailed (II.3.1.1: Phase 1) which, in limited cases, referred to concepts such as “human rights”, and “women

& men” however even when reviewing it carefully the content of the corpus is not enough significant to be categorised as such even at the preliminary levels of the GRH sensitiveness therefore it is worth to consider that the Trade Agreements signed by Lebanon and its different partners are in the gender blind category. They are purely technical agreements that do not give any consideration to the social and human rights of labour in general, and certainly no consideration is given to gender related issues.

Even in regard to the agreement with the EU, there is practically no gender mainstreaming in the agreements signed with Lebanon. This does not come as a surprise, for it is revealed that Despite the fact that the EU is committed to supporting gender equality, however only 20% of current EU trade agreements mention women's rights in their agreements in general, including the agreement signed with Lebanon. Hence, the commitment to empower women economically, as stated by the Members of the European Parliaments (MEP) that “... All future EU trade agreements must include a dedicated gender chapter...”^{clxi}, is still not reflected in the signed agreement with Lebanon.

II.3.3. GAAA of the Policies and Strategies

The GAAA is also applied to plans, policies, strategies and programs directly or indirectly related to Economic participation as well as to Trade and Equal access of women to the market at national, regional or international level?

II.3.3.1. First Phase of the GAAA: The GHRT quantitative content Analysis tool

a) The corpus

A number of policies and strategies has been selected as a sample to constitute the corpus. They are:

- **Lebanon SME Strategy, A Roadmap to 2020**^{clxii}

This strategy was initiated and developed by the Ministry of Economy and Trade (MoET) with the support of UNDP; to ensure the long term planning and support a key sector of 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*”

- **Lebanon Industry 2025, the integrated vision for Lebanese Industrial Sector**^{clxiii},

As stated in this strategic document, the mission is to conduct the Lebanese industrial sector and contributing to its empowerment, activation, protection and development with the vision of an industry that contributes effectively and consistently to the achievement of sustainable development.

- **Mol Operational Plans (2016 – 2020) of the Ministry of Industry**^{clxiv}

In early March 2016, the Ministry of Industry (MoI) completed the formulation of the Implementation Action Plan (IAP) of its four-year Integrated Vision 2016-2020. This plan included three overall objectives, eight specific targets and thirty five activities set for the MOI and the industrial sector. Activities were based on indicators of success, distribution of responsibilities and costs, if any

- **Ministry of Agriculture Strategy (2015 – 2019)**^{clxv}

The strategy for the years 2015–2019 was formulated by the Ministry of Agriculture (MoA) using a participatory approach in strategic planning under the framework of the EU funded Agriculture and Rural Development Programme (ARDP). The strategy reflects the intention of the *Ministry of Agriculture* to foster the development of the *agricultural* sector, and is a commitment to develop its capabilities in order to strengthen the production and management of Lebanese *agriculture*.

The Ministry of Agriculture (MoA) Strategy 2015-2019 does not provide a specific intervention or section for Rural Women's affairs or gender in its document. Although MoA has a unit responsible for gender policies, NOWARA, yet the roles of the unit falls short in integrating gender into the programmatic framework, and merely respond to meeting gender practical needs of preserving the role of women and not challenging their position in the society. It does however indicate, in the Social Dimension context, the fact that the number of female farmer's holders is only 8.6% (P.13). Furthermore, there are no specific interventions targeting women in the strategy, but rather grouped together with the interventions provided for youth (P.14). There is no reference either to the% of unemployed women in the agriculture sector or to those working in the agriculture informal sector.

- **The United Nations Strategic Framework (UNSF) 2017 – 2020**^{clxvi}

The United Nations Development Assistance Framework (UNDAF) 2010 – 2014 aligned with the Government program for Recovery, Reconstruction and Reform and with the SDGs, outlines 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.

UNSF represents the UN cooperation framework with Lebanon for the period 2017-2020. It replaces the previous United Nations Development Assistance Framework (UNDAF) for Lebanon (2010-2016). Under this framework, the UN supports the Government to harmonize its laws with international standards for gender equality and women's empowerment, including CEDAW. United Nations Country Team/UNCT, with NCLW, promotes gender equality and establishes a gender audit system.

- **Lebanon Economic Vision 2017**^{clxvii}

The 1247 page study was launched in October 2017 upon the approval of the Council of Ministers. It sets a vision for Lebanon's Economy and ways to achieve it. The Vision aims to grow GDP and create jobs through a number of selective sectors. The document refers to 'youth' and more specifically 'rural youth', over ten times, however, it does not refer to 'women' nor 'gender and human rights' related issues. Furthermore and when referring to 'empowerment', it is related to 'empower farmers'.

- **Municipal Finance Studies Program, Final Strategic Framework**^{clxviii}

The Strategy was developed by the Ministry of Interior and Municipalities, First Municipal Infrastructure Project in 2011, to contribute to strengthening municipal government in Lebanon. The document is technical and does not include any gender or human rights related contents. For most parts, the document's language is gender insensitive as there is more emphasis on the male pronoun 'his' and 'him', especially when referring to senior positions, as follow:

"Value of the rental contract or the equivalent rental value in case the owner is the occupant himself;" (p.109); "The accountant cannot himself collect or spend municipal revenues" (p.130); "... the president of the municipal Council himself..." (p.132); "... Entrusted to him and to his power..."(p.140); "...the Administrative District Manager shall be entitled to execute by himself..."(P. 144);

It is only, when there is reference to less senior posts, both pronouns 'him/her' and 'his/her' are used such as: the members responsible of the Executive Authority work; and the Controller General...

b) The Findings

Table 9: The GHRT tool (1), quantitative content analysis (II.3.3)

Key word	Rating	Y	N	P	F	NA	NS
Non-discrimination		1	3	1	--	--	--
Gender Based Discrimination/against women			4	1	--	--	--
Men and Women			4	1	--	--	--
Women		3		2	--	--	--
Men		1	3	1	--	--	--
Gender		1	4		--	--	--
Equality		1	3	1	--	--	--
Equity		1	3	1	--	--	--
Empowerment			4	1	--	--	--
Parity			4	1	--	--	--
Inequality		1	4		--	--	--
Gap			4	1	--	--	--
Human Right			4	1	--	--	--
Right to Labour			4	1	--	--	--
Abuse		--	--	--	--	--	--
Gender Based Violence/Violence Against Women		--	--	--	--	--	--
Sexual harassment		--	--	--	--	--	--
		9	48	13			

The summed up results obtained in assessing the Gender & Human Rights sensitiveness and/or integration in the 5 selected national policies and strategies related directly or indirectly to Trade confirm what was already highlighted by those of the Trade agreements review (II.3.2.1.). The prevalence of the key response “No” could have been due to the nature of the documents as Not Applicable or Not Specified but not always to only quote a sector as the Agriculture sector where women represent an important part of the labour force or some issues that become an area of interest in many labour places including in Lebanon to only quote non-discrimination (1 response) or sexual harassment (0 response).

II.3.3.2. Second Phase of the GAAA: The GHRT qualitative content Analysis tool

a) The corpus

Due to the limited number of reviewed documents, the corpus is not reduced for this tool and the checklist has been applied to the five documents that have been selected for the GHRT tool (1).

b) The Findings

When applied, the check list review covered all parts of each one of the seven documents with the purpose to assess each stage of the planning and/or policy making process from situation analysis to Monitoring & Evaluation. However for some categories and some audited documents as described in the hereunder table 7 (see detailed Table in Annex 5), no response was noted due to the nature of these documents themselves where some of these stages were missed to only quote **as** an example the MoI Operational Plans which consist mainly of a framework of interventions.

Table 10: Diagram of the GHRT checklist tool, qualitative content analysis (The Strategies)

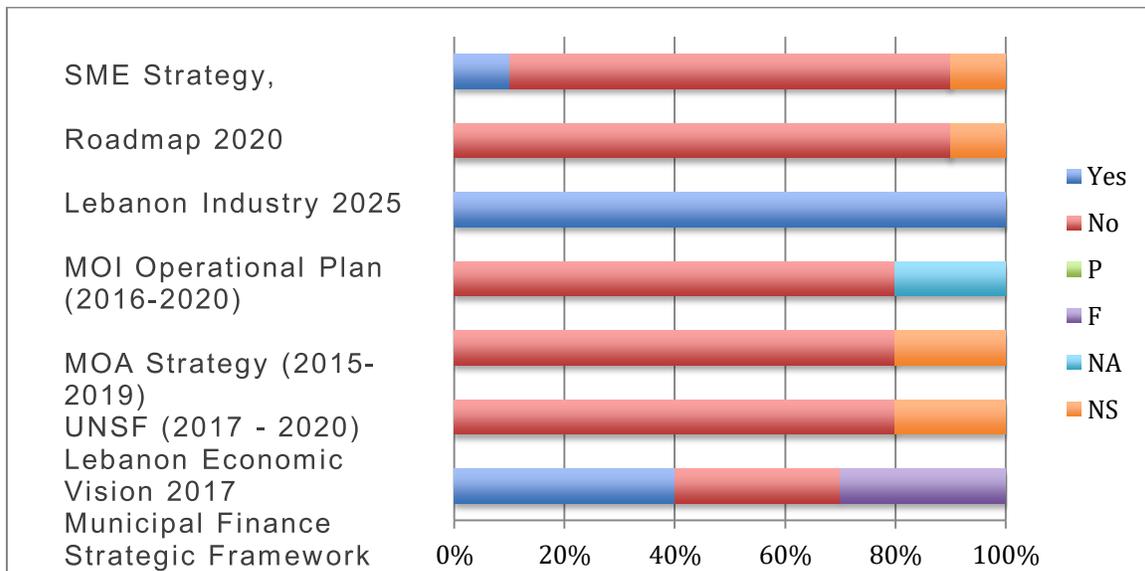


Table 11: The GHRT checklist tool, qualitative content analysis (II.3.3)¹

Programme Background and Analysis					
<i>Data</i>	1	2	3	4	5
	N	P	N	F	Y
<i>Sex/Gender Based Discrimination</i>					
	N	P	P	F	Y
Programme Preparation and Programme Strategies					
<i>Gender Mainstreaming</i>					
	N	N	N	Y	Y
<i>Human Right Based Approach to Programming/HRBAP:</i>					

¹ Annex 5: The full table

	N	N	N	F	Y
Convention on the Elimination of all forms of Discrimination Against Women/CEDAW					
	N	N	N	F	Y
Actions/ Expected Results:					
Planning, Programming & Budgeting					
	-	-	-	-	-
Participation & Empowerment					
	NA	NA	P	P	Y
Monitoring & Evaluation					
Data					
	NS	NS	NS	Y	Y

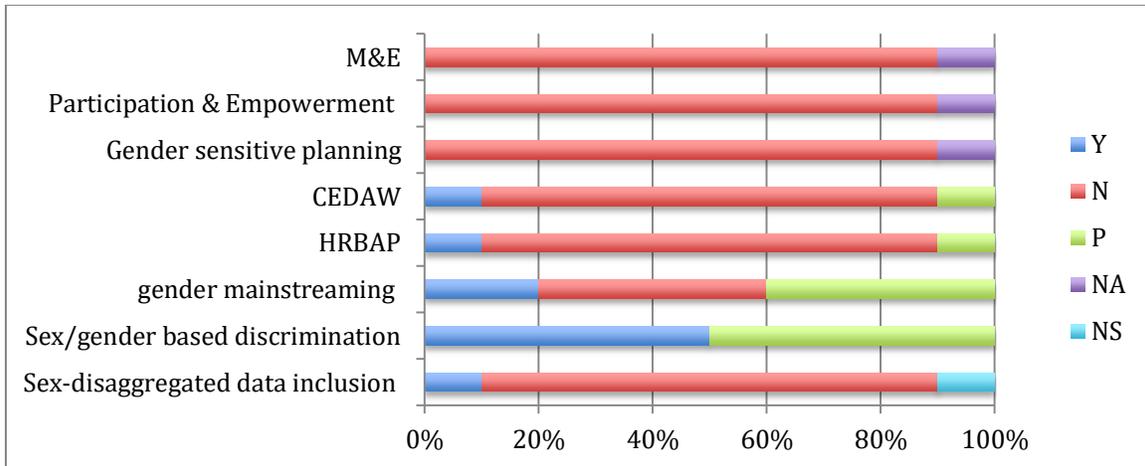
Usually descriptive answers are recommended to be used to facilitate the qualitative analysis and understanding but the technical characteristics of some reviewed documents made the exercise somewhat difficult even if it could not be considered as the only justification.

Some questions are very clear and a clear response is supposed to be expected such as for instance “Is there a special chapter on women and gender equality?” noting that special chapter in the gender mainstreaming approach and since Beijing is supposed to address the special aspects related to women disempowerment, obstacles and gaps and consequently proposed affirmative actions or positive discrimination measures.

According to the results, 1 “No” is being and 2 “Yes” are recorded. The 2 “P” correspond to one short paragraph in a document when the other refers to women empowerment and gender equality as goals.

No differential human resources/gender based analysis was found in any of the reviewed documents and therefore none of them includes sex-disaggregated data, gender gaps and/or related indicators. As a matter of fact, most of the reviewed documents did not plan any intervention for integrating women into the Industrial sectors (e.g. Lebanon Industry 2025, Mol Operational Plans) or the others.

Table 12: Diagram of the GHRT checklist tool, qualitative content analysis (The Strategies)



Findings

According to the seven strategies that were analysed, it could be concluded that only two strategies (SME Strategy Roadman 2020 and UNSF 2017-2020) are gender sensitive as they clearly refer to women’s needs and promote gender equality.

II.3.3.3. Third Phase of the GAAA: The Gender Continuum Tool

a) The corpus

Similar to the results reached in II.3.3.1., and II.3.3.2., The Gender Continuum applied to the selected policies, plans and strategy confirm the previous findings either those concerning the Trade agreements or the quantitative and qualitative content analysis (Tool 1 & Tool 2) being almost gender blind at both analytical and programmatic levels.

b) The Findings

The findings to the application of the Gender Continuum to selected national policies, strategies and plans as summed up in the herewith table:

Table 13: The Gender Continuum Tool (II.3.3)

Approach	Key Response & Score	Yes/ always Y/A	Partially/ Sometimes P/S	No/ Never N
The Analytical Framework				
Gender Blind		1	1	5
Gender Negative		1	0	6
Gender Neutral		3	3	1
Gender Sensitive		0	1	6
The Programmatic Framework				
Gender-informed		0	1	6
Gender Responsive		0	1	6
Gender Transformative		0	1	6

Women and gender concerns are not enough considered or mainstreamed as highlighted in the reviewed, as they should not only because these sectors (SMEs, Industry, and Agriculture) provide employment for a considerable number of women but also because Lebanon is well advanced in terms of women and gender strategies even if related indicators remain low.

None of the Ministries have succeeded in addressing gender analytically or program wise. The MoET SME Strategy (Lebanon roadmap to 2020) is the closest to addressing gender concerns, and therefore can partially be considered as “Gender responsive”, as 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’.

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^{clxix}. Hence, it is recommended that the Economy and Trade related policies and strategies adopt a more gender sensitive approach to their workplans follow up, monitoring & evaluation. This includes first, sectorising the national gender and women strategies & initiatives and second, aligning with the international standards and conventions ratified, by Lebanon especially those aiming achievement of gender equality in decision making and equal participation in all walks of life including ILO Conventions, CEDAW and The Fair Trade Principles.

Findings

Results were obvious from the first and second phase that both the 'Economic and Trade related Strategies' and the 'Trade Agreements – specifically – ' lack the integration of GHRT principles. They are considered, for most part as purely technical and therefore do not include any gender related issues or women's empowerment principles.

There are only two main 'Economic and Trade related strategies' that can be considered as Gender Sensitive Documents: The 'SME Strategy 2020', as it refers in details to the need to establish a 'women friendly environment'; and the 'UNSF 2017-2020' as the document takes into consideration the need to provide support to harmonize Local Laws with international standards for gender equality.

Both the 'Lebanon Industry 2025' and the 'MoI Operational Plan 2016 – 2020' are 'Gender Neutral' documents, since they are mostly technical and does not take any of the GHRT related issues into consideration.

The 'MOA Strategy 2015 – 2019' and the 'Lebanon Economic Vision (LEV) 2017' are 'Gender Blind documents'. Both refer to rural development; however they do not include rural women as a target group. In fact, LEV only refers to 'youth' and 'farmers' empowerment'.

The 'Municipal Finance Strategic Framework' is a 'Gender Negative' document since it contains gender insensitive language, stating 'his' and 'him' when referring to senior posts.

II.3.3.4. Fourth Phase of the GAAA: The Fair Trade Principles Check list

a) The corpus

Fair Trade Lebanon (FTL) is a Non-Governmental Organization (NGO) born in the year of 2006 out of the will of a few Lebanese who wanted to change the livelihoods of disadvantaged rural populations in Lebanon. FTL contributes to the international fair trade networks, especially through its membership to the World Fair Trade Organization (WFTO) in September 2010 (and by extension to the WFTO Africa Middle-East branch). The choice of Fair Trade was based on the desire to create export opportunities for the traditional small producers and food processing cooperatives living in these areas and which includes women. The association has the dual aim of improving the living conditions of rural populations as well as developing foreign exchanges related to Fair Trade in Lebanon.^{cixx}

Given the results of the GAAA exercise applied to both trade agreements and policies/strategies particularly as regard to the poorness not to say the inexistence of Gender and Human Rights integration at all stages of planning process and various

programmes and activities, it was considered unnecessary to apply the Fair Trade Principles Check list.

However since the FTL organisation exists in Lebanon it was decided to seize this opportunity and assess to which extent as a potential actor of change it applies the WFTO principles which are GHR sensitive as above explained.

b) The Findings

In September 2010 that Fair Trade Lebanon (FTL) became the only Lebanese organisation to have taken action to enter the international Fair Trade networks by joining the World Fair Trade Organisation (WFTO). As a platform for the World Federation of Trading Houses Associations/WFTA, the FTL is hence committed to most principles that WFTO prescribed, especially for women, tracked as follows:

Table 14: The Fair Trade Principles Tool for policies (II.3.3)

Principle	Definition	Score
Principle 1:	Opportunities for Economically Disadvantaged Producers	Y
Principle 2:	Transparency and Accountability	Y
Principle 3:	Fair Trading Practices	Y
Principle 4:	Fair Payment	Y
Principle 5:	No Child Labour and Forced Labour	P
Principle 6:	Commitment to Non Discrimination, Gender Equity, Women's Economic Empowerment & Freedom of Association	P
Principle 7:	Good Working Conditions:	P
Principle 8:	Capacity Building	Y
Principle 9:	Promotion of Fair Trade	Y
Principle 10:	Respect the Environment	y

FTL consists of a network of 29 food-processing cooperatives and 11 SME. Out of the 1966 direct beneficiaries, 76% of direct beneficiaries of FTL are women. It produces more than 120 products marketed under the brand "Terroirs du Liban"^{clxxi}. It is one of the solutions to fighting poverty in Lebanon, especially in the poor farming areas of Akkar, Hermel and South of Lebanon, that is isolated from the mainstream economy, is via the introduction of fair trade.

FTL 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 labour) and applying the

principles of Fair Trade (better pay, transparency, pre-financing, long-term partnerships among others)^{clxxii}. Some examples and practices related to its engagement to not only Fair Trade but also GHR Principles and standards such as SDGs are herewith proposed:

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 for producers (**Principle One**).

The Ain Ebel cooperative was the first cooperative with which Fair Trade Lebanon had established a partnership. 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 escalate economic activity within the community^{clxxiii} that is transparent and accountable in management and commercial relations with participation of all stakeholders in decision-making (**Principle Two**).

Hence, it commits to the Social, economic and environmental welfare of producers. FTL will then certify the products and facilitate their marketing. 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% of the GDP and is likely to help other sectors develop and improve^{clxxiv} (**Principle three**).

In 2015, ten Lebanese towns have joined the Fair Trade network^{clxxv} which entails that Fair Trade Lebanon will buy the products of the cooperatives in these towns at prices exceeding cost price by 20 to 30% (**Principle four**).

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 labour) and applying Principle Two: Transparency and Accountability: the principles of Fair Trade (better pay, transparency, pre-financing, long-term partnerships among others)^{clxxvi} (**Principle Five**).

Although to *Principle Six: Commitment to Non Discrimination, Gender Equity and Women's Economic Empowerment, and Freedom of Association*; as there is nothing that states that FTL 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” (**Principle 6**) however since 76% of the beneficiaries are women, FTL should be committed to gender based discrimination and women empowerment.

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 Seven**).

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^{clxxvii} (**Principle Eight**).

It helps fight against the farmers’ poverty and tends to improve their economic and social situation by the establishment of viable commercial systems, according to the "trade, not aid" principle. It takes place through the strengthening of the production units’ capacities and the establishment of new outlets for their products on both, the domestic and foreign markets^{clxxviii} (**Principle Ten**).

Furthermore, and In regards to the trade agreements that Lebanon has signed, the bilateral and FTAs, it is noticed that most of them are purely technical and have not taken the Fair Trade Principles into consideration.

Table 15: The Fair Trade Principles Tool for agreements (II.3.3)

Principle	Definition	Score
Principle 1:	Opportunities for Economically Disadvantaged Producers	NS
Principle 2:	Transparency and Accountability	P
Principle 3:	Fair Trading Practices	NS
Principle 4:	Fair Payment	NS
Principle 5:	No Child Labour and Forced Labour	NS
Principle 6:	Commitment to Non Discrimination, Gender Equity, Women’s Economic Empowerment & Freedom of Association	NS
Principle 7:	Good Working Conditions:	NS
Principle 8:	Capacity Building	P
Principle 9:	Promotion of Fair Trade	NS
Principle 10:	Respect the Environment	NS

II.4 Conclusions

Researches have revealed the different positive relationship between women's involvement in the economy, their contribution to the competitive dynamics of trade, and the growth and development of these countries. Although there is still lack of research on the gender and trade nexus, it is assumed that the same positive relationship can be formed between trade performance and women's overall economic and social empowerment, since trade intensification creates employment that can improve their situation. However the persistence of gender inequalities and gender gaps with regard to the status of women within their communities, access to and control over resources continues to hinder women's opportunities to equally access the different economic sectors.

For, while trade liberalisation does not create structural gender inequalities, the access to rights, legal status of women, and social construction of the society, can – for better or worse –contribute to identifying the impact of trade and economic initiatives on women. When done, it would be necessary then to take the necessary measures to ensure better economic integration of women and create the appropriate conditions to their access to Trade Markets.

The situation analysis and the GAAA exercises utilising various frameworks and tools applied to various documents reached the same conclusions: except the gender and women focused documents, initiatives and mechanisms, none of the National Laws, Trade agreements, economic & trade policies and strategies in Lebanon can be categorised as Gender Sensitive. In fact, they are more gender blind, as they fail to identify and acknowledge gender-based differences and gaps and consequently plan any intervention to address them towards gender equality.

II.5 Specific Recommendations

Lebanese perspectives towards developing its export markets is focused on the importance of public and private sector cooperation, and attracting qualified human capitals, yet without providing any specific procedures to involve or attract businesswomen. Hence, there should be more focus on attracting female talents

- **At the level of women Empowerment**
- Assist the government to take all appropriate measures to ensure that women are advanced in all the economic and trade sectors;
- Support participation and inclusion of women in trade related institutions, e.g. The Export Promotion Council, which is hosted at the Association of Lebanese Industrialists. Fair Trade Lebanon (FTL), in partnership with the Association of Lebanese Industrialists (ALI), will establish an Export Bureau.

- Increase women's representation including through appropriate mechanisms & measures (e.g. quota) in the Trade agreements and policy design as well as negotiations at national, regional and international levels.
- Adopt the Fair Trade Principles at the national level to put women at the heart of trading activities
- **At the level of policies and special measures**
 - When developing economic and trade related policies and agreements, operationalise gender related commitment through systemic and systematic mainstreaming from the very beginning to be also included in all main bodies and action logframe of the treaty, rather than including it as a separate section.
 - In main economic and trade agreements, provide a policy statement on terms and conditions for "mainstreaming gender towards equality" into the agreement.
 - Select and encourage industries to attract female workers, to be the focus for boosting trade exchange when developing and implementing trade agreements;
 - Provide equal opportunities in different activities, including representation, workshops, meetings, and negotiations.
 - The need for structural reforms in rural areas to facilitate trading activities for women (such as schooling for kids, child friendly spaces, easy and safe transportation etc....)
 - The need to reform the Cooperative law to encourage women to join unions and cooperatives as members and in leadership positions
 - Provide socio-economic incentives for women to join and/or create women cooperatives such as the 'Caisse Nationale De La Sécurité Sociale' (CNSS), for creating independency vis-à-vis men for social security
- **At organisational and networking levels**
 - Set up Gender & trade Focal Points/units in related economic governmental and non-governmental organisations, public and private sectors...
 - Support businesswomen organisations and related governmental and non-governmental organisations to negotiate the terms and references for mainstreaming gender in the trade and economy policies and plans, by providing them with the needed information and data.
 - Partner and collaborate with different relative women groups including businesswomen & female entrepreneurs;



- Support establishment of “Gender and trade” related networks, and provide its members with capacity building on the different Gender and Trade nexus.

Part III: Gender and Trade, State of Art

III.1. The achievements

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% of men aged over 15 participate in the labour market, with only 23.3% of women over 15 participate) (BTI 2018 Lebanon), 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 (while it represented 47% in 2015) against 52.6% of men employees. The women's share in the banking sector exceeds the national female employment rate in Lebanon, which is estimated at around 25%^{clxxxix}.

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,... The establishment of the Ministry of State for Women's Affairs is an indicator that women related issues are among the priority of the government's policies.

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.

The number of women in the board of directors, although still low, it is increasing, and women are starting to hold positions, which were previously male dominated, e.g. A female Minister of Finances, and a female president of the Trade committee at the Chamber of Commerce, Industry and Agriculture. Furthermore, women have started to gain international recognition in business.

There are a number of innovative initiatives and services targeting women entrepreneurs, such as the BLC SAL Bank/BLC "We initiative" which led to an increase of the number of loans allocated to women owned small and medium enterprises by 55%; and an Increased number of women-owned deposit accounts by 17%^{clxxx}. 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.

Besides, 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, thanks to the coalition 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).

These are main achievements towards gender equality and for women's economic empowerment, which will eventually lead to accelerated participation of women in the different economic and trade sectors.

III 2. The remaining gaps despite the achievements

On the other hand, several factors have contributed, directly and indirectly, to widening the gender gaps and reinforcing discrimination against women as a whole and in the area of economic participation and empowerment of women with a particular focus on trade. They can be summarized as following:

According to the World Economic Forum 2018, and with a Gender Inequality Index of 0.595 (1 = equality) the country ranks as the world's 9th worst country in terms of gender equality, ranking 140 out of 149 surveyed countries. Although improving, women's participation at decision-making in various fields is still low.

Although women are outnumbering men as under and post graduates, and in several fields, including the ICT sector. However, this is not reflected in the market. For among the 88 software development companies included in the directory, women serve as managers and CEO to only 8 companies^{cxxxix}.

There are shortcomings and conflicting articles in the national legislation and laws. There is also a conflict between national legislations and international agreements signed by Lebanon, as it is not endorsed or implemented, e.g. ILO convention 100 related to equal remuneration for equal work.

There is a misunderstanding of both gender concept considered as meaning only women and gender mainstreaming approach which is viewed work restricted to associations. Many also believe that the integration of the gender perspective is to appoint women in power positions in both private and public spheres and therefore disempowering men.

Very little research has been conducted to understand and include gender needs and concerns into trade policies and agreements. Trade policies are still made on the basis of an assumption that trade liberalisation and related policies are gender neutral. Although the quality of the available research is improving, it is still limited by the lack of sex-segregated statistics and gender analysis across all the relevant issue areas.

The National Employment Office (NEO), the main body that delivers labour market policies, lacks the capacity to carry out labour market research. The lack of official and updated data makes it difficult to analyse the Lebanese socio-economic situation. Due to the lack of data and information, there is also a main challenge to assessing the labour market developments, public and private, formal or informal, in Lebanon. Furthermore, the government adopted sex distribution in the collection and analysis of statistics but it remains descriptive without going in-depth into gender dynamics to explain the assessed gaps and their causality through societal and gender construction, taking into account that most ministries and public agencies continue to overlook the gender dimensions in their work.

Economic related policies and trade agreements do not comply with international gender related conventions and treaties, such as the International Labour Standards and the CEDAW principles for fulfilling women's rights. The agreements are gender blind, failing to take into consideration the different rights of men and women within the socio-economic context.

Gender is not mainstreamed in any of the selected sample of the policies, strategies or workplans produced by ministries directly involved in economic and trade development (Ministries of Economy & Trade, Industry, Investment, Agriculture...).

Gender is not taken into consideration either in economy and trade related institutions and researches. The Association of Lebanese Industrialists (ALI), for example, seeks to create an environment favorable to industrial investment, jobs creation, growth and development however without considering gender lens in its industrial development plans or operations.

Also, the Investment Development Authority of Lebanon (IDAL) that provides, on its website, all information related to investment in Lebanon, fails to offer information on the most promising investment opportunities or potentials for women investors. When presenting the socio-demographics, IDAL failed to provide sex-disaggregated data to only quote the example of the differential sector's impact of socio-economic growth on men versus women,

The Government is committed to achieving the SDGs, and has even developed the Voluntary National Review (VNR) on SDGs in 2018 with commitment on SDG 5 for gender equality and SDG 10 to reduce inequalities but not all economic and trade related institutions are committed to the SDGs and if they are, they do not necessarily commit to SDGs 5 & 10.

For instance, one of the most entities in Lebanon, namely the Investment Development Authority of Lebanon/IDAL which depends from the Presidency of the Council of Ministers is committed to achieving SDGs in Lebanon^{clxxxii}, yet, the Goal 5 devoted to Gender equality and Empowerment of all women is excluded from the SDGs^{clxxxiii} IDAL plans to achieve. Furthermore, there is no mention of integrating gender into any of the IDAL's Axes of interventions to only quote Market intelligence, export promotion, one-stop shop, business support unit, and cluster development.

Furthermore, UNDP implemented a project with IDAL for sustaining and enhancing the institutional capacity of IDAL to fill the shortage in IDAL staff and technical capacity. However, document does not provide any gender component, not even in terms of female human resources development^{clxxxiv}.

III.3. Overall Conclusions:

Trade agreements may provide benefits to people who have the capacity to capitalise on new market opportunities and workers classified as "highly skilled." However, as women in Lebanon are less likely to hold large amounts of capital, are most commonly engaged in the informal sector, and are less likely to have secure land rights, trade agreements have a discriminatory effect on them. Hence, this is a major obstacle that can slow down efforts to reduce the gender gaps, and eliminate discrimination against women in general, and in the area of participation and economic empowerment with a focus on trade.

Governmental institutions and non-governmental organisations can network to overcome barriers and obstacles that hinder women from obtaining equal access to economic and trade related institutions starting from gender mainstreaming in all the economy and trade related policies, strategies and agreements.

There are too many provisions in the FTAs that pose risks to women access and rights to remedy it with a gender equality chapter. Hence, trade agreements must undertake ex-ante and post-ante gender audits, as well as human rights impact assessments, to equally serve women and men and people, at large.

It is assumed that women would be hurt disproportionately if trade liberalisation were to diminish sectors with where women are the majority of employees (e.g. textile and ready-made garment sectors...); the food and beverage sectors.

Impact assessment and commitment to gender equality in trade analysis and negotiations calls for examining gender effects in every single sector of the economy concerned (to include both goods and services), rather than in a few isolated instances, and use sex-disaggregated statistics throughout; promote in depth research on the likely gender effects of changes in public provision of services in particular; ensure that gender experts. A full impact assessment would identify multiple potentially adverse gender and human rights consequences of FTAs, especially on the most vulnerable women categories (i.e. unskilled workers, small entrepreneurs, workers in the informal sector...etc.). However, no generalisation is allowed. Therefore, specific evidence-based measures should be taken to protect women against the negative effects of trade agreement and ensure their equal participation with men.

The Government has ratified a number of international treaties and conventions related to women's economic empowerment and rights. In addressing issues relevant to equality, economic growth, governance and the environment, the SDGs represent an opportunity for the country to develop an ambitious but achievable shared vision of Lebanon, "The Lebanon We Want, for the next fifteen years and beyond". These relevant opportunities have already led to the assessed achievements and may be better used to strengthen the results towards gender equality including in economy and trade. This calls for urgently designing and implementing economic policies to redistribute power, resources and wealth between men and women, and between rich and poor.

Although a large% of women's labour participation is focused in the medium and small enterprises, there is no special emphasis, in policies or agreements, on expanding economic and trade opportunities specifically for small and medium women-owned businesses.

Nothing in the Agreements applies to or restricts measures that a State Party adopts or maintains in its efforts to comply with CEDAW. Therefore, measures taken to comply with the Gender Equality chapter should be excluded from any restriction arising from the agreement and should not be the subject of litigation.

Therefore, if policymakers in Lebanon are able to better understand the gender-related constraints and advantages, then they can better anticipate the results of trade policy changes and work to construct policies and programs that can address the consumption, wage, and employment effects in the country, as these are some of the main issues for eliminating discrimination in any trade agreement.

This can help policymakers reach their goals of promoting gender equity and equality with a positive effect on a successful transition to free trade.

Furthermore, addressing the gender-related issues in trade and economy will contribute to the elimination of barriers to trade, and facilitate investment. This will enhance development and boost trade in the region.

The sex distribution of the labour force across sectors in Lebanon is a useful indicator for policymakers to consider during the implementation of the free trade agreements and bilateral agreements. It is also a main baseline to be used for developing gender sensitive trade agreements and policies.

The complexity of the interconnections between trade policy and trade rules on one hand, and gender equality, on the other hand, needs to be further understood, in order to make the objective of an open and rule-based multilateral trading system consistent with the objective of gender equality as a fundamental human right. Markets alone cannot lead to social, and gender equity in particular. Government policies are needed to address market failures and support the objective of gender equality. In some instances, policy makers need to be aware of the implications that international trade as well as multilateral trade commitments or negotiations may have in this area^{clxxxv}.

When done, an analysis of the potential effects of trade policy on gender equality is important to inform policymakers of anticipated gender related impacts. Trade negotiators should be provided with information on sensitive sectors where trade liberalisation should be expedited, delayed or exempted with a view to enhancing or protecting female employment or female owned enterprises.

III.4. Recommendations

Equality between women and men should be a fundamental principle of the Lebanese overall policy (e.g. Laws, Policies, strategies, programmes...), both in writing and via specific tools and mechanisms for implementation that addresses and eventually eliminates all types of discrimination, including gender related discrimination.

To apply this principle the right questions should be raised to identify the right issues, the only way to propose the right solutions addressing different levels of interventions at (1) macro – policy, (2) meso – institutional and (3) micro – enterprise/work levels.

Macro level intervention: The effort of creating a gender responsive enabling business environment should be systematic and continuous. This should be made in such a way that it is gender responsive. Moreover, laws and regulations should be harmonised and implemented so that women can enjoy the full benefits that laws are supposed to grant, and at the same time, have the chance to participate effectively and effectively in the economy.

Hence, a Macro-level analysis should be included and which involves examining the gender division of the labour force between the different productive sectors (agriculture, industry and services) and in the unpaid reproductive sector.

Key gender equality issues in trade at the macro level include:

- *Is there any vertical or horizontal occupational segregation^{clxxxvi}?*
- *Do trade policies reflect concern with the possible differential impact on gender equality in terms of strengthening or suppressing economic sectors where women or men are predominant?*
- *Are sex-disaggregated data available and used by decision-makers?*
- *Are studies of the gendered impact of economic reforms being conducted?*
- *Are women's organisations and others concerned with gender equality issues involved in trade policy dialogue?*
- *Are new gender equality legislations developed in order to ensure that gender equality principles are being observed with respect to new economic opportunities being introduced?*

Meso level intervention relates to the fact that it is crucial that the leaders and staff members of relevant institutions understand women's role in business and work. They must be responsive to women and men's specific practical and strategic needs. Moreover, knowledge products, highlighting the gender perspective of trade in FTA should be available. These should be applied intelligently to achieve gender fairness and to enhance competitiveness.

Trade and economy related institutions should fully understand women's role in business and work. They should be responsible for highlighting the gender perspective in trade, and especially in FTA.

Targeted women groups that are directly affected by the FTA include: 1) working women in the export oriented factories, 2) Businesswomen and entrepreneurs, and 3) Women in the agriculture production sectors.

Meso-level analysis looks at the institutions that help structure the distribution of resources and activities. Key gender equality issues in trade at the meso level include:

- *Is the existing legislation on equal opportunity employment being implemented at this level?*
- *Is qualitative and quantitative information available on the current position of women and men in the formal and informal economic sectors?*
- *Is qualitative and quantitative information available on the possible impact of trade policies on different stakeholders groups?*
- *Are there ongoing studies to measure the disadvantages linked to women's*

over-representation in the informal sector?

- *Are vocational education or other training programs available or being developed to help mitigate the effects of current occupational segregation and would prepare women and men equally to take advantage of new economic opportunities?*
- *Is there a cross-sectoral, cross-stakeholders dialogue? Are women's and men's voices equally represented?*
- *Are women business owners capable of accessing business associations, equally as men?*
- *Do women reach decision-making posts?, Executive board members*
- *Are women employees capable of joining unions and associations, equally as men? Do they reach leadership roles?*

Micro level intervention takes into consideration that many problems with regard to gender inequality in business and participation in trade agreements are the result of attitudes and stereotypes. Therefore it is important to induce change in the mindset (gender role perception and attitudes towards women's economic participation in general, and at senior level, in specific) by utilizing mass media, granting awards and by involving recognized opinion leaders.

It is also crucial to understand the role of different partners, including business associations, the government and labour unions, for better female intervention in the trade agreement and eventually improved outcomes.

Micro level analysis 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 in the household (Kabeer 2003). Key gender equality issues in trade at the micro level include:

- *Are there female business role models in the society that the community looks up to?*
- *How do men, and women, perceive females in senior posts?*
- *Are there any social related aspects that prevent women in accessing the market?*
- *Are there cost efficient and decent facilities and services that can facilitate women's access to the labour market?*
- *Are sexual harassment complaints at work addressed or ignored?*
- *How are women and men at this level affected as consumers and producers by trade policies?*
- *Is the introduction of cheaper consumer items through trade liberalization undercutting the work of local women producers and traders?*

- *Are resource-poor and time-poor women and men able to avail themselves equally to skills developing opportunities?*
- *Are Workplaces structurally gendered and barrier free (e.g. sufficient lighting, hygienic rooms).*

Meanwhile at this stage and based on the findings of the situation analysis and the GAAA exercise, at least three main recommendations are herewith proposed:

- **Boost Business Women's performance in Trade**

Taking into consideration that trade policies affect men and women differently, as shown in the results related to women's low rates in access to financial, economic and trade related initiatives, there is a need to boost the performance of women in business and consequently cross-border trade.

Since they have been developed, the UN Global Compact's 7 Women's Empowerment Principles/WEP^{clxxxvii} have been adopted by 1,800 business leaders around the world doing so can also be an entry point for workplaces including companies and firms. WEP offer a set of international standards to apply to achieve equality at work, empower women in the workplace, marketplace and community. Subtitled **Equality Means Business**, the Principles emphasize the business case for corporate action to promote gender equality and women's empowerment^{clxxxviii}

- **Gender Mainstreaming in Economic and Trade policies and programmes**

According to the respondents to the survey directed to relevant organisations, 51% of the organisations agree, and 22.7 strongly agree, that the organisations could do much more than what they are currently doing to institutionalise Gender Equity and Equality.

Indeed the Ministry of trade, when structuring trade policies and agreements, must include special emphasis on expanding economic and trade opportunities specifically for small businesses and women-owned.

For the Trade Policies to eventually become more gender responsive, specific attention should be given for women's equal access to: Entrepreneurial Education and Training; Finance and loans; business related Information; local, regional and international Markets; Trade facilitation/Infrastructure; labour unions and employment organisation's membership and leadership positions.

- **Set up of Gender and Trade coordination mechanism/s**

Mere formal commitment and formal structures for gender mainstreaming are not sufficient, and therefore practical action in all relevant areas is needed.

Therefore, in collaboration between Governmental institutions working on women and/or economic sectors (e.g. Ministry of Economy and Trade, Ministry of Industry, Ministry of State for Women's Affairs, Ministry of Finance, National Council for Lebanese Women...) from one part and women and/or economy and trade related Non-government institutions (Chamber of Commerce, Industry and Agriculture; Investment Development Authority of Lebanon, Lebanese League for Women in Business...) from the other part, a gender and trade mechanism (e.g. Commission, Unit...) could be formed with the responsibility of improving and strengthening the development and regular use of gender and trade mainstreaming methods, including the gender budgeting and gender assessment, when drafting legislation, policies, programmes, strategies and projects.

The Government and relevant organisations, such as the trade unions, the employers organisations including the chamber of commerce and industry, should work together to create an enabling environment for women to be able to reach senior and decision making positions at work.

OVERALL CONCLUSION

While business laws in Lebanon are non-discriminatory, 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. Hence, there is a need to change the perception of employers on the balance between women's rights, and their responsibilities in relation to performance and to educate 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 and systemic 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 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. Under 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 in 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^{clxxxix}.

Trade agreements should be also in line with all other related conventions to only quote the ILO’s Fundamental principles and rights at work. In the 1998 Declaration on Fundamental Principles and Rights at Work in which all ILO members reaffirmed their commitment to respect and promote core labour standards, which aim to eliminate all forms of forced or compulsory labour, effectively 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., the resulting job losses in the garment sector that accompanied the phase out of the WTO’s Agreement on Textiles and Clothing).

This also calls for adopting measures in a holistic and systematic manner, to ensure women and men’s participation in all trade related activities including trades negotiations. Furthermore, trade related policies and agreements will 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 economy and trade related policies, strategies and agreements.

Furthermore, the approach must be gender transformative to transform unequal gender relations to promote shared power, control of resources including decision-making, and provide support for women’s empowerment to be able to

enjoy their own legal and human rights and participate equally with men to the development of Lebanon.

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 to and use of economy and trade services such as the financial institutions; 4) Women and men are equally involved in decision-making, with balanced sex ratio at all levels. This is important when appointing working groups for trade negotiations and policy making, project teams, commissions and advisory boards, as well as when organizing events, e.g. when selecting speakers at economic and trade events.

Gender & Trade: Platform of Priority Recommendations

GENDER EQUALITY, HUMAN RIGHTS & DEVELOPMENT		
Recommendations	Terms	Involved Actors/Institutions
<p>1. 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>2. In-depth researches that explore 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 in the household. 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’ organisations, 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>3. 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 would be used to guide the process of mainstreaming gender into all policies and regulations.</p> <p>4. Creating a gender responsive enabling environment for women’s effective and efficient participation in all walks of public life, and examine the gender division in the labour force between the different productive sectors (agriculture, industry and services) and in the unpaid reproductive sector and 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>Bureau of Statistic, Ministry of Economy and Trade (MOET), NCLW, MOSWA,</p> <p>Chamber of Commerce, Industry and Agriculture of Beirut and Mount Lebanon (CCIA-BML), Ministry of Social Affairs (MOSA), NCLW, MOSWA,</p>
<p>5. Government’s leadership and commitment to establish more equal political environment. However, it is to be taken into consideration that is not enough to issue laws obligating the electoral roll to incorporate a fixed gender quota. The law must contain articles</p>	LONG TERM	NCLW, MOSWA, Ministry of Justice, parliament

<p>which make it incumbent for political parties to ensure clearly defined proportions of female representation in legislative and local assemblies</p>		
<p>6. Increase women's presence in their membership base and ensure an effective and balanced gender representation from the bottom (their members) to the top of the associations/organisations including in leadership positions.</p>		<p>CCIA-BML, Labour Unions, Business Associations,</p>
GENRE & TRADE		
<p>1. Developing a modern trade information network for women, at the local and international level, its objective is to provide Lebanese exporters and interested foreign importers with relevant information on Lebanese markets, products and companies,</p>	<p>SHORT TERM</p>	<p>NCLW, MOSWA, CCIA-BML, Labour Unions, Business Associations, MOL</p>
<p>2. Launching support services to small and medium sized enterprises for women, in order to enhance their competitiveness through training, capacity building, and detection of sources of finance,</p>		<p>MOSA, Women economic empowerment NGOs (E.g. Safadi, Majmoua, Social Fund... etc)</p>
<p>3. Full commitment and the adaption of tools to implement article 11 of the CEDAW Convention; and especially paragraph 10... <i>Eliminate occupational segregation; ensure equal opportunities for women and men in the labour market...</i> 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>4. Enhance businesswomen associations, and ensure that businesswomen are represented in all trade related policies and agreements and as members on executive boards.</p>		<p>Business Associations, NCLW, MOSWA, CCIA-BML</p>
<p>5. Full implementation of all laws that achieves equality between a father and a mother in benefiting from family reduction in the income tax, including clear mechanisms set to achieve equal pay for equal work between both genders and adopting strict deterring punishments.</p>	<p>LONG TERM</p>	<p>Macro level involvement (Ministry of Labour, Ministry of Justice, Parliament,</p>

<p>6. The Lebanon customs law, with the different nine provisions, is gender blind. It is recommended if specific attention is given to women entrepreneurs. Likewise, all the trade related laws should include statements that refer to commitment of Women's Rights, and ensure non-discrimination against women, and ensure that the Laws and policies fully comply with international standards and conventions on women's economic and trade rights.</p>		Investment Development Authority of Lebanon,



ANNEXES & APPENDICES

ANNEX 1

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National Council for Lebanese Women (NCLW), Fourth and Fifth Periodic CEDAW Reports

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<http://www.unwomen.org/en/digital-library/publications/2016/3/supporting-womens-empowerment-and-gender-equality-in-fragile-states-lebanon>

USAID, - *Gender Assessment for USAID Lebanon*, 2012

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USAID, *Towards Gender Equality and Female Empowerment in Lebanon*, 2014

http://pdf.usaid.gov/pdf_docs/PA00KGM1.pdf

Wallace, Tina; *Women's work in Lebanon: making the invisible visible*; Collective for Research and Training on Development – Action (CRTD-A), January 2013

Zafir, Tzannatos; *Effects of gender inequality in employment and pay in Jordan, Lebanon and the Occupied Palestinian Territory: three questions answered* - International Labour Office. – Geneva 2016

ANNEX 2

List of documents reviewed in the report

(Laws, policies and strategies and other related reports)

LAWS

The Constitution_Adopted 1926, and amended in 1995

<https://www.wipo.int/edocs/lexdocs/laws/en/lb/lb018en.pdf>

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https://www.constituteproject.org/constitution/Lebanon_2004.pdf?lang=en

Prime Ministry Decree that approved the amendment of articles 3, 5, 6, and 7 of Legislative Law No. 0

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Prime Ministry Decree that approved the amendment of art. 15 of Legislative Law No.3

Personal Status Law

<http://www.legallaw.ul.edu.lb/LawView.aspx?opt=view&LawID=183853>

Women's Rights under Lebanese Personal Status Law (Unequal and Unprotected), 2015 consisting of a review of the different personal status laws

<https://www.hrw.org/ar/report/2015/01/19/287652>

Commercial Law_Legislative Decree No. 304 (24/12/1942)

[http://ar.jurispedia.org/index.php/%D8%A7%D9%84%D9%82%D8%A7%D9%86%D9%88%D9%86_%D8%A7%D9%84%D8%AA%D8%AC%D8%A7%D8%B1%D9%8A_\(lb\)](http://ar.jurispedia.org/index.php/%D8%A7%D9%84%D9%82%D8%A7%D9%86%D9%88%D9%86_%D8%A7%D9%84%D8%AA%D8%AC%D8%A7%D8%B1%D9%8A_(lb))

Labour Law_Legislative Decree No. 304 (1946) 23/9/1946

http://www.labour.gov.lb/layouts/MOL_Application/Cur/%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%20%D8%A7%D9%84%D9%84%D8%A8%D9%86%D8%A7%D9%86%D9%8A.pdf

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<https://www.cnss.gov.lb/index.php/management/lois>

Lebanon Legal Country Profile: CAWTAR

POLICIES AND REPORTS

National Strategy For Women In Lebanon 2011 – 2021 (NCLW), Updated 2017

<http://nclw.org.lb/wp-content/uploads/2017/06/Women-National-Action-Plan-Lebanon-2017-2019-English-Final.pdf>

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https://www.researchgate.net/publication/283327382_Economic_Empowerment_of_Women_in_Lebanon

Lebanon at a glance, IDAL, 2017

<http://investinlebanon.gov.lb/Content/uploads/Publication/171116014646797~Lebanon%20at%20a%20Glance%20Guide%20-%202017.pdf>

Women and Economic Power in Lebanon: The legal framework and challenges to women's economic empowerment; Civil Society Knowledge System, 2010

<http://civilsociety-centre.org/resource/women-and-economic-power-lebanon-legal-framework-and-challenges-womens-economic-empowerment>

Gender Assessment for USAID Lebanon, 2012

http://pdf.usaid.gov/pdf_docs/PA00K9W6.pdf

Towards Gender Equality and Female Empowerment in Lebanon, USAID, 2014

http://pdf.usaid.gov/pdf_docs/PA00KGM1.pdf

Supporting Women's Empowerment and Gender Equality in Fragile States: Research Brief, Lebanon, UN Women, 2015

<http://www.unwomen.org/en/digital-library/publications/2016/3/supporting-womens-empowerment-and-gender-equality-in-fragile-states-lebanon>

Gender Wage Gap in Lebanon: Explorative Analysis Journal of Applied Economics and Business Research, 2015

http://www.aebjournal.org/uploads/6/6/2/2/6622240/1_a_a_gender_wage_gap_in_lebanon-explorative_analysis_hejase_et_al-edit.pdf

Gender Equality and Women's empowerment, K4D, 2017

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Reconstruction and peace in Lebanon Post-war economic policy, Sami Atallah - Lebanese Center for Policy Studies

http://www.c-r.org/downloads/accord24_ReconstructionandPeace.pdf

Women's empowerment and influence, Monica Fong, 2010

http://www.cas.gov.lb/images/PDFs/Gender_statistics/5-Use%20of%20of%20gender%20Statistics%20-%20Women's%20Empowerment%20and%20Influence.pdf

Advancing Women employment in Lebanon - Country Brief, ILO

http://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_438671.pdf

UNDP Gender Strategy – Lebanon, 2016

<http://www.lb.undp.org/content/dam/lebanon/docs/Operations/LegalFramework/UNDP%20Lebanon%20Gender%20Strategy%20-%20FINAL%202016.pdf>

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<https://www.heritage.org/index/country/lebanon>

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<http://datatopics.worldbank.org/gender/country/lebanon>

The Labour Market in Lebanon, CAS, 2011

http://www.cas.gov.lb/images/PDFs/SIF/CAS_Labour_Market_In_Lebanon_SIF1.pdf

Women and Economic Power in Lebanon: The legal framework and challenges to women's economic empowerment CRTDA, 2010

<http://www.crt-da.org.lb/sites/default/files/Women%20in%20the%20Lebanese%20Economy.pdf>

TRADE AGREEMENTS

Trade and Investment Framework Agreement (TIFA)

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

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

Lebanon's Euro-Mediterranean Partnership agreement (Euro-Med partnership)

The republic of Lebanon and the EFTA States, April 2006

<http://ec.europa.eu/world/agreements/downloadFile.do?fullText=yes&treatyTransId=3121>

Free Trade Agreement (FTA)

The republic of Lebanon and the European Free Trade Association (EFTA), June 2004

<http://www.efta.int/sites/default/files/documents/legal-texts/free-trade-relations/lebanon/EFTA-Lebanon%20Free%20Trade%20Agreement.pdf>

Bilateral Agreement between the republic of Lebanon and Egypt, March 1996

<http://investmentpolicyhub.unctad.org/IIA/country/116/treaty/1366>

<http://investmentpolicyhub.unctad.org/Download/TreatyFile/1090>" *Bilateral Agreement between the republic of Lebanon and Jordan Oct. 2002*

<http://investmentpolicyhub.unctad.org/IIA/country/116/treaty/2168>

<http://investmentpolicyhub.unctad.org/Download/TreatyFile/1743>"

Bilateral Agreement between the republic of Lebanon and Morocco, July 1997

<http://investmentpolicyhub.unctad.org/Download/TreatyFile/1889>

<http://investmentpolicyhub.unctad.org/IIA/country/116/treaty/2375>"

Bilateral Agreement between the republic of Lebanon and Tunisia, June 1998

<http://investmentpolicyhub.unctad.org/IIA/country/116/treaty/2389>

<http://investmentpolicyhub.unctad.org/Download/TreatyFile/1900>"

Association agreement between the republic of Lebanon and Turkey, Nov. 2010

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<http://investmentpolicyhub.unctad.org/Download/TreatyFile/1901>

Greater Arab Free Trade Agreement (GAFTA)

Signed with Arab countries including Tunisia, Morocco, Egypt, Iraq, Jordan, Syria, Sudan and the Gulf Cooperation Council states, Feb. 1978. Lebanon is Member of GAFTA"

<http://www.tas.gov.eg/NR/rdonlyres/164E81D4-27BB-4D63-9DA7-33C8A315ACFF/1074/Gafta2.pdf>

http://www.economy.gov.lb/public/uploads/files/3635_6707_7295.pdf

Regional Economic and Trade Association Council, Lebanon, Syria, Jordan, and Turkey, July 2010

<https://www.export.gov/article?id=Lebanon-Trade-Agreements>

ANNEX 3

List of Stakeholders

Launching seminar and other brainstorming meetings with main partners & Pilot rapid assessment (Questionnaires)

Government bodies and public institutions

Ministry of Finance www.finance.gov.lb

Ministry of Economy and Trade www.economy.gov.lb

NCLW - (Economics and Labour Committee at NCLW) <http://nclw.org.lb/en/>

Ministry of Foreign Affairs and Emigrants <http://nclw.org.lb/en/nclw-law/>

National Social Security fund <https://www.cnss.gov.lb/>

Central Bank of Lebanon <http://www.bdl.gov.lb/>

Central Administration of Statistics <http://www.cas.gov.lb/>

Lebanese Associations

The National Federation of Employees' and Workers' Unions in Lebanon (FENASOL)

<https://www.daleel-madani.org/civil-society-directory/fenasol-federation-nationale-des-syndicats-des-ouvriers-et-employes-au-liban/about>

UN Agencies and donors present in Lebanon

International Labour Organisation <http://www.ilo.org.lb/>

UN women <https://womenwatch.unwomen.org/country/lebanon>

Civil Society and NGOs

Lebanese League for women in business <http://www.llwb.org/>

KAFA <http://www.kafa.org.lb/>

Civil Society Knowledge Center <http://civilsociety-centre.org/>

Fair Trade Lebanon <http://www.fairtradelebanon.org/>

Universities

LAU - Institute of Women's Studies in the Arab World <http://iwsaw.lau.edu.lb/>

List of Institutions that have participated to the Pilot Rapid Assessment/PRA
(questionnaires)

Country	Lebanon	Contact details
Governmental Institutions & State Entities	Partners	
	National Commission for Lebanese women NCLW الهيئة الوطنية لشؤون المرأة اللبنانية	Mrs. Chantal Bou Akl: chantal.bouakl@nclw.org.lb Mrs. Martine Najem: martinenajem@hotmail.com
	Office of the Minister of State for women's Affairs مكتب وزير الدولة لشؤون المرأة	Mrs. Nada Makki: nmakki@womenaffairs.gov.lb Mrs. Vicky Kendirjian: vkendirjian@womenaffairs.gov.lb
	Ministries	
	Ministry of Economy and Trade وزارة الاقتصاد والتجارة	Mrs. Sara Al Sidani: ssidani@economy.gov.lb
	Ministry of Agriculture وزارة الزراعة	Mrs. Rola Al Achi: Ralachi@agriculture.gov.lb
	Ministry of Industry وزارة الصناعة	Mrs. Jomana Al Hachim: joumana.el@gmail.com
	Ministry of Social Affairs وزارة الشؤون الاجتماعية	Mrs. Fernand Abo Haidar: fabouhaidar@hotmail.com
	Ministry of Justice وزارة العدل	Mrs. Judge Joelle Fawaz: joellefawwaz70@hotmail.com
	Statistics Institutions	
	Central Administration of Statistics ادارة الإحصاء المركزي	Mrs. Haifa Husseini: haifa.husseini@hotmail.com
Professional National Organisations / Associations	Professional Organisations / Associations	
	Lebanese League for women in business الرابطة اللبنانية لسيدات العمل	Mrs. Asmahan El Zein: program.manager@llwb.org Mrs. Lara Fakhereddine: lara.fakhereddine@hotmail.com
	Al Majmoua المجموعة	Mrs. Alia Farhat: alia@almajmoua.org
	Association of Lebanese Industrialists جمعية الصناعيين اللبنانيين	Mrs. Hiba Chami: hiba.chami@hotmail.com ; Ali@ali.org.lb
Arab NGO Network for Development (ANND) شبكة	Serena Abi Khalil: serena.abikhalil@annd.org	

	المنظمات العربية غير الحكومية للتنمية	
	SAWA Group Association جمعية مجموعة سوا	Tarek Abtar: Tarek.abtar@sawagroup.org
	America-Mideast Educational and Training Services (AMIDEAST) أمديست	Mirna Shidrawi: mshidrawi@AMIDEAST.ORG
	Makhzoumi Foundation مؤسسة مخزومي	Vartkes Keutelian: v.keutelian@makhzoumifoundation.org
	Lebanese Democratic Women's Gathering (RDFL) التجمع النسائي الديمقراطي اللبناني	Lama El-Awad: beirut@rdflwomen.org
	Safadi Foundation مؤسسة الصفدي	Vanessa Yakan: vanessa.yakan@safadi-foundation.org
International / Regional Organisations & Donors	International and Regional Organisations	
	Delegation of the European Union to Lebanon بعثة الاتحاد الأوروبي لدى الجمهورية اللبنانية	Mrs. Roula Abbas: Roula.ABBAS@eeas.europa.eu
	Food and Agriculture Organisation of The United Nations (FAO) منظمة الأغذية والزراعة للأمم المتحدة	Marie-Louise Hayek: MarieLouise.Hayek@fao.org
	Danish Refugee Council (DRC) المجلس الدنماركي للاجئين	Maya Boulos: maya.boulos@driclebanon.dk
	International Rescue Committee (IRC) لجنة الإنقاذ الدولية	Petronille Geara: petronille.geara@rescue.org
	Agency for Technical Cooperation and Development (ACTED) وكالة التعاون الفني والتنمية	Johanna PUHAKKA: johanna.puhakka@acted.org

ANNEX 5

The GHRT checklist tool, qualitative content analysis (II.3.3)

Programme Background and Analysis					
<i>Does the project include Gender quantitative and qualitative analysis and/or consultation on gender and Human Rights related issues?</i>					
Data	1	2	3	4	5
Sex-Disaggregated Data inclusion throughout	P	N	N	N	N
Sex-Disaggregated Language utilisation	N	P	P	F	
Baseline on women's and girls' rights and gender equality gaps disaggregated by sex, and gender analysis	N	N	N	F	Y
Gender analysis focusing poor, and/or vulnerable groups	N	P	N	F	Y
Gender analysis focusing poor, and/or vulnerable groups	P	P	P	F	Y
Assessing and improving national capacity for data collection	N	F	N	F	Y
Sex- Gender-Disaggregated analysis facilitated	N	N	N	F	Y
Sex/Gender Based Discrimination					
Consideration of biological differences in each stage of women & men life cycle	N	N	N	F	Y
Gender discrimination identified as an issue	N	P	F	F	Y
Focus on women go beyond their role as mothers	Y	P	Y	Y	Y
Special chapter on women and gender equality	N	Y	P	P	Y
Gender gaps reduction part of the program focus	N	P	P	Y	Y
Programme Preparation and Programme Strategies					
<i>Does the project utilize Gender Mainstreaming and Human Rights Based Approach to programming as methods, tools/instruments and principles... ?</i>					
Gender Mainstreaming					
Reference to Gender Mainstreaming as a strategy	P	P	N	Y	Y
Reference to GEEEW principles	N	N	Y	Y	Y
Reference to Gender Mainstreaming as part of HRBAP	N	N	N	Y	Y
Gender Equality specific objectives	N	N	N	Y	Y
Gender Mainstreaming operationalising tools	N	N	P	F	Y
Gender training for Partners	NA	NA	NA	NS	NS
Human Right Based Approach to Programming/HRBAP:					
Economic & Trade aspects analysed in National legislation and International Treaties.	N	N	N	F	Y

Key challenges recognised as human rights issues	N	N	N	F	Y
Use of human rights language	N	N	N	F	Y
Focus on key human rights principles	N	N	N	F	Y
Reference to Human rights standards and principles	N	N	N	F	Y
Application of the HRBAP	N	N	N	F	Y
Incorporation of women's rights & gender equality in HRBAP	N	N	N	F	Y
Consultation of women & men about gender equality considerations	N	N	N	F	Y

Convention on the Elimination of all forms of Discrimination Against Women/CEDAW

Reference to CEDAW in institutions/organisation's work	N	N	N	F	Y
Reference/support to the CEDAW national reporting of	N	N	N	F	Y
Utilisation of CEDAW committee concluding observations	N	N	N	F	Y

Actions/ Expected Results:

Is the project /document expected to narrow gender disparities, including through specific actions to address the distinct gender needs (males/females) and/or to have a positive impact on gender equality ?

Planning, Programming & Budgeting

Target group/s	--	--	--	--	--
Gender analysis throughout the strategy and activities?	--	--	--	--	--
Do the programme/project strategies build on (and strengthen) the government's existing commitment to the advancement of gender equality and women's human rights?	--	--	--	--	--
Gender-sensitiveness of outcomes/outputs and activities	--	--	--	--	--
Budget impact on women rights of and/or gender equality	--	--	--	--	--
Does the programme/project include the collection and use of sex-disaggregated data?	--	--	--	--	--

Participation & Empowerment

Consultation of women about the "problem" or the "solution"	NS	NS	NS	NS	NS
Involvement of men in gender equality work	NA	NA	NA	P	Y
Challenge of the existing gender roles/relations/ opportunities	NA	NA	P	P	Y
Long-term impact on women's increased empowerment	NA	NA	P	F	Y

MONITORING & EVALUATION

Does the Project Document include mechanisms to monitor impact on men and women, boys and girls through achieving Gender Equality and enjoyment of their Human rights?

Data					
Use of gender-sensitive indicators to M&E progress	NS	NS	NS	Y	Y
Use of Human Rights -sensitive indicators to M&E progress	NS	NS	NS	Y	Y
Monitoring tools assess differential impact on women & men	NS	NS	NS	Y	Y
M&E assess the changes on women & men relationships	NS	NS	NS	Y	Y
Impact on women's HR and Gender Equality achievement	NS	NS	NS	Y	Y

ⁱ <http://www.worldometers.info/world-population/lebanon-population/>

ⁱⁱ Global Gender Gap Report, World Economic Forum, 2018

ⁱⁱⁱ <https://fanack.com/lebanon/governance-and-politics-of-lebanon/>

^{iv} Ibid

^v Each religious community has an allotted number of seats. In addition, all candidates in a particular constituency, regardless of religion, must receive a plurality of the total vote. The parliament elects one of its members as speaker for the same term but this, unlike the presidency, can be renewed. The constitution states that the speaker must be a Shia Muslim. While, The constitution states that the prime minister must be a Sunni Muslim.

^{vi} <https://fanack.com/lebanon/governance-and-politics-of-lebanon/>

^{vii} The muhafazat are: Beirut (administrative centre: Beirut), North Lebanon (Tripoli or Tarabulus), Mount Lebanon (Baabda), Beqaa (Zahle), South Lebanon (Sidon or Saida), and Nabatieh (Nabatieh). Local communities or municipalities can vary from villages with 300 inhabitants to cities of half a million inhabitants.

^{viii} IDAL Invest in Lebanon,

https://investinlebanon.gov.lb/en/lebanon_at_a_glance/foreign_direct_investments/fdi_data

^{ix} <https://tradingeconomics.com/lebanon/gdp-growth-annual>

Due to the Israeli occupation and civil wars, the government had to pledge most of its resources towards constant reconstruction efforts, causing a high level of public debt. As a result, Lebanon depends on foreign aid in order to undergo reforms and strengthen the economy. Despite being a relatively free economy, foreign direct investments are hampered by bureaucracy, corruption and high taxes. The civil war in Syria, which started in 2011, has been slowly destabilizing Lebanon, resulting in decreasing foreign direct investments and a significant reduction in tourism.

^x Lebanon Voluntary National Review of Sustainable Development Goals, 2018

^{xi} <http://www.executive-magazine.com/economics-policy/where-do-we-go-now>

^{xii} The Index of Economic Freedom (<https://www.heritage.org/index/>) has measured the impact of liberty and free markets around the globe for 25 years.

^{xiii} The Index of Economic Freedom (IFC) shows that most of the 15 MENA countries graded are “moderately free” or “mostly unfree”, with Iran and Algeria being repressed. Yemen, Egypt, Tunisia and Lebanon are classified as “mostly unfree” while Morocco, Saudi Arabia, Kuwait, Oman and Jordan are classified as “moderately free”. By contrast, Bahrain, United Arab Emirates and Qatar are “mostly free”. Lebanon’s economic freedom score is 51.1, making its economy the 154th freest in the 2019 Index. Its overall score has decreased by 2.1 points, with declines in scores for judicial effectiveness, trade freedom, and investment freedom far outweighing a modest improvement in labour freedom. Lebanon is ranked 12th among 14 countries in MENA region, and its overall score is below the regional and world averages (<https://www.heritage.org/index/country/lebanon>).

^{xiv} Karam, Fida and Chahir Zaki (Oct. 2017); Why Don't Mena Countries Trade More? The Curse Of Bad Institutions – Economic Research Forum, Working Paper Series No. 1148

^{xv} Lebanon GDP, Gross Domestic Product 2017, <https://countryeconomy.com/gdp/lebanon>

^{xvi} Lebanon Gross domestic product in current prices; World Data Atlas; <https://knoema.com/atlas/Lebanon/GDP>

^{xvii} CAWTAR/ OXFAM 2013

- ^{xviii} Gender norms, roles and relations are not affected, neither worsened or improved. In the view of most trade policymakers, in the region, macroeconomics is all about aggregates, and both policy objectives (e.g. price stability, employment generation, growth and external balance) and traditional macroeconomics policy instruments (e.g. fiscal and exchange rate policies) are gender neutral.
- ^{xix} More & Better Jobs for Women - An Action Guide (ILO, 1996, 212 p.)
- ^{xx} CAWTAR/ OXFAM 2013
- ^{xxi} Arab Women Legislations p.33 - e.g. providing for equality between men and women in public duties and payment of taxes, and approving gender quota in municipal councils' membership only
- ^{xxii} Source: World Economic Forum. 2018 : <http://reports.weforum.org/global-gender-gap-report-2018/data-explorer/#economy=LBN>
- ^{xxiii} Bertelsmann Stiftung's Transformation Index (BTI) Lebanon 2018, <https://www.bti-project.org/en/reports/country-reports/detail/itc/LBN/>, and <http://hdr.undp.org/en/composite/GII#a>
- ^{xxiv} <http://uis.unesco.org/country/LB> - 2017
- ^{xxv} <http://hdr.undp.org/en/composite/GII#a>
- ^{xxvi} 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__
- ^{xxvii} Analysis of Lebanon's Education Sector (June 2014), BankMed - Market & Economic Research Division, Special Report
- ^{xxviii} LEBANON, Promotion of the private sector at the expense of obstructing sustainable development; spotlights on countries - Arab NGO Network for Development (ANND)
- ^{xxix} Avis, William Robert (16 August 2017), Gender equality and women's empowerment in Lebanon – Knowledge, evidence and learning for Development (K4)
- ^{xxx} <http://www.dailystar.com.lb/News/Lebanon-Elections/2018/May-09/448633-lebanon-elects-six-women-to-parliament.ashx>
- ^{xxxi} https://sustainabledevelopment.un.org/content/documents/19484Lebanon_VNR_2018.pdf
- ^{xxxii} European Training Foundation, 2017 - https://www.etf.europa.eu/sites/default/files/m/A5C1FD46A96C7D58C12580E600517539_Lebanon%202016.pdf
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- ^{xxxiv} Global Gender Gap Report, World Economic Forum, 2018
- ^{xxxv} Arab Women and Legislation, CAWTAR, P.122
- ^{xxxvi} Lebanon Country Profile 2013 (WB/EBRD)
- ^{xxxvii} IFC ; Increasing Access to Finance for Women Entrepreneurs in Lebanon; International Finance Corporation, World Bank Group
- ^{xxxviii} OECD (2013) Exploring bank financing for women entrepreneurs in the MENA region, A preliminary analysis of survey data on the financing practices of MENA banks - OECD-MENA Women's Business Forum
- ^{xxxix} Global Entrepreneurship monitor, 2016-2017, table 8, p 120
- ^{xl} OECD (2014). Women in Business 2014: Accelerating Entrepreneurship in Middle East and North Africa Region. Retrieved from: [http:// dx.doi.org/10.1787/9789264213944-en](http://dx.doi.org/10.1787/9789264213944-en)
- ^{xli} Based on the conclusion from the Participants in the WBF "Conference on Enhancing the Business Enabling Environment for Women in Arab Economies" held in Beirut (Lebanon) in November 2010
- ^{xlii} Gender and business performance - Danielle Khalife*, Amani Chalouhi Holy Spirit University of Kaslik (USEK), Kaslik, Jounieh, 446, Lebanon
- ^{xliii} UNDP *National Human Development Report: Toward a Citizen's State*. Beirut: 2008-2009
- ^{xliv} 'Beirut Communique' for the First High-Level Mashreq Conference on Women's Economic Empowerment, Jan 19, 2019; The World Bank - <https://www.worldbank.org/en/news/press-release/2019/01/19/beirut-communicue>
- ^{xlv} CAWTAR, AF+GFUND, UNDP, UNWOMEN, Lebanon Legal Country Profile, 2016 updated
- ^{xlvi} <http://www.legallaw.ul.edu.lb/LawView.aspx?opt=view&LawID=183853>
- ^{xlvii} <http://www.wipo.int/edocs/lexdocs/laws/en/lb/lb018en.pdf>
- ^{xlviii} https://www.constituteproject.org/constitution/Lebanon_2004?lang=en
- ^{xlix} Women, Business & Law 2018 – The World Bank
- ^l Idem P.49,
- ⁱ http://www.labour.gov.lb/_layouts/MOL_Application/Cur/الععمل%20قانون.pdf
- ⁱⁱ J. Iqbal Murad Doughan, Working Women in Lebanon, Translated by Ahmad Ghaddar, Al-Raida, Volume XXIII, Nos. 111-112, Fall/Winter 2005-2006, pp.54-55.
- ⁱⁱⁱ Laure Moghaizel, Houqouq al-Mar'a al-Insan fi Loubnan fi Daou' Ittifaqiyyat al-Qada` 'ala Jami' Ashkal Attamyeez Ded al-Mar'a (Al-Lajna al-Wataniyya Li Shou'oun al-Mar'a) [Women's Human Rights in Lebanon in Light of CEDAW] (Beirut: Mou'assasat Joseph wa Laure Moghaizel, 2000).
- ⁱⁱⁱⁱ UNDP, Lebanon National Human Development Report, p.60
- ^{lv} Examining Sexual Harassment Draft Laws in Lebanon: Women's Equal Right to Public Space; AUB Policy Institute; January 2018
- ^{lv} National Commission for Lebanese Women, Annual Report 2015 & Annual Report 2016
- ^{lvi} <https://www.cnss.gov.lb/index.php/management/lois>

- ^{lvii} Social security in Lebanon covers: sickness, maternity, emergency at work, occupational diseases, family benefits system and the end of service indemnity in the formal sector. The employer shall commit to guarantee the social rights related to work in the private sector.
- ^{lviii} Taxation Schemes in Lebanon, Investment Development Authority of Lebanon (IDAL)
- ^{lix} CAWTAR/OXFAM 2013
- ^{lx} Hammoud, May (Sep. 2014); Legal and Contextual Research on Women Economic Empowerment in Lebanon – Search for Common Ground
- ^{lxi} <http://www.cfuwi.org>
- ^{lxii} 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.
- ^{lxiii} Salameh, Riwa (Sep. 2014), Gender politics in Lebanon and the limits of legal reformism – Civil Society Knowledge Center
- ^{lxiv} 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 »
- ^{lxv} ILO, "Ratifications of the Fundamental Human Rights Conventions by Country," <http://www.ilo.org/ilolex/english/docs/declworld.htm>.
- ^{lxvi} The associations include: Committee for the Follow-Up on Women's Issues (CFUWI); Lebanese Council of Women; Lebanese Women Network: includes 13 associations involved in the progress of women; Lebanese Democratic Women Gathering; League for Lebanese Women's Rights ; ABAAD; Dar al-Amal; Working Women League in Lebanon; Lebanese Council to Resist Violence Against Women; Kafa Organization ("Enough" violence and Exploitation); Collective for Research & Training on Development-Action (CRTDA); National Gathering for Elimination of Discrimination against Women
- ^{lxvii} 4th Shadow Report on CEDAW; Progress Made in the Implementation of the Convention on the Elimination of all Forms of Discrimination Against Women; Committee for the Follow-Up on Women's Issues – Supported by UNDP and Friedrich-Ebert-Stiftung/Lebanon Country Office-2013
- ^{lxviii} Women's Rights in NAP for Human Rights in Lebanon (2014 – 2019)
- ^{lxix} The Third Lebanese Shadow Report on the UN Convention on the Elimination of All Forms of Discrimination Against Women – prepares by the Committee for the Follow-Up on Women's Issues Supported by UNICEF/Beirut Office, December 2007
- ^{lxx} <http://www.un.org.lb/english/sdgs-in-lebanon>
- ^{lxxi} <http://www.databank.com.lb/docs/Code%20of%20Commerce.pdf>
- ^{lxxii} http://www.investinlebanon.gov.lb/Content/uploads/IDAL_-_Law_360.pdf
- ^{lxxiii} Legislative decree No. 120, dated September 16, 1983 (official gazette issue No. 45). Amended by virtue of decree No. 4729 dated 30/3/1988 And by Law No. 418 dated 15/5/1995 (Regulating the Beirut Stock Exchange)
- ^{lxxiv} <http://www.bse.com.lb/LawsRegulations/Bylaws/tabid/79/Default.aspx>
- ^{lxxv} <http://www.finance.gov.lb/ar-lb/Taxation>
- ^{lxxvi} <http://nclw.org.lb/en/portfolio/income-tax-law-article-31/>
- ^{lxxvii} ANND (July 2017), Repercussions of Tax Policies in the Arab Region; Policy Briefs – Arab NGO Network for Development (ANND)
- ^{lxxviii} 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).
- ^{lxxix} *Pink tax* refers to the invisible cost that women pay for products designed and marketed specifically to them.
- ^{lxxx} On the other hand, article 31 of the 1959 Tax Law states that a married man is entitled to tax deductions for his dependent wife and no more than five children, whereas a married woman can do so only if she can prove that she is the head of the household. Also, articles 625-622 of the Trade Law impose restrictions on the wife's property in the event of her husband's bankruptcy, but the reverse is incorrect.
- ^{lxxxi} Ministry of Economy and Trade, 'Response of Ministry of Economy and Trade on SDGs', January 2018
- ^{lxxxii} WTO (13 November 2012); Trade Policy Review, Report by the United States; World Trade Organization
- ^{lxxxiii} International Trade Center - <http://www.intracen.org/country/lebanon/>
- ^{lxxxiv} Bureau Of Economic And Business Affairs; 2017 Investment Climate Statements; <https://www.state.gov/e/eb/rls/othr/ics/2017/nea/269988.htm>
- ^{lxxxv} <https://www.export.gov/article?id=Lebanon-Trade-Agreements> and <http://investmentpolicyhub.unctad.org/IIA/CountryBits/116>
- ^{lxxxvi} World Bank (2009) The Environment for Women's Entrepreneurship in the Middle East and North Africa Region

^{lxxxvii} Buenos Aires Declaration on Women and Trade outlines actions to empower women by ITC News, 13 Dec. 2017 <http://www.intracen.org/Buenos-Aires-Declaration-on-Women-and-Trade-outlines-actions-to-empower-women/>

^{lxxxviii} <https://nclw.org.lb/wp-content/uploads/2017/06/Women-National-Action-Plan-Lebanon-2017-2019-English-Final.pdf>

^{lxxxix} <https://nclw.org.lb/wp-content/uploads/2017/06/Women-National-Action-Plan-Lebanon-2017-2019-English-Final.pdf>

^{xc} <https://nclw.org.lb/wp-content/uploads/2017/06/Women-National-Action-Plan-Lebanon-2017-2019-English-Final.pdf>

^{xc} <http://nclw-applications.com/pdf/National%20Strategie.pdf>

^{xcii} https://www.ohchr.org/Documents/Issues/NHRA/Lebanon_en.pdf

^{xciii} It is worth mentioning that the Human Rights of Women is identified as: The equal rights and inherent human dignity of women and men and other purposes and principles enshrined in the charter of the united nations, to the universal declaration of human rights and other international human rights instruments, in particular the convention on the elimination of all forms of discrimination against women and the convention on the rights of the child, as well as the declaration on the elimination of violence against women and the declaration on the right to development". (Beijing platform for action, para 8).

^{xciv} <http://www.lb.undp.org/content/dam/lebanon/docs/Governance/Publications/NHRAP%20Eng.pdf>

^{xcv} 1. The independence of the judiciary 2. The principles of investigation and detention 3. Torture and inhuman treatment. 4. Forced disappearance 5. Prisons and detention facilities 6. Death penalty 7. Freedom of expression, opinion and the media 8. The freedom of association 9. Protection from interference with the right to privacy and prohibition of wire tapping 10. The right to work and social security 11. The right to health 12. The right to education 13. The right to housing 14. The Right to culture 15. The right to a healthy environment 16. Women's rights 17. Children's rights 18. The rights of persons with disabilities 19. The rights of migrant workers 20. The social and economic rights of non-Palestinian refugees 21. The social and economic rights of Palestinian refugees

^{xcvi} http://www.lb.undp.org/content/lebanon/en/home/library/democratic_governance/national-human-rights-action-plan--2014-2019--.html

^{xcvii} <http://nclw.org.lb/en/mission-and-vision-2/>

^{xcviii} "Gender Equity and empowerment of Women in Lebanon" EU-funded project celebrates achievements at closing event Lebanon, 03/03/2017

[https://eeas.europa.eu/delegations/lebanon_tk/26698/%22Gender%20Equity%20and%20empowerment%20of%20Women%20in%20Lebanon"%20EU-funded%20project%20celebrates%20achievements%20at%20closing%20event](https://eeas.europa.eu/delegations/lebanon_tk/26698/%22Gender%20Equity%20and%20empowerment%20of%20Women%20in%20Lebanon)

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

^c National Commission for Lebanese Women, Annual Report 2016

^{ci} The program to establish the National Observatory for Women in Agriculture and Rural Areas (NOWARA) was initiated in 2007 in the framework of TerCom Project "Activation of mechanisms to sustain rural territories and communities in Lebanon", financed by the Italian Ministry of Foreign Affairs/DGCS and implemented by CIHEAM-IAMBarì in collaboration with the Lebanese Ministry of Agriculture and the Lebanese CNRS, with the technical support of ONILFA (National Observatory for Female Enterprise and Labour in Agriculture) of the Italian Ministry of Agriculture (MIPAF). Hence, the project's approach to gender equality, the expected changes in the lives of women to whom the project contributed, the availability of gender disaggregated data, and the allocation of gender equity resources were evaluated.

^{cii} <http://www.nowara.org>

^{ciii} Women's Rights in NAP for Human Rights in Lebanon (2014 – 2019)

^{civ} Lebanon Business and Professional Women's Club to promote economic role of women (19-10-2016); <http://www.weeportal-lb.org/news/lebanon-business-and-professional-women's-club-promote-economic-role-women>

^{cv} SME Guidebook, What's in Lebanon for SMEs?

https://www.economy.gov.lb/public/uploads/files/8397_5404_6909.pdf

^{cvi} http://investinlebanon.gov.lb/en/about_us

^{cvi} Women's Rights in NAP for Human Rights in Lebanon (2014 – 2019)

^{cviii} 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.

^{cix} Madiha Rislán, president, Isabel Mansur, vice-president, Rindala Qassem, general secretary, Zeina Zeidan, secretary, and Joumana Tal7huk, Ray Bassil, Lamiss Juju, Mireille Karab, Nermin Mufti, Ingrid Raad, Rania Tabara and Susan Tal7huk board members.

^{cx} Launch of women leaders council of Lebanon, Al Mustaqbal, Al Diyar, January 25, 2018; <http://www.weeportal-lb.org/news/launch-women-leaders-council-lebanon>; and <http://www.ccib.org.lb/en/?p=news&id=534>

^{cx} <http://www.ndu.edu.lb/Library/Files/laborlaw.pdf>

- cxii 2 draft bills were presented one to the council of ministers by the office of minister for women's affairs (2018) and the second by MP Ghassan Moukheiber (2017).
- cxiii http://www.customs.gov.lb/customs/laws_regulations/Customs_law.asp
- cxiv Adopted from 'France Presents Tool to Measure Gender Pay Gap in Companies', Nov. 27, 2018
<https://www.jdsupra.com/legalnews/france-presents-tool-to-measure-gender-41218/>
- cxv Ibid.
- cxvi Ibid.
- cxvii <https://www.pwc.com/m1/en/tax/documents/doing-business-guides/doing-business-guide-lebanon.pdf>
- cxviii GGGR/WEF 2018
- cxix Not Available
- cxx Not Accessible
- cxxi <https://www.ccib.org.lb/en/?p=post&id=5>
- cxvii <http://www.weeportal-lb.org/news/arab-women-trade-unions-lebanon-women-constitute-only-2trade-union-leadership-newspapers>
- cxviii Global Gender Gap Report, World Economic Forum, 2018
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- cxvi Global Gender Gap Report, World Economic Forum, 2018
- cxvii IM Capital, The First Lebanese Women Angel Fund (LWAF) is Up and Running - http://www.im-capital.com/first-women-angel-group-lebanese-women-angel-fund-running/#_ftn1
- cxviii First country report carried out under the project on "Promoting Competitiveness in Micro and Small Enterprises". The research has been produced with the financial contributions of the Arab Fund for Economic and Social Development (AFESD), the European Union (EU) through the FEMISE program, and the International Development Research Center, Canada (IDRC). Principal Investigator: Kamal Hamdan; Consultation and Research Institute. Research Report Series No.: 0417 (2005)
- cxix Zafiris; Tzannatos (ILO 2016); Effects of gender inequality in employment and pay in Jordan, Lebanon and the Occupied Palestinian Territory: three questions answered - International Labour Office. - Geneva
- cxix Source: UNDP 2007 Household Survey, Lebanon
- cxix According to the Lebanese government's submitted to the committee of the International Labour Organization (ILO). The ILO committee welcomed the development in Lebanon; however, the committee considers Lebanese women's participation in professional life low (CAWTAR/ILO 2013).
- cxvii Torres Tailfer, Women and Economic Power in Lebanon: The legal framework and challenges to women economy, CRTD-A 2012
- cxviii Annex 3: List of Institutions that have participated to the PRA (questionnaires)
- cxvii ILO, 2015. Women in business and management: Gaining Momentum, Global Report, (Geneva)
- cxviii 'Working Women in the Middle East and North Africa' survey by Bayt.com and YouGov. The data was collected online from October 26 to November 26, 2017, with 4,053 female respondents living in Algeria, Bahrain, Egypt, Jordan, Kuwait, Lebanon, Morocco, Oman, Qatar, Saudi Arabia, Syria, Tunisia, and the UAE.
- cxvix <https://en.annahar.com/article/718353-lebanon-ranks-first-in-mena-on-women-integration-in-the-workplace> - Yehia El-Amine, 20 December 2017, An-Nahar
- cxvii ILO, 2015. Qualitative Research on Recruitment Processes in Lebanon, unpublished
- cxviii <https://en.annahar.com/article/718353-lebanon-ranks-first-in-mena-on-women-integration-in-the-workplace> Yehia El-Amine, 20 December 2017, An-Nahar
- cxvix <https://en.annahar.com/article/718353-lebanon-ranks-first-in-mena-on-women-integration-in-the-workplace>; Yehia El-Amine, 20 December 2017, An-Nahar
- cxl WBG evaluation
- cxli Example of Gender Responsive Principles when addressing women addiction: 1) Gender: Acknowledge that gender makes a difference. 2) Environment: Create an environment based on safety, respect, and dignity. 3) Relationships: Develop policies, practices, and programs that are relational and promote healthy connections to children, family, significant others, and the community. 4) Services: Address substance abuse, trauma, and mental health issues through comprehensive, integrated, and culturally relevant services. 5) Socioeconomic status: Provide women with opportunities to improve their socioeconomic conditions. 6) Community: Establish a system of comprehensive and collaborative community services.
- cxlii Covington & Bloom, quoted in page 5 of Gender -Responsive Strategies: Research, Practice, and Guiding Research for Women Offenders Principles for Women Offenders, Barbara E. Bloom, Ph.D. Associate Professor Dept. of Criminology and Criminal Justice Sonoma State University. 2006
- cxliii <http://investmentpolicyhub.unctad.org/Download/TreatyFile/2637>
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- cl <http://investmentpolicyhub.unctad.org/Download/TreatyFile/255>
- cli <http://investmentpolicyhub.unctad.org/Download/TreatyFile/308>
- clii <http://investmentpolicyhub.unctad.org/Download/TreatyFile/2394>
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- clv https://ustr.gov/sites/default/files/uploads/agreements/tifa/asset_upload_file583_10273.pdf
- clvi EEAS (Thursday, 12 May 2016), Lebanon and the EU: An overview of relations between Lebanon and the European Union – European External Action Service (EEAS)
- clvii Malin Björk, co-rapporteur of the draft resolution (with Eleonora Forenza) during the plenary.
- clviii <http://www.finance.gov.lb/en-us/Finance/IA/IPA/>
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1. clx Gender Based Discrimination (GBD) or Discrimination against women (DAW)
- clxi <http://www.europarl.europa.eu/news/en/press-room/20180312IPR99506/eu-trade-agreements-and-policy-should-help-promote-gender-equality-say-meps> - EU trade agreements and policy should help promote gender equality, say MEPs (13/3/2018)
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- clxviii file:///Users/Apple/Downloads/StrategicFramework.pdf
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- clxx <https://www.fairtradelebanon.org/en/about-us/story>
- clxxi <http://fairtradelebanon.org/en/fair-trade/fair-trade-lebanon>
- clxxii <https://www.fairtradelebanon.org/en/about-us/story>
- clxxiii <http://fairtradelebanon.org/en/stores/south-lebanon/ain-ebel-cooperative>
- clxxiv A first batch of 10 Lebanese towns join the world Fair Trade network (30-4-2015); <http://www.weeportal-lb.org/news/first-batch-10-lebanese-towns-join-world-fair-trade-network>
- clxxv Among groups of more than 1700 towns worldwide and which aims at spreading the concept of Fair Trade worldwide. The ten Lebanese towns in questions are: Ain Ebel in Bent Jbeil, Qlea in Marjeyoun, Abra in the district of Sidon, Kafr Tibnit in Nabatiyeh, Sidoon in Jezzine, Biskinta in the district of Metn, Albisariya in Sidon, Mhaydtheh in Rashaya, Ferzol in Zahle, and Monjaz in Akkar. A press conference was organized for the event, under the auspices of the Minister for Administrative Reform and in collaboration with Social Movement. The event was held at the Media Syndicate in order to announce that the union.
- clxxvi <http://fairtradelebanon.org/en/about-us/story>
- clxxvii Launching Of Un Women Project Phase III - <http://fairtradelebanon.org/en/news/launching-un-women-project-phase-iii>
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- clxxix ABL, Annual Report part III: Human Resources in Banks Operating in Lebanon (p.89)
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- clxxxiii Goal 1 Eliminating Poverty; Goal 2 Zero Hunger; Goal 8 Decent Work & Economic Growth; Goal 9 Industry, Innovation & Infrastructure; and Goal 10 Reduced Inequalities
- clxxxiv <http://www.lb.undp.org/content/dam/lebanon/docs/Governance/Projects/1773.pdf>
- clxxxv Anh-Nga Tran-Nguyen (UNCTAD); WTO Public symposium "The impact of women in small, medium and micro enterprises on increasing trade under the WTO agreements"; organized by CBC and GWIT; 27 May 2004; "Trade and Gender: Opportunities and Challenges".
- clxxxvi 'vertical segregation' describes the clustering of men at the top of occupational hierarchies and of women at the bottom; and 'horizontal segregation' describes the fact that at the same occupational level (that is within occupational classes, or even occupations themselves) men and women have different job tasks.
- clxxxvii 1) Establish high-level corporate leadership for gender equality. 2) Treat all women and men fairly at work – respect and support human rights and nondiscrimination. 3) Ensure the health, safety and well-being of all women and men workers. 4) Promote education, training and professional development for women. 5) Implement enterprise development, supply chain and marketing practices that empower women. 6) Promote equality through community initiatives and advocacy. 7) Measure and publicly report on progress to achieve gender equality.
- <https://www.unglobalcompact.org/take-action/action/womens-principles>
- clxxxviii Idem

clxxxix The North-South Institute (Fall 2010), Gender Equality and Trade: Coordinating Compliance between regimes, Policy brief