National Strategy for Women in Lebanon 2011-2021

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The Arabic version of the NAP (2017-2019) was prepared by Dr Marguerite Helou, the NAP was translated to English by Nay El Rahi and reviewed by Rita Chemaly.
Preface

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 12th 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.

The results revealed by the yearly reports about the work toward achieving the strategic goals since 2013, constitute the foundation to identify the amendments that need to be included in the action plan for its second phase: The National Commission has outlined the guiding lines for these amendments, and after surveying the opinions of the partners and discussing their propositions in an inclusive meeting in November 2016, the expert Dr. Margueritte Helou has developed the national action plan for the years 2017-2019 to implement the National Strategy for Women.

The new action plan that you have in your hands now is the product of collective efforts put by all the partners involved in women’s rights, with the support of the UNFPA. For the coming three years, this plan that was endorsed by NGOSs, INGOs, syndicates, academic bodies, will constitute an implementation tool facilitating the translation of citizens’ aspirations for equality into actions.
Definition of key concepts in the strategic planning process

Strategic Planning:

Strategic planning is a deliberate and sustainable process based on planning accurately to achieve realistic goals, within specific timeframes, by the most efficient management of the available resources and opportunities. It’s a process that entails a realistic reading/mapping of the field and a logical preview of the future to choose the best option among the available alternatives and to identify what could be done to achieve the desired outcomes in the most effective and least costly method.

Vision:

It is a reflection of the ideal image of the desired future. It is made up of one or more sentences, defining the desired long-term objective (3 to 5 years), and answers the questions: Where do I want to get? What do I want to achieve.

Mission:

It reflects the justification or the primary purpose of the existence and work of the organization/institution, and identifies the direction or main goal(s) clearly and concisely. It follows or falls under the vision.

Values:

It’s a group of principles and convictions that frames the strategic planning process and guides it, and that reflects the culture and priorities of those who developed the strategic plan. The values are also indirectly reflected in all the phases of the strategic planning.

Strategic Goals:

These are the interpretation of the vision and mission in the form of the targets and specific and concrete results and outcomes planned to be achieved. The goals need to be clear and specific and are a tool to identify and specify the direction.

The objectives:

These are the result(s) that the individual or organization has to achieve in a set and specific timeframe. Objectives are more specific and accurate, and are easier to measure than the strategic goals. While strategic goals focus on identifying the general direction, the objectives emphasize the specific steps and tactics designed to fulfill and reach this direction. Objectives are essential elements/constituents in any planning process.

Strategic plan/Plan of Action:

It is composed of a table that includes the desired objective and specifies in details all the activities, procedures, time and human and material resources required to achieve it.

Activities:
These are all the actions and behaviors of input users with the purpose of achieving certain specific outputs.

**Output:**

It is what results from the execution of the activities, whether services or products; and these are often quantitative measures.

**Outcomes:**

This is the desired impact that is achieved through the outputs. Outcomes reflect the changes that happen between the completion/end of the output and the achievement of the expected impact.

**Expected Impact:**

It is the development and positive (or negative) change that the intervention through the activities is expected to make in a specific community or on a particular issue.

**Indicators:**

These are the variables that can be monitored and measured. Indicators are used to indicate/designate/point to and measure the issues that are hard to monitor and measure directly.

**Stakeholders:**

These are the groups of individuals, institutions, organizations and communities that have interests in a certain issue, and that influence it and that are influenced by it.

**Responsible parties:**

These are the groups of individuals or communities, or committees that are assigned to execute and implement specific steps and activities within the strategic action plan.

**Existing and Potential Risks:**

This is the possibility or the danger of the existence of a group of factors or obstacles or incidents or individuals who might negatively influence/affect the ability to achieve the goals. These could be risks from within the institution or outside it. Risks could be avoided and their negative consequences could be limited by preparing for them and planning how to address them.

**Time frame:**

This is the period of time specified in the action plan to implement or execute the steps and activities. Setting a realistic time frame is essential to avoid failure and feelings of frustration and desperation/depression.

**Follow up:**

The follow up process entails the observation and monitoring of the process of the action plan implementation; and making sure that it doesn’t deviate from its set track due to several factors. The
follow up process also includes the identification of any obstacles that might obstruct the implementation. Since it is one of the foundations of the regular evaluation process, it is essential to designate the individuals or parties that are assigned to follow up and specify their responsibilities and scope of authority and responsibility.

**Resources:**

This is a group of individuals and communities (human resources), financial capital, properties and technical devices (technical and material resources) that are available or that could be available to use, to achieve the desired objectives or goals.
1. The Legislation, Laws, and Regulations Sector

Strategic Goal: Achieving citizenship to its fullest potential on the basis of full and unconditional equality between men and women in rights and duties in all fields.

First Objective: Abolishing the reservations of the Lebanese state on the CEDAW convention

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Forming an extensive committee that includes representatives of the National Commission for Lebanese Women (NCLW), as well as representatives of the parliamentary committee for women and children’s affairs, the Ministry of Foreign Affairs, and representatives of civil society organizations. The committee will be working on developing an action plan to lift all reservations on the CEDAW convention and secure the execution of all the convention’s articles and clauses. It will also be working on persuading and lobbying the Lebanese government to lift its reservations on articles 9 and 16 of the CEDAW conventions through holding meetings with: - ministers -presidents of parliamentary blocs</td>
<td>1- Increase the number of supporters of lifting the reservations on articles 9 and 16 of the CEDAW convention.</td>
<td>1- Widening and broadening the base of support for the lifting of the reservation on articles 9 and 16 of the CEDAW convention</td>
<td>1- -The number of meetings with ministers - The number of meetings with the presidents of parliamentary blocs -The number of meetings with parliamentary committees and members of parliament -The number of organizations working on this issue.</td>
<td>1- -The National Commission for Lebanese Women (NCLW) -Civil Society Organizations -The parliamentary committee for human rights -The parliamentary committee for Women and Children’s Affairs -The Administration and Justice parliamentary committee -The parliament -The cabinet -The religious leaders</td>
</tr>
</tbody>
</table>
| 2- Holding meetings with:  
| a) Leaders of political parties  
| b) Religious leaders  
| c) Holding talks and dialogue sessions with the participation of religious clerics from the various sects. | 2- Meetings with the leaders of political parties and religious and spiritual leaders  
- Talks and dialogue sessions with the spiritual and religious leaders | 2- Increasing the number of supporters of lifting the reservations on articles 9 and 16 of the CEDAW convention | 2- The number of meetings held with the leaders of political parties  
- The number of meetings held with religious leaders  
- The number of talks and dialogue sessions  
- The number of organizations that are active on this issue. | 2- The National Commission for Lebanese Women (NCLW)  
- Civil Society Organizations  
- The parliamentary committee for human rights  
- The parliamentary committee for Women and Children’s Affairs  
- The Administration and Justice parliamentary committee  
- The parliament  
- The cabinet  
- The spiritual/religious leaders  
- The leaders of political parties |
3- Holding public awareness raising campaigns about the necessity and importance of lifting the reservations on the articles 9 and 16 of the CEDAW convention through the media and through workshops in the regions targeting all active actors in the regions.

- Coordinating with the different and various universities and students clubs to hold awareness sessions for the coming generations, males and females, on:
  - the concept of gender-based violence, and the importance of building a national culture based on rejecting discrimination and violence
  - the negative effects, such as the psychological and other consequences, of gender-based discrimination on men and boys, and women and girls.
  - the content of the CEDAW convention and the negative consequences of maintaining the state’s reservations on some of its articles, and of disrespecting some others through enforced laws, on women, families and society.

3- Public awareness sessions leading to the lifting of the reservations on articles 9 and 16 of the CEDAW convention

- Increase in the number of youth, males and females, aware of the dangers of gender-based discrimination

3- Increasing the level of public awareness to the negative consequences of keeping the reservations on achieving citizenship equality

- Mobilizing support for the demand to lift the reservations in the different social backgrounds and among various population groups

- Reinforcing the culture of non-discrimination and non-violence.

3- The number of campaigns and their geographical reach and distribution

- The number of organizations working on this issue and their geographical distribution

- The quality and nature of the means and media used in these awareness campaigns (television, radio, publications, billboards, sessions, workshops)

3- The National Commission for Lebanese Women (NCLW)

- Civil Society Organizations

- Universities

- Students Clubs

- Municipalities

- Media

- Relevant ministries

3- The number of sessions and workshops held in the regions and universities and their geographical distribution

- The number of universities and private sector institutions and municipalities that are supporting and participating in these sessions and workshops.
<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td>1- The absence of political will</td>
<td>1- Activities are ongoing until achieving the goal</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Material and human support</td>
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<td></td>
<td>1- The inability to hold meetings with decision-makers</td>
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<td></td>
<td>1- Unconvinced decision-makers.</td>
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<tr>
<td>2-</td>
<td>2- The inability to hold meetings with the leaders of political parties and religious leaders</td>
<td>2- Activities are ongoing until achieving the goal</td>
<td>2- The National Commission for Lebanese Women (NCLW)</td>
<td>2- Material and Human support</td>
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Second Objective: The amendment of all laws and legal texts including discrimination against women

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<tr>
<th>Activities/Interventions</th>
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<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Conducting in-depth studies with a comprehensive approach to all laws that discriminate against women; and identifying all articles that require amending</td>
<td>1- The versions of the laws with the suggested amendments and their respective justifications</td>
<td>1- Laws that are completely free of discriminatory verdicts against women (whether discrimination is direct and explicit)</td>
<td>1- The number of studies</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>3- The National Commission for Lebanese Women (NCLW)</td>
<td>3- Lack of material and financial resources to conduct the campaigns</td>
<td>3- Activities are ongoing until achieving the goal</td>
<td>3- The National Commission for Lebanese Women (NCLW)</td>
<td>3- Material and Human support</td>
</tr>
<tr>
<td>3- - No less than 5 civil society organizations in all the districts.</td>
<td>3- - The inability to mobilize significant sections of society due to the links between articles 9 and 16 and social traditions and religious principles.</td>
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Unconvinced leaders of political parties and religious leaders
and abolishing to lift discrimination, and suggesting amended versions.

-Forming a specialized committee gathering representatives of the National Commission and civil society to identify the priorities of the laws requiring amendments as well as the timeframe required to work on each of these laws.

<table>
<thead>
<tr>
<th>2- Holding meetings with decision-makers (members of parliament, ministers, presidents of parliamentary blocs, leaders of political parties, religious leaders…) to urge them to amend certain laws and clear them of all forms of discrimination against women. These laws are the following:</th>
</tr>
</thead>
<tbody>
<tr>
<td>-Personal Status laws</td>
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<tr>
<td>-The Nationality Law</td>
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<td>-The Penal Code</td>
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<td>-The Labor Law</td>
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<td>-The Law of Trade</td>
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<tr>
<td>2- Laws that are clear and free of any discrimination against women</td>
</tr>
<tr>
<td>2- Securing and guaranteeing equality between men and women in Lebanese laws and in all the different fields.</td>
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<tr>
<td>2- -The number of meetings held by the National Commission for Lebanese Women and the civil society organizations with decision-makers</td>
</tr>
<tr>
<td>-The number of civil society organizations actively demanding the amendment of all laws that discriminate</td>
</tr>
<tr>
<td>2- -The National Commission for Lebanese Women</td>
</tr>
<tr>
<td>-Civil society organizations</td>
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<tr>
<td>-The Justice and Administration parliamentary committee</td>
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<tr>
<td>-The parliamentary committee on Women and Children’s Affairs</td>
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</tbody>
</table>
The Social Security Law
- The electoral law (adopting a women’s quota of at least 30%)
- The family violence law
- Putting mechanisms to protect women refugees (…) with no residency permits that would allow them to benefit from the protections of the family violence law without being persecuted
- The Law regulating Prisons
- The law of civil servants

The Social Security Law
- The electoral law (adopting a women’s quota of at least 30%)
- The family violence law
- Putting mechanisms to protect women refugees (…) with no residency permits that would allow them to benefit from the protections of the family violence law without being persecuted
- The Law regulating Prisons
- The law of civil servants
conduct the awareness campaigns (television, radio, publications, and billboards)

4- Holding talks and dialogue sessions, with the participation of religious and spiritual leaders from across all the different sects; and have media coverage for these sessions

4- Talks and dialogue sessions with progressive religious leaders, leading to the acceptance of the necessity of change

4- An honest discussion allowing for the mitigation of the influence of social and religious beliefs on the framing of legal arguments and texts related to women.

4- The number of sessions
- The number of participants and their sectarian and religious diversity.

4- The National Commission for Lebanese Women (NCLW)
- Civil society organizations
- The media

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>
| 1- The National Commission for Lebanese Women (NCLW) | 1- Focusing on the clauses in the laws that include explicit and flagrant discrimination and omitting other clauses that may lead to similar discrimination | 1- Activities are ongoing until achieving the goal | 1- The National Commission for Lebanese Women (NCLW) | 1- Material and financial support
- Experts in law and gender issues |
<p>| - The parliamentary committee on Women and Children’s Affairs | | | | |
| - The parliamentary committee on Human Rights | | | | |
| - The Administration and Justice parliamentary committee | | | | |
| - The Institute for Human Rights (IHR) of the Beirut Bar Association | | | | |</p>
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<tr>
<td></td>
<td>Civil society organizations active in the legal and judicial sector.</td>
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<tr>
<td>2-</td>
<td>The absence of the political will to amend and clear the laws of discrimination</td>
<td>2-</td>
<td>Activities are ongoing until achieving the goal</td>
</tr>
<tr>
<td></td>
<td>- The reluctance of parliamentary committees to play their roles to achieve equality between the Lebanese men and women</td>
<td></td>
<td>The National Commission for Lebanese Women (NCLW)</td>
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<td></td>
<td>- The slow legislative process and granting the priority to other issues</td>
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<td></td>
<td>- The influence of the religious sects on the legislative process, particularly in issues related to the position of women within the family and society</td>
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<td>3-</td>
<td>The National Commission for Lebanese Women</td>
<td>3-</td>
<td>Activities are ongoing until achieving the goal</td>
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<tr>
<td></td>
<td>Civil society organizations</td>
<td></td>
<td>The National Commission for Lebanese Women (NCLW)</td>
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<tr>
<td></td>
<td>- The unavailability of financial and material support to conduct the campaigns</td>
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<td>- The inability to mobilize the</td>
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<td>Human and material resources</td>
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support of large sections of society (even among women) because of the solid link between some of the laws and social traditions and religious beliefs

- The National Commission for Lebanese Women (NCLW)
  - Civil society organizations

- The inability to reach any solutions due to the interpretation of the religious texts, and the influence of social traditions.
- The weak coordination, collaboration and distribution of roles among the national commission and civil society organizations
- The weak media coverage of the talks and dialogue sessions.

4- Activities are ongoing until achieving the goal

4- - The National Commission for Lebanese Women
  - Civil society organizations

4- - Human and material resources
  - Media willing to cover the talks and dialogue sessions

**Third Objective:** The adoption of new laws guaranteeing equality between men and women, and the protection of women against sexual violence

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
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</table>
- Working on forming a specialized committee with representatives of the National Commission and civil society organizations, to identify priorities on the list of the laws to be adopted along with a timeframe to persuade decision makers to adopt each of them.

- Holding meetings with decision makers (members of parliament, ministers, presidents of parliamentary blocs, leaders of political parties, religious leaders, etc...), to urge them to adopt the following:
  a) A law criminalizing sexual harassment in the workplace and in public spaces, and stipulating mechanisms to protect women refugees (who do not hold regular residency permits that allow them to benefit from the protections of the domestic violence bill) without being persecuted.
  b) The “optional” civil marriage law
  c) A civil personal status law that treats all Lebanese equally
  d) The Old-Age Plan at the National Social Security Fund (NSSF)

- Laws that enhance equality between men and women, and among all Lebanese men and women across their different sectors

- A law that protects women against discrimination and sexual violence

- Ensuring equality between men and women in Lebanese laws and in the different sectors and fields

- The protection of women against sexual violence

- Considering citizenship, instead of sectarian identity and belonging, as the source of rights and duties of men and women in Lebanon.

- The number of meetings held by the national commission and civil society organizations with decision makers

- The number of civil society organizations demanding the adoption of the mentioned laws

- The number of people in charge who were met and the diversity of their positions and ranks.

2- Conducting public awareness campaigns, and awareness sessions for women on the content and purpose of

2- Raising the level of public awareness, and the awareness of women on

2- Building a culture of citizenship equality

2- The number of campaigns and sessions, and their

2- The number of meetings held by the national commission and civil society organizations with decision makers

2- The number of civil society organizations demanding the adoption of the mentioned laws

2- The number of people in charge who were met and the diversity of their positions and ranks.

- The National Commission for Lebanese Women (NCLW)

- Civil society organizations

- The Administration and Justice parliamentary committee

- The parliamentary committee on women and children’s affairs

- The parliamentary committee on Human Rights

- The Parliament

- The Cabinet

- The leaders of religious sects

- The leaders of political parties

- The presidents of parliamentary blocs

- The media

- The National Commission for Lebanese Women
the laws mentioned above, and their positive consequences on women and society

- Conducting awareness sessions for the youth in universities and clubs on the content and purpose of the laws mentioned above, and their positive consequences on women and society

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>
| 1- The National Commission for Lebanese Women (NCLW)  
- Civil society organizations | 1- The absence of the political will to adopt the desired laws  
- The weak presence of | 1- Activity is ongoing until the goal is achieved | 1- The National Commission for Lebanese Women (NCLW)  
2- of the civil society organizations | 1- Material and human resources |
- The parliamentary committee for women and children

  - women in the Lebanese parliament in regards to lobbying for laws that abolish discrimination against women and ensure equality between men and women

  - The hesitation of the parliamentary committees to play their rightful role in achieving equality between all Lebanese, men and women

  - The slow legislative process, and granting the priority to other issues

  - The influence of sects on the legislative process, particularly in regards to the position of women in the family and society

2- The National Commission for Lebanese Women (NCLW)

-Civil society organizations

  - Activity is ongoing until the goal is achieved

2- The National Commission for Lebanese Women (NCLW)

2- Material and human resources
The inability to mobilize the support of large sections of the population (even among women) because of the link between some laws and social traditions and religious beliefs.

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<tbody>
<tr>
<td>3-</td>
<td>The National Commission for Lebanese Women (NCLW)</td>
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<tr>
<td></td>
<td>Civil society organizations</td>
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<tr>
<td>3-</td>
<td>Weak persuasion and lobbying as a result of the religious interpretation and the social traditions and norms</td>
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<td></td>
<td>Weak coordination, collaboration and division of labour and roles between the national commission and civil society organizations</td>
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<td></td>
<td>Weak media coverage of the sessions</td>
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</tbody>
</table>

### Fourth Objective: Clearing the laws and regulations of liberal professions’ syndicates from all discrimination against women
<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Holding meetings with syndicate leaders and heads to urge them to review the laws and regulations that govern their syndicates to clear them of any discrimination against women</td>
<td>1- The review of the liberal professions’ syndicates of the laws and regulations that govern them to abolish discrimination against women from their rules</td>
<td>1- Achieving equality between men and women in these syndicates</td>
<td>1- The number of syndicates that have reviewed their laws and regulations</td>
<td>1- The syndicates of liberal professions - The women members of these syndicates - The civil society organizations working in this sector - The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>2- Holding talks and meetings with women members of syndicates to raise their awareness on their rights and the areas of discrimination against them in the laws and regulations that rule the syndicates</td>
<td>2- Ending legal illiteracy among women members of these syndicates</td>
<td>2- The awareness of the women members of these syndicates of their rights and demanding them</td>
<td>2- The number of sessions/meetings and their geographical distribution - The number of beneficiaries of these sessions</td>
<td>2- The women members of these syndicates - The civil society organizations working in this sector - The National Commission for Lebanese Women (NCLW)</td>
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<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- The civil society organizations active in this sector - The National Commission for Lebanese Women (NCLW)</td>
<td>1- A weak collaboration and engagement from the syndical leadership(s)</td>
<td>1- Activities ongoing for 3 years, or until the goal is achieved</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Material and human resources</td>
</tr>
</tbody>
</table>
### Fifth Objective: Ending legal illiteracy among women and youth

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
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<tbody>
<tr>
<td>1- Publishing and disseminating publications with simplified summaries of legal texts related to women and their rights in the following laws:</td>
<td>1- An increase in the number of women who are aware of their rights</td>
<td>1- Ending the exploitation of women because of their lack of awareness of their rights</td>
<td>1- The number of laws that were simplified</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>a) Labour Law</td>
<td></td>
<td></td>
<td>- The number of publications that were disseminated</td>
<td>- Civil society organizations working in the legal and judicial sector</td>
</tr>
<tr>
<td>b) Social Security Law</td>
<td></td>
<td></td>
<td>- The number of beneficiaries from the dissemination of these publications</td>
<td>- The Institute for Human Rights (IHR) of the Beirut Bar Association</td>
</tr>
<tr>
<td>c) Domestic Violence Law</td>
<td></td>
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<td>- International NGOs</td>
</tr>
<tr>
<td>d) The Law of Trade</td>
<td></td>
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<td>- The media</td>
</tr>
<tr>
<td>e) Personal Status Laws</td>
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<tr>
<td>2-</td>
<td>Integrating the legal and legislative dimension in education curricula</td>
<td>2-</td>
<td>Raising the awareness of the youth on the legal and legislative dimension</td>
<td>2-</td>
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</tr>
<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
<td>Follow-up</td>
<td>Resources</td>
</tr>
<tr>
<td>1-</td>
<td>The National Commission for Lebanese Women (NCLW)</td>
<td>1-</td>
<td>The unavailability of the desired support</td>
<td>1-</td>
</tr>
<tr>
<td>-</td>
<td>Civil society organizations working in the legal and judicial sector</td>
<td>-</td>
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<tr>
<td>-</td>
<td>The Institute for Human Rights (IHR) of the Beirut Bar Association</td>
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</tr>
<tr>
<td>2-</td>
<td>The Center for Educational Research and Development (CERD)</td>
<td>2-</td>
<td>The unavailability of the required/desired support - The difficulty of delivering some concepts to some educational levels</td>
<td>2-</td>
</tr>
</tbody>
</table>
2. The Educational Sector

Strategic Goal: Promoting opportunities for girls and women in the areas of education and training

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
</table>
| 1- Conducting surveys/statistical studies about: | -The scientific identification of the basic needs required to ensure the effective implementation of the law in all regions. This includes the number of schools, their geographical distribution, the required teaching staff, the required security personnel and the needed financial and material resources.  
-Identifying the possibility of the refusal of families to adhere to the law, particularly in the cases of girls; | -The channeling of the implementation decrees and mechanisms issuing process in a way that secures an effective and diligent implementation  
-Raising the level of social acceptance of the right of girls to education, equally to boys. | -Finalizing the studies and putting them at the disposal of the stakeholders in charge of issuing the implementation decrees of the law.  
-Disseminating the study(ies) (on the possible reasons why families refuse to send their girls to school) among the biggest number possible of civil society organizations raising awareness on the importance | -The Ministry of Higher Education  
-The Center for Educational Research and Development (CERD)  
-The Central Administration of Statistics  
-The National Commission for Lebanese Women (NCLW)  
-No less than 3 youth organizations working in the educational |
security forces members needed to ensure law enforcement, and whether this number is available

d) The extent of the schools’ adherence to the principle of mixed-sex education

2-
- Conducting field studies in some regions with the highest rates of girls who are deprived of education. The studies will compare the situations of the girls with that of the boys to identify the basic reasons behind this deprivation (traditions and beliefs about the role of girls, the remote location of the school and the difficulty to commute, Resistance to the principle of mixed-sex education, economic reasons, etc…)

3-
- Conducting a study about the reasons why the government has not issued the implementation decrees for the “Free and Compulsory Primary Education Law”

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow- up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>-The Center for Educational Research and Development (CERD)</td>
<td>-The unavailability of accurate data and statistics</td>
<td>-9 to 12 months (the first year of the action plan)</td>
<td>-The National Commission for Lebanese Women</td>
<td>-The financial costs of conducting the studies</td>
</tr>
<tr>
<td>Activities/Interventions</td>
<td>Outcomes</td>
<td>Expected Impact</td>
<td>Indicators</td>
<td>Stakeholders</td>
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<tr>
<td>-Urging decision makers to issue implementation decrees for the law through:</td>
<td>-The existence of a critical mass formed of the different sections of the population</td>
<td>- The officials would accelerate the process of creating and issuing the needed implementation decrees and mechanisms</td>
<td>-The issuing of implementation decrees and mechanisms</td>
<td>-The Ministry of Higher Education</td>
</tr>
<tr>
<td>1) Holding meetings with officials from the Ministry of Education, the Center for Educational Research and Development (CERD); with ministries, and with the office of the prime minister</td>
<td>-General public awareness of the importance and necessity of implementing the law and the adherence to its regulations, particularly relating to the right of girls to education and its positive influence on the family and society</td>
<td>-The officials would accelerate the provision of the basic needs to ensure a good implementation</td>
<td>-Locating the necessary funds in the budget for implementation and the provision of the basic needs</td>
<td>-The Center for Educational Research and Development (CERD)</td>
</tr>
<tr>
<td>2) Holding meetings with influential political actors (religious and political leaders)</td>
<td></td>
<td>-Raising the level of public and syndical awareness of the importance of implementing the law, and of the possibility of</td>
<td>-The number of public awareness campaigns, spread geographically</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>3) Public awareness</td>
<td></td>
<td>-The number of meetings of civil society with</td>
<td></td>
<td>-Civil society organizations working in this sector</td>
</tr>
</tbody>
</table>
4) Making available the draft of the implementation decrees  
5) Making available a draft of the mechanisms of the implementation of the law  
6) Mobilizing syndicates, particularly teachers and workers’ unions  
7) Organizing the signing of petitions or demonstrations demanding implementation decrees for the law  
8) Launching an organized campaign by civil society organizations demanding to quickly issue the needed implementation decrees and mechanisms  

- The persuasion of public officials to promptly put and issue the implementation decrees of the law, as well as the mechanisms required for the implementation; and to put the first drafts at their disposal.  
- Mobilizing this awareness to lobby decision makers (signing petitions, participating in demonstrations, etc…)  
- Decision makers and other active actors in the political field  
- The launching of a campaign demanding the issuing of the implementation decrees and mechanisms, to start implementing the law, and the number of civil society organizations participating in it.

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>
| - The Center for Educational Research and Development (CERD)  
- The National Commission for Lebanese Women (NCLW)  
- No less than 15 civil society organizations working in this sector and spread geographically | - The unresponsiveness and lack of cooperation of officials  
- The difficulty in identifying and providing the necessary funds  
- The governmental and | - The first year of the action plan’s timeframe; and until the required decrees are issued and implementation starts | - The National Commission for Lebanese Women, in collaboration with representatives of civil society (It’s preferable to work on creating the follow-up committee | - Sources of financial, material, technical and human support for the activities of civil society  
- Providing and locating the needed funds in the budgets of |
parliamentary deadlock and stagnation
- The weak coordination among civil society organizations
- The lack of funding for civil society’s activities.

mentioned in the annual report of the Commission’s achievements for 2013).
the Ministry of Higher Education and the Center
- Experts in developing and drafting decrees

### Second Objective: Limiting school dropout among girls

<table>
<thead>
<tr>
<th>Activities/Intervention(s)</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.- Conducting a study based on the statistics published by the Center for Educational Research and Development (CERD) on the rates of drop-out among boys and girls to identify its reasons among girls in comparison to boys at all educational levels (the methodology of this study relies on surveying a sample of drop-out girls and boys in the regions with the highest rates of school drop-out among girls). The study will also focus on the kinds of education and non-educational difficulties that girls face</td>
<td>1.- Analytical study(ies) identifying the major reasons of school drop-out among girls according to the educational level and the difference between regions</td>
<td>1.- Relying on scientific bases to specify and identify the reasons of school drop-out; and building the capacity to select the most effective ways to address these reasons, and to limit this phenomenon (instead of relying on some scientifically unfounded assumptions about these reasons)</td>
<td>1.- Providing the study(ies) and disseminating it to: a) The Ministry of Higher Education b) Supportive parties/entities c) Civil society organizations working in this sector</td>
<td>1.- The Ministry of Higher Education - The Center for Educational Research and Development (CERD) - The National Commission for Lebanese Women (NCLW) - Civil society organizations working in this sector - The supportive entities/party - Public and private schools - Institutes and schools of vocational training</td>
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<td>2-</td>
<td>Putting modern curricula and training modules to train the trainers of the teaching staff on the early detection of educational difficulties faced by students and how to address them</td>
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<td></td>
<td>Putting modern curricula and training modules to train the trainers of the teaching staff on the early identification of educational difficulties faced by students and how to address them</td>
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<tr>
<td></td>
<td>Modern training modules/curricula to train the teaching staff in this sector</td>
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<tr>
<td>2-</td>
<td>Providing effective training modules and capacity building programs to the biggest number possible of representatives of public and private schools, and enable them to train their colleagues on the early detection and identification of learning difficulties that students face</td>
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<td></td>
<td>Finalized texts of training of trainers’ curricula</td>
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<td></td>
<td>Finalized texts of the training curriculum of the teaching staff</td>
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<td></td>
<td>A simplified guide on how to early detect the learning or education difficulties that students face, and how to address them</td>
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<tr>
<td></td>
<td>Building the capacity of the civil society organizations to train in this sector</td>
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<td>2-</td>
<td>The Ministry of Higher Education</td>
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<td></td>
<td>The Center for Educational Research and Development (CERD)</td>
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<td></td>
<td>Public and private schools</td>
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<tr>
<td></td>
<td>Vocational and technical education schools</td>
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<tr>
<td></td>
<td>Teachers Centers</td>
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<td></td>
<td>Faculties of Education</td>
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<td></td>
<td>The National Commission for Lebanese Women (NCLW)</td>
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<tr>
<td></td>
<td>Civil society organizations working in this sector</td>
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<tr>
<td></td>
<td>The entities and parties supporting this sector</td>
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</tr>
</tbody>
</table>
3- Training sessions to build the capacity of the teaching staff on the early detection and identification of the educational difficulties that students face, and how to address them

3- Intensive trainings in the regions targeting teaching staff

3- Training of Trainers (ToT) in public and private schools and vocational training centers

3- A teaching staff equipped to help students in overcoming the learning difficulties they face

3- The number of training sessions given, spread geographically

- The number of participants in these sessions, spread between public and private schools, and vocational training institutes

- The number of civil society organizations that provide these trainings, spread geographically

3- The Ministry of Higher Educational Guidance and Counseling Directorate

- The Center for Educational Research and Development (CERD)

- Public and private schools

- Vocational and technical education schools

- Teachers Centers

- Faculties of Education

- The National Commission for Lebanese Women (NCLW)

- Civil society organizations working in this sector

- The entities and parties supporting this sector

4- Conducting a study on the importance of providing counseling and psychological follow-up in schools; and the extent to which this service is available in public and private schools all over Lebanon

4- Providing information and data on the extent to which schools provide professional experts to assist students surpass some of the difficulties directly or indirectly leading to dropout

4- Raising the awareness of the individuals in charge of schools on the importance of providing these services to students to sensitize them to the psychological issues that some of their students might be facing

4- Publishing the study and holding workshops targeting school directors in all the regions to discuss its results

4- The Ministry of Higher Education

- The Center for Educational Research and Development (CERD)

- The directors of public and private schools
<table>
<thead>
<tr>
<th>5-</th>
<th>Developing a study that identifies the market needs of professions, particularly those that could be done by girls, in collaboration with the private sector across all districts and with the Chambers of Industry and Commerce, as well as with the National Employment Office (NEO).</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-</td>
<td>Working on urging the private sector and financial institutions to participate in developing programs to enhance the capacities of students, and to support such programs.</td>
</tr>
<tr>
<td>5-</td>
<td>Working on including parents’ associations in schools in finding</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5-</th>
<th>Providing data and information on the needs of the market in the different regions in terms of professions that could be done by females, particularly those that fall outside the gender stereotypical categorization of professions.</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-</td>
<td>Securing the participation and support of the private sector and students’ parents in finding solutions to and ways of addressing the issue of school dropout.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5-</th>
<th>Guide the experts in charge of developing vocational training and guidance programs for dropout girls particularly, away from gender stereotyping of professions.</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-</td>
<td>Enhancing the capacity of dropout girls to enable them to find jobs and fill the market needs.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5-</th>
<th>Publishing the study and disseminating it among the stakeholders involved in developing and implementing vocational training programs for dropout girls.</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-</td>
<td>The number of private and financial institution contributing to the development of the study, and participating in supporting programs that enhance the capacity of students.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5-</th>
<th>Civil society organizations working in this sector.</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-</td>
<td>Major private sector institutions as well as financial institutions.</td>
</tr>
<tr>
<td>5-</td>
<td>Chambers of Agriculture, Industry and Commerce.</td>
</tr>
<tr>
<td>5-</td>
<td>The entities and parties supporting this sector.</td>
</tr>
<tr>
<td>5-</td>
<td>The National Employment Office (NEO).</td>
</tr>
<tr>
<td>5-</td>
<td>Directors of private, public and vocational training schools.</td>
</tr>
<tr>
<td>5-</td>
<td>Parents’ Associations in schools.</td>
</tr>
<tr>
<td>solutions to school dropout</td>
<td>Developing and implementing learning support programs, or professional guidance targeting dropout girls</td>
</tr>
</tbody>
</table>

6- Providing programs and curricula that take into consideration the special needs and situations of girls, as | -The number of schools that provide school support programs and professional | 6- The Educational Guidance and Counseling Directorate at the Ministry of Higher Education |
| 7- | Conducting public awareness campaigns targeting parents and families on the negative consequences of school dropout on the individual, the family and society; and on the necessity of school support programs for dropout girls |
| 7- | Higher public awareness of the negative consequences of dropping out on the various aspects of the girl’s life. This awareness would be manifested in a decrease in students’ dropout rates. |
| 7- | Lowering the rate of school dropout among boys and girls, as a result of raising the awareness of parents on the issue |
| 7- | The number of civil society conducting these campaigns and their geographical distribution |
| 7- | The number of campaigns conducted by civil society organizations, and their geographical distribution |
| 7- | The number of beneficiaries of the campaigns and their geographical distribution |
| 7- | The Ministry of Higher Education |
| 7- | The Center for Educational Research and Development (CERD) |
| 7- | The National Commission for Lebanese Women (NCLW) |
| 7- | Civil society organizations working in this sector |
| 7- | The entities and parties supporting this sector |

Well as the possibilities and opportunities available to them.
<table>
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<th>8-</th>
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</thead>
<tbody>
<tr>
<td>-Urging schools to provide non-curricular activities</td>
<td>-Adding incentives for students in schools, and opportunities for them to discover their true selves by focusing on their talents and capacities outside the pure educational frame</td>
<td>-Allowing the students to discover and develop their non-curricular interests and talents</td>
<td>-The number of public schools providing the non-curricular activities</td>
</tr>
<tr>
<td>-Calling on civil society organizations to provide non-curricular activities</td>
<td>-Developing plans and programs, and executing them to establish schools or learning/educational sessions that contribute to engaging dropouts in order to reintegrate them in the learning track</td>
<td>-Decreasing the percentage of school dropout girls by providing them with school support programs that allow them to get back on the learning track</td>
<td>-The number of civil society organizations that provide these activities and their geographical distribution</td>
</tr>
<tr>
<td>-Providing school support programs for dropout girls and boys</td>
<td>-The Ministry of Higher Education</td>
<td>-The number of beneficiaries of the activities of civil society organizations working in this sector</td>
<td>-The number of organizations working on providing informal learning/educational sessions to integrate dropouts and put them back on the learning track</td>
</tr>
<tr>
<td></td>
<td>-The Ministry of Youth</td>
<td></td>
<td>-The municipalities</td>
</tr>
<tr>
<td></td>
<td>-The Center for Educational Research and Development (CERD)</td>
<td></td>
<td>-The entities and parties supporting this sector</td>
</tr>
<tr>
<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td></td>
<td>-Private sector, and financial institutions</td>
</tr>
<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
<td>Follow-up</td>
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</tbody>
</table>

- Building the capacity of the teaching staff on the modern teaching techniques, particularly interactive teaching; and providing the necessary tools, labs, and libraries for implementation

- A teaching staff trained on modern teaching ways and techniques, and able to implement them

- Building the capacity of the teaching staff on using participatory and interesting teaching methods to spark the interest and attention of students, instead of current traditional methods

- The number of beneficiaries of the school support programs and their geographical distribution

- The number of beneficiaries from the training of trainers sessions and their geographical distribution

- The number of teachers’ training sessions and their geographical distribution

- The number of beneficiaries of the teachers’ training sessions and their geographical distribution

- The Ministry of Higher Education/The Educational Guidance and Counseling Directorate

- The Center for Educational Research and Development (CERD)

- Teachers’ Centers

- Public and private schools

- The National Commission for Lebanese Women (NCLW)

- Specialized civil society organizations (such as the Lebanese Association for Educational Sciences)

- The entities and parties supporting this sector
- The Center for Educational Research and Development (CERD)
- The National Commission for Lebanese Women (NCLW)
- No less than two civil society organizations working in this sector in each of the districts
- A research center/experts in social research

- The unavailability of support to conduct the study(ies)
- The study’s lack of depth on all the potential reasons (the importance of drafting the survey or questions of the interviews with the dropout girls sample)
- The difficulty of accessing the needed sample of dropout girls
- The weak coordination between the parties involved in the implementation
- The lack of coordination among the different supporting parties, which leads to conflicting work, differences and disparities in programs and waste of efforts and resources

- During the first 8 months of the first year, at most

- The National Commission for Lebanese Women (NCLW) and the Center for Educational Research and Development (CERD), along with two civil society organizations working in this sector

## 2.
- The Center for Educational Research and Development (CERD)
- The National Commission for Lebanese Women (NCLW)

- Financial, material and technical support
- Two experts/specialists in social research

- The unavailability of the support required to develop and prepare the programs
- Adopting foreign successful models without noting whether it matches the Lebanese context

- The first 6 to 12 months of the action plan’s timeframe

- The National Commission for Lebanese Women (NCLW) and the Center for Educational Research and Development (CERD), along with two civil society organizations working in this sector

- Financial, material and technical support
- Experts/specialists in educational psychology
No less than 3 civil society organizations working in this sector

- Experts in Educational Psychology

<table>
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<tr>
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<tbody>
<tr>
<td>- The Center for Educational Research and Development (CERD)</td>
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<tr>
<td>- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>- No less than five civil society organizations working in this sector in each of the districts</td>
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<tr>
<td>3-</td>
</tr>
<tr>
<td>- The unavailability of the required resources</td>
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<tr>
<td>- The unresponsiveness of school directors</td>
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<tr>
<td>- The teachers’ lack of dedication to attending trainings</td>
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<tr>
<td>- Throughout the 3 years of the action plan’s timeline; and particularly the beginning of every school year</td>
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<td>3-</td>
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<tr>
<td>- The National Commission for Lebanese Women (NCLW) and the Center for Educational Research and Development (CERD), along with two civil society organizations working in this sector</td>
</tr>
<tr>
<td>3-</td>
</tr>
<tr>
<td>- Financial, material, human and technical support</td>
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<tbody>
<tr>
<td>- The Center for Educational Research and Development (CERD)</td>
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<tr>
<td>- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>- One civil society organizations working in this sector, in each of the districts</td>
</tr>
<tr>
<td>4-</td>
</tr>
<tr>
<td>- The unresponsiveness of the Ministry of Higher Education in granting the database of the teachers working in schools</td>
</tr>
<tr>
<td>- Educational decision-makers and schools’ directors not giving this issue due attention</td>
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<tr>
<td>4-</td>
</tr>
<tr>
<td>- During the first year of the action plan timeline</td>
</tr>
<tr>
<td>4-</td>
</tr>
<tr>
<td>- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>- Two civil society organizations working in this sector</td>
</tr>
<tr>
<td>4-</td>
</tr>
<tr>
<td>- Lists of schools’ teachers and their specialties</td>
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<td>- Financial, material, human and technical support</td>
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<tbody>
<tr>
<td>- Civil society organizations in collaboration with the private sector</td>
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<td>5-</td>
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<tr>
<td>- During the first year of the action plan timeline</td>
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<td>- The Center for Educational Research and Development (CERD)</td>
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</table>
### Activities/Interventions

- Developing and executing literacy programs for adult women in rural areas and cities
- Developing literacy electronic programs (e-programs) for adult

### Outcomes

- The provision of literacy programs, and literacy e-programs (electronic)
- Including the highest possible number of social groups in the process

### Expected Impact

- Empowering adult women

### Indicators

- The number of civil society organizations, or public institutions implementing literacy programs for adult women,

### Stakeholders

- The Ministry of Social Affairs (MoSA)
- The National Committee of Literacy and Adults Education

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### Third Objective: Lowering the illiteracy rate among adults

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Developing and executing literacy programs for adult women in rural areas and cities</td>
<td>- The provision of literacy programs, and literacy e-programs (electronic)</td>
<td>- Empowering adult women</td>
<td>- The number of civil society organizations, or public institutions implementing literacy programs for adult women,</td>
<td>- The Ministry of Social Affairs (MoSA)</td>
</tr>
<tr>
<td>- Developing literacy electronic programs (e-programs) for adult</td>
<td>- Including the highest possible number of social groups in the process</td>
<td></td>
<td></td>
<td>- The National Committee of Literacy and Adults Education</td>
</tr>
</tbody>
</table>
women in rural areas and cities
- Creating a vision to include the different social groups/strata in fighting adult illiteracy

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>
| - No less than 5 civil society organizations in each of the districts  
  - The Ministry of Social Affairs (MoSA)  
  - The National Committee of Literacy and Adults Education | - The lack of the needed capacities to cover all regions  
-Activities ongoing during the three years | -The National Committee of Literacy and Adults Education | -Financial, material and human support  
-Experts/specialists to develop the programs |
Fourth Objective: Professionalizing the fields of literature, humanities and social sciences that most girls students choose, and developing new specialties

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Amending the curricula of the literary and humanities specialties, and adding subjects that allow for their professionalization</td>
<td>1- A study and plan to amend the curricula of literary and humanities specialties, and to add subjects that allow for their professionalization</td>
<td>1- Providing new job opportunities for young women graduates</td>
<td>1- Finalizing the study and plan and publishing it</td>
<td>1- The Ministry of Higher Education</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- The number of new specialties that were created</td>
<td>- Public and private universities and higher education institutes</td>
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<td></td>
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<td></td>
<td>- The number of campaigns promoting the newly-created specialties</td>
<td>- The National Commission for Lebanese Women</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>- The number of students registered in the newly-created specialties</td>
<td>- Civil society organizations working in this sector</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- University research centers</td>
</tr>
<tr>
<td>2- Creating and developing university specialties in gender</td>
<td>2- Providing studies on the possibility of creating university specializations in Gender</td>
<td>2- Adding the specialty of Gender to university curricula</td>
<td>2- Finalizing the study(ies)</td>
<td>2- The Ministry of Higher Education</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Raising the awareness of the youth on gender issues and the job opportunities available in this sector</td>
<td>- The number of universities that launched and started a specialization in gender</td>
<td>- Public and private universities</td>
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<td></td>
<td></td>
<td></td>
<td>- The number of students registered in the gender specialty in each of the universities</td>
<td>- The National Commission for Lebanese Women (NCLW)</td>
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<td>- Civil society organizations working in this sector</td>
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</tbody>
</table>
-Urging universities to professionalize specialties, and to create and develop gender specialties

-Meetings with the directors of universities, and with the individuals in charge at the Directorate of Higher Education at the Ministry of Higher Education, to urge them to professionalize specialties and to create specialties in gender

-Persuading decision makers at the Ministry of Higher Education and in universities of the importance of the matter, and that it’s a social and economic need

-The number of civil society organizations working on urging universities to professionalize specialties and to create specialties in gender

-The number of meetings held with the different individuals involved in decision making in this sector

-The number of organizations raising awareness on the importance of this specialty and the job opportunities available, and their geographical distribution

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- The Ministry of Education and Higher Education</td>
<td>1- The unresponsiveness of universities</td>
<td>1- The first year: Preparing the study</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Financial and Human resources to conduct the study</td>
</tr>
<tr>
<td>-Public and private universities</td>
<td>-The lack of financial and human resources to open and launch new specialties</td>
<td>-The second and third years: Conducting campaigns to promote the newly-created specialties</td>
<td>-Financial and human resources to open and launch the new specialties</td>
<td></td>
</tr>
<tr>
<td>Activities/Interventions</td>
<td>Outcomes</td>
<td>Expected Impact</td>
<td>Indicators</td>
<td>Stakeholders</td>
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</tr>
<tr>
<td>1- Working on the curricular and extra-curricular educational</td>
<td>1- Mainstreaming the concepts of equality, violence against women, non-violent</td>
<td>1- Building a culture of citizenship equality between men and women</td>
<td>1- The number of books that have integrated the notions of</td>
<td>1- The Center for Educational Research and Development (CERD)</td>
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</table>

Fifth Objective: Mainstreaming the concept of gender in the educational curricula and in the curricula of agricultural schools

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>2- The Ministry of Education and Higher Education</td>
<td>2- The unresponsiveness of universities</td>
<td>2- During the first two years of the action plan timeline</td>
<td>2- The National Commission for Lebanese Women (NCLW)</td>
<td>2- Financial and human resources to open and launch the gender specialty</td>
</tr>
<tr>
<td>- Public and private universities</td>
<td>- The lack of financial and human resources to open and launch the new specialty</td>
<td>- The inability to attract and recruit students to register in this new specialty</td>
<td></td>
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</tr>
<tr>
<td>3- Civil society organizations</td>
<td>3- The unresponsiveness of the university directors, and the people in charge at the Ministry of Education and Higher Education/the Directorate of Higher Education with the demand to professionalize the specialties and to create a specialty in gender</td>
<td>3- Throughout the three years of the action plan timeline</td>
<td>3- The National Commission for Lebanese Women (NCLW)</td>
<td>3- The support for the efforts of the civil society and the National Commission for Lebanese Women (NCLW) in this field</td>
</tr>
<tr>
<td>- The National Commission for Lebanese Women (NCLW)</td>
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approaches to ensure the following:

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<tbody>
<tr>
<td>a)</td>
<td>Mainstreaming the concept of citizenship equality between men and women</td>
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<tr>
<td>b)</td>
<td>Mainstreaming the concepts related to violence against women and the necessity of reporting it</td>
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<tr>
<td>c)</td>
<td>Mainstreaming the concepts of anti-violence</td>
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<tr>
<td>d)</td>
<td>Mainstreaming the concepts and techniques of non-violent communication and non-violent conflict resolution</td>
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<td>e)</td>
<td>Integrating the curriculum of life skills on reproductive health</td>
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<td>f)</td>
<td>Eradicating stereotypes of women and girls</td>
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<tr>
<td>g)</td>
<td>Integrating the values of diversity, forgiveness and acceptance of others such as the people with special needs and refugees, etc…</td>
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<tr>
<td>-Building a culture that fights and resists violence in the circles of the new and upcoming generations</td>
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<tr>
<td>-Building a culture of citizenship equality between men and women and the necessity of reporting it</td>
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<tr>
<td>-Building a culture that fights and resists violence in the circles of the new and upcoming generations</td>
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<tr>
<td>-Building a culture of citizenship equality between men and women</td>
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<tr>
<td>-Building a culture of citizenship equality between men and women</td>
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<tbody>
<tr>
<td>-The number of books that have eradicated the stereotypes of women and girls, and the educational levels where these books are taught</td>
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<tr>
<td>-The number of civil society organizations working in this sector</td>
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<tr>
<td>-The number of faculties in public and private universities that have integrated and mainstreamed concepts of gender and anti-violence in their curricula</td>
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<td></td>
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<tr>
<td>-The number of civil society organizations working in this sector</td>
<td></td>
<td></td>
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<tr>
<td>-The Center for Educational Research and Development (CERD)</td>
<td></td>
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<tr>
<td>-The Ministry of Higher Education</td>
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<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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<tr>
<td>-Public and private universities</td>
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<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
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</tr>
<tr>
<td>1- The Center for Educational Research and Development (CERD)</td>
<td>-The unresponsiveness of decision-makers to the mainstreaming and integration demand</td>
<td>1- The time needed to achieve these objectives</td>
</tr>
<tr>
<td>-The Ministry of Education and Higher Education</td>
<td>-The reflection of the conflicting stances of the different sects about women’s rights and her role in the family and society, on the process and content of this mainstreaming and integration</td>
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</table>

- Working on training and building the capacity of the teaching staff on how to deliver and explain the concepts of gender and anti-violence in their curricular and extra-curricular activities

- Teaching staff trained on the notions of gender and anti-violence; and on how to explain them to students in their curricular and extra-curricular activities

- Delivering the concepts of gender and anti-violence to students in a scientific approach, free of value judgments and sensitivities

- The number of training sessions conducted for the teaching staff

- The number of beneficiaries

- The number of organizations that have conducted these trainings

- The Center for Educational Research and Development (CERD)

- The Ministry of Higher Education

- The National Commission for Lebanese Women (NCLW)

- Civil society organizations

organizations working on urging the people in charge in universities and the ministry of education to mainstream and integrate these concepts in their curricula

-Civil society organizations working to achieve these objectives
### Sixth Objective: Integrating people with special needs

<table>
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<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>2- The Center for Educational Research and Development (CERD)</td>
<td>-The unresponsiveness of decision makers on the official and university level to this mainstreaming and integration demand</td>
<td>-The reflection of the conflicting stances of the different sects about women’s rights and her role in the family and society, on the process and content of this mainstreaming and integration</td>
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<tr>
<td>-Public and private universities</td>
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<tr>
<td>-Civil society organizations working in this sector</td>
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<tr>
<td>2- The time needed to achieve these objectives</td>
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<tr>
<td>2- The National Commission for Lebanese Women (NCLW), in collaboration with two civil society organizations (or the follow up committee in case it was formed)</td>
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<tr>
<td>2- Financial resources - Experts/specialists</td>
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<tr>
<td>3- The Center for Educational Research and Development (CERD)</td>
<td>-The absence of a decision to conduct these trainings</td>
<td>-Activities are ongoing throughout the three years of the action plan timeline</td>
<td>-The National Commission for Lebanese Women (NCLW), in collaboration with two civil society organizations (or the follow up committee in case it was formed)</td>
<td>-Material, financial, technical and human support</td>
</tr>
<tr>
<td>-The Ministry of Education and Higher Education</td>
<td>-The weak participation of the teachers in these trainings, if the school administration or ministry did not make attendance mandatory</td>
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<tr>
<td>-Civil society organizations working in this sector</td>
<td>-The unavailability of the material, financial and human resources needed to conduct these trainings</td>
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<tr>
<td>3- Activities are ongoing throughout the three years of the action plan timeline</td>
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<tr>
<td>3- The National Commission for Lebanese Women (NCLW), in collaboration with two civil society organizations (or the follow up committee in case it was formed)</td>
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<td>Along with</td>
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<td>3- The Center for Educational Research and Development (CERD)</td>
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<tr>
<td>1-</td>
<td>Working on rehabilitating school and university buildings and premises, and providing the necessary equipment and human expertise to respond to the needs of people with special needs</td>
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<tr>
<td>1-</td>
<td>Rehabilitating school and university buildings and premises based on the needs of the individuals with special needs</td>
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<tr>
<td>1-</td>
<td>Ensuring the presence of specialists in schools (special educators, specialized psychologists, and social workers)</td>
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<tr>
<td>1-</td>
<td>School and university buildings and premises that are equipped to host students with special needs</td>
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<td>1-</td>
<td>Easily-accessible information for students with special needs</td>
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<tr>
<td>1-</td>
<td>The number of schools and universities that have rehabilitated its buildings and premises</td>
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<td>1-</td>
<td>The number of beneficiaries with special needs</td>
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<tr>
<td>1-</td>
<td>The number of civil society organizations working on persuading the people in charge</td>
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<td>1-</td>
<td>The Center for Educational Research and Development (CERD)</td>
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<td>1-</td>
<td>The Ministry of Education and Higher Education</td>
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<tr>
<td>1-</td>
<td>Public and private universities</td>
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<td>1-</td>
<td>The Ministry of Social Affairs</td>
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<td>1-</td>
<td>The Ministry of Health</td>
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<td>1-</td>
<td>The National Commission for Lebanese Women (NCLW)</td>
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<td>1-</td>
<td>Civil society organizations working to achieve these objectives</td>
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<td>2-</td>
<td>Providing professional trainings for people with special needs</td>
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<td>2-</td>
<td>Building the capacity of people with special needs to undertake professions/jobs and secure a living</td>
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<td>2-</td>
<td>Securing the right of people with special needs to work and productivity</td>
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<td>The number of civil society organizations conducting these trainings, and their geographical reach</td>
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<tr>
<td>2-</td>
<td>The number of training sessions, including those provided by the Ministry of Social Affairs and their geographical distribution</td>
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<td>2-</td>
<td>The Center for Educational Research and Development (CERD)</td>
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<td>The Ministry of Education and Higher Education</td>
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<td>Public and private universities</td>
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<td>2-</td>
<td>Vocational training schools</td>
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<td>2-</td>
<td>The Ministry of Social Affairs</td>
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<td>The National Commission for</td>
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<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
<td>Follow-up</td>
<td>Resources</td>
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<tr>
<td>1- The Center for Educational Research and Development (CERD) - The Ministry of Education and Higher Education - Private schools - Public and private universities</td>
<td>1- The unresponsiveness of private schools to the issue of integration - The unavailability of the required funds and human resources</td>
<td>1- The time needed to achieve these objectives</td>
<td>1- The time needed to achieve these objectives</td>
<td>1- Material, financial, technical and human support</td>
</tr>
<tr>
<td>3- Providing private lessons for the people with special needs</td>
<td>3- Private lessons secured and provided for students with special needs</td>
<td>3- Providing assistance for people with special needs to secure their right to education</td>
<td>3- The number of beneficiaries from these trainings</td>
<td>Lebanese Women (NCLW) - Civil society organizations working to achieve these objectives</td>
</tr>
<tr>
<td>3- The number of civil society organizations providing these private lessons and their geographical distribution</td>
<td>- - The number of beneficiaries from these lessons</td>
<td>1- The Center for Educational Research and Development (CERD) - The Ministry of Education and Higher Education - The Ministry of Social Affairs - The National Commission for Lebanese Women (NCLW) - Civil society organizations working to achieve these objectives</td>
<td>1- The National Commission for Lebanese Women (NCLW), in collaboration with two civil society organizations (or the follow up committee in case it was formed)</td>
<td></td>
</tr>
<tr>
<td>-Ministry of Social Affairs</td>
<td>-The Center for Educational Research and Development (CERD)</td>
<td>-Vocational training schools</td>
<td>-Civil society organizations working to achieve these objectives</td>
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</tr>
<tr>
<td>-The unavailability of financial and human resources to conduct the professional training</td>
<td>-Activities spread throughout the three years</td>
<td>-The National Commission for Lebanese Women (NCLW), in collaboration with two civil society organizations (or the follow up committee in case it was formed)</td>
<td>-Material, financial, technical and human support</td>
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<tr>
<td>-The Center for Educational Research and Development (CERD)</td>
<td>-The unavailability of human, material and financial resources to give the private lessons</td>
<td>-The activities are spread throughout the three years</td>
<td>-The National Commission for Lebanese Women (NCLW), in collaboration with two civil society organizations (or the follow up committee in case it was formed)</td>
<td></td>
</tr>
<tr>
<td>-The Ministry of Social Affairs</td>
<td>-Civil society organizations working in this sector</td>
<td>-Material, financial, technical and human support</td>
<td>-Material, financial, technical and human support</td>
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</tr>
</tbody>
</table>
### 3. The Health Sector, including Reproductive Health

**Strategic Goal:** Achieving full equality between men and women, in health care, through the provision of health care and services to women and girls, including reproductive-health care

**First Objective:** Providing the studies and necessary data to plan and execute the programs and activities that strengthen disease prevention methods of women and girls, and securing the different health services to them

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
</table>
| 1- Conducting scientific surveys and studies to monitor the most common diseases that target women and girls, including psychological diseases; as well as their reasons and their increase and decrease rates  
  -Urging the Lebanese Order of Physicians, the syndicate of private hospitals, and the people in charge in public hospitals, to maintain the records of patients and the different kinds of diseases they suffer from, disaggregated by gender; and to ensure that the records are comprehensive and accurate, and that the Ministry of Public Health (MoPH) disseminates them among the relevant stakeholders and makes them available to researchers | 1- The scientific knowledge of the required needs and their locations, which is the basis of effective planning  
  1- The capacity to provide comprehensive coverage of all medical and health needs of women and girls across all the regions of Lebanon | 1- Credible statistics and data on the most common diseases among women and girls; and their reasons and geographical distribution  
  -The number of entities among whom this data has been disseminated  
  -Making this data available easily to research (through the ministry’s website for instance) | 1- The Ministry of Public Health  
  -The Syndicate of Hospitals  
  -The Lebanese Order of Physicians  
  -The dispensaries and governmental (public) hospitals  
  -The Ministry of Social Affairs  
  -Mobile clinics  
  -Civil society organizations  
  -The Central Administration of Statistics (CAS)  
  -The supporting entities  
  -Researchers and university research centers |
<table>
<thead>
<tr>
<th>2-</th>
<th>Conducting evaluation studies in order to identify the following:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>a) The number and specialty of mobile clinics, dispensaries, and governmental (public) hospitals, and the extent to which they cover the needs in the different regions, as well as the quality of services they provide</td>
</tr>
<tr>
<td></td>
<td>b) The extent to which the staff of these clinics undergo training and regular supervision</td>
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<tr>
<td></td>
<td>c) Identifying the needs of the mobile clinics, dispensaries and governmental hospitals, in order to fulfill their different needs and guaranteeing the quality of the provided services</td>
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<tr>
<td>2-</td>
<td>Scientific and accurate identification of the needs of mobile clinics, dispensaries and governmental (public) hospitals; and the quality of the services they provide, in order to fill the medical needs of women particularly in remote areas. This identification could be used as the basis of planning to enhance the quality and comprehensiveness of these services</td>
</tr>
<tr>
<td>2-</td>
<td>Ensuring the full and comprehensive coverage of all the diseases that target women, and in the different regions; and guaranteeing the quality of the provided services</td>
</tr>
<tr>
<td>2-</td>
<td>The preparation and publication of the study(ies) that include the needed ad updated data, and its dissemination among the relevant stakeholders</td>
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<tr>
<td>2-</td>
<td>The Ministry of Public Health</td>
</tr>
<tr>
<td></td>
<td>-The Ministry of Social Affairs</td>
</tr>
<tr>
<td></td>
<td>-Civil society organizations</td>
</tr>
<tr>
<td></td>
<td>-The Central Administration of Statistics (CAS)</td>
</tr>
<tr>
<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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<td></td>
<td>-The municipalities</td>
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<tr>
<td></td>
<td>-Supporting entities</td>
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<tr>
<td>3-</td>
<td>Ensuring the update of the map of medical services available in the regions which highlights the geographical distribution of dispensaries, public hospitals and services they provide; and making sure that these centers provide the mentioned services and</td>
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<tr>
<td></td>
<td>Providing a guide for citizens on the locations of the needed medical and health services</td>
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<tr>
<td></td>
<td>Facilitating the access of citizens to the nearest center that provides the needed service</td>
</tr>
<tr>
<td></td>
<td>Regular update of the map, and facilitating access to it and disseminating at the largest scale possible</td>
</tr>
<tr>
<td>3-</td>
<td>The Ministry of Public Health</td>
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<tr>
<td></td>
<td>-The Ministry of Social Affairs</td>
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<tr>
<td></td>
<td>-Civil society organizations</td>
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<td></td>
<td>-Supporting entities</td>
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<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
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<tr>
<td>---------------------</td>
<td>----------------------------</td>
</tr>
<tr>
<td>1-</td>
<td>- The unavailability of sex disaggregated data in governmental and non-governmental hospitals</td>
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<tr>
<td></td>
<td>- The unavailability of accurate documentation of women beneficiaries of medical services; or of the medical issues that they suffer from</td>
</tr>
<tr>
<td></td>
<td>- The unresponsiveness of the relevant stakeholders in providing the information, when this is not mandatory</td>
</tr>
<tr>
<td>2-</td>
<td>- The unavailability of the needed support</td>
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<tr>
<td></td>
<td>- The inaccuracy of in collecting the data and statistics</td>
</tr>
</tbody>
</table>

meet the standards and conditions
Second Objective: Enhancing disease prevention methods for women and girls, and providing them with the different health services, focusing on psychological health

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Working to increase the number of mobile clinics based on the need, particularly in rural areas; and ensure these clinics meet the required criteria and standards to provide quality medical/health services</td>
<td>1- Providing medical services, and early detection of diseases to the biggest number of women and girls in all regions of Lebanon</td>
<td>1- Women and girls who have access to medical/health services; and who are aware of the importance of medical tests and preventive procedures</td>
<td>1- The increase in the number of mobile clinics and their geographical distribution, compared to previous years</td>
<td>1- The Ministry of Public Health - The Ministry of Social Affairs - Civil society organizations - The National Commission for Lebanese Women (NCLW) - The municipalities - Supporting entities</td>
</tr>
<tr>
<td>1- Working to ensure that mobile clinics provide the service of early detection of the different diseases that target women</td>
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<td>------------------------------------------------</td>
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<tr>
<td><strong>The number of beneficiaries of the mobile clinics’ services and their geographical distribution</strong></td>
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<td></td>
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</tr>
<tr>
<td><strong>The number of civil society organizations providing these services and their geographical distribution</strong></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

2- Working on increasing the number of dispensaries and governmental hospitals, and diversifying their services, particularly in remote areas, to fulfill the health/medical needs of women in all the stages of their lives

- Rehabilitating the dispensaries and governmental hospitals, particularly in remote areas to fulfill the health/medical needs of women throughout all the stages of their lives

- Holding sessions and awareness campaigns urging women and girls, particularly in rural areas to visit the medical centers that provide health services, and that can follow up on their conditions

2- Raising the possibility of women to access quality health/medical services, no matter their age, area of residence, and socio-economic class.

2- Achieving equality among women of the different regions, ages, and socio-economic class in accessing quality medical/health services

2- The number of dispensaries and governmental hospitals that provide psychological and general health services for women

2- The number of dispensaries and governmental hospitals that were rehabilitated and their geographical distribution

2- The number of beneficiaries of the services of

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2- The Ministry of Public Health

- The Ministry of Social Affairs

- Civil society organizations

- The National Commission for Lebanese Women (NCLW)

- The municipalities

- Supporting entities
- Working on providing specialists in psychological health as well as psychological health services in dispensaries and governmental hospitals; or creating special centers for these services

- Holding sessions and workshops in the different areas to sensitize women to the issue of psychological health, and the importance of not neglecting it and ways of addressing it

| 3- | Providing quality health/medical services to the poorest, most vulnerable communities; and those most in need of care such as the elderly, sex workers, migrant workers and refugees |

| 3- | Limiting the rate of physical and psychological diseases among the poorest women and those most in need of medical/health services |

| 3- | Benefitting the biggest number of poor and marginalized women of quality medical/health services |

| 3- | The number of elderly women, sex workers, migrant workers and refugees who have benefitted from the services that dispensaries |

| 3- | The Ministry of Public Health |

| 3- | The Ministry of Social Affairs |

| - | Civil society organizations |
| 4- | Networking among the different dispensaries and medical centers that provide medical/health services for women in the different regions, particularly in remote areas |
| 4- | Achieving complementarity in providing services and ensuring their quality, to avoid wasting resources |
| 4- | Raising the capacity to provide the biggest number of services in the different regions, particularly, remote ones |
| 4- | Developing the needed plan and mechanisms of networking |
| 4- | The level of collaboration and coordination among dispensaries and governmental hospitals |

- Working on providing experts and centers that provide services in the sector of health

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>

- The National Commission for Lebanese Women (NCLW)
- The municipalities
- Supporting entities
- The UN Higher Commission for Refugees
- The Central Administration of Statistics

<table>
<thead>
<tr>
<th>Physical and psychological care</th>
<th>and governmental hospitals provide, and their geographical distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>-The number of civil society organizations that provide these services, and their geographical distribution</td>
<td></td>
</tr>
</tbody>
</table>

- The Ministry of Public Health
- The Ministry of Social Affairs
- Civil society organizations
- The National Commission for Lebanese Women (NCLW)
- The municipalities
- Supporting entities
<table>
<thead>
<tr>
<th>Activities ongoing</th>
<th>1- The Ministry of Public Health</th>
<th>1- The Ministry of Social Affairs</th>
<th>1- Financial, material, human and technical support</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Activities ongoing to provide the services in all regions of Lebanon</td>
<td>- The unavailability of the needed support</td>
<td>- The unresponsiveness of ministries; and their failure to do their job on this issue</td>
<td>- Not relying on statistical data about the needs and their geographical distribution</td>
</tr>
<tr>
<td>1- Activities ongoing to secure the needed geographical coverage</td>
<td>- The unavailability of the needed support</td>
<td>- The failure of ministries to do their job on this issue</td>
<td>- Financial, material, human and technical support</td>
</tr>
<tr>
<td>3- Activities ongoing</td>
<td>- The unavailability of the needed support</td>
<td>- The failure of ministries to do their job on this issue</td>
<td>- The unavailability of the needed support from international parties/entities involved in</td>
</tr>
<tr>
<td>3- The Ministry of Public Health</td>
<td>- The unavailability of the needed support</td>
<td>- The failure of ministries to do their job on this issue</td>
<td>- Financial, material, human and technical support</td>
</tr>
<tr>
<td>- The Ministry of Social Affairs</td>
<td>- The National Commission for Lebanese Women (NCLW)</td>
<td>- The Ministry of Social Affairs</td>
<td>- The Ministry of Social Affairs</td>
</tr>
<tr>
<td>- Civil society organizations</td>
<td>- The Ministry of Social Affairs</td>
<td>- The UN Higher Commission for Refugees</td>
<td>- The Ministry of Social Affairs</td>
</tr>
</tbody>
</table>
supporting the Syrian crisis and the Syrian and non-Syrian migration to Lebanon
- The unavailability of data and statistics

4.
- The Ministry of Public Health
- The Ministry of Social Affairs
- Civil society organizations
- The municipalities

4.
- The failure of the relevant ministries to play their respective roles in achieving this networking
- The unresponsiveness of dispensaries and governmental hospitals

4.
- During the first year

4.
- The National Commission for Lebanese Women (NCLW) with the help of two civil society organizations active in this sector

4.
- Technical support and expertise

| Third Objective: Raising the awareness and knowledge within the family and society on women’s and girls’ reproductive health, as well as their medical/health needs |
|---|---|---|---|---|
| **Activities/Interventions** | **Outcomes** | **Expected Impact** | **Indicators** | **Stakeholders** |
| 1.
- Integrating the syllabus on life skills focusing on reproductive health and the prevention from sexually-transmitted diseases, in education curricula | 1.
- Increasing the percentage of the youth sensitized to the importance of reproductive health, how to maintain it, and how to avoid sexually-transmitted diseases | 1.
- Raising the awareness of the upcoming generation on reproductive health, and its importance, and how to maintain it | 1.
- The number of educational levels that have integrated the life skills syllabus focusing on reproductive health in their curricula | 1.
- The Center for Educational Research and Development (CERD) |
<p>|  |  |  | -The number of civil society organizations urging the stakeholders in | |
|  |  |  | -The Ministry of Higher Education | |
|  |  |  | -The Ministry of Public Health | |
|  |  |  | -The Ministry of Social Affairs | |</p>
<table>
<thead>
<tr>
<th>2-</th>
<th>Conducting national media campaigns on women’s health</th>
<th>2-</th>
<th>Media that is active and engaged in the national awareness campaigns</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Conducting national and local awareness campaigns to sensitise on some of the prevalent diseases in women, and respective preventive methods as well as the importance of early detection</td>
<td>2-</td>
<td>Better and more comprehensively highlighting the different health issues related to women</td>
</tr>
<tr>
<td></td>
<td>Organizing awareness campaigns on issues of family planning and contraceptive methods</td>
<td>2-</td>
<td>More widespread awareness on the issue of women’s health and the importance of prevention and early detection</td>
</tr>
<tr>
<td>2-</td>
<td>The Ministry of Public Health</td>
<td>2-</td>
<td>The number of media campaigns</td>
</tr>
<tr>
<td></td>
<td>The Ministry of Social Affairs</td>
<td>2-</td>
<td>The number and kind of media that contribute to the awareness campaigns on women’s health</td>
</tr>
<tr>
<td></td>
<td>The Ministry of Information</td>
<td></td>
<td>The number of national campaigns sensitizing to prevalent diseases in women, and psychological diseases</td>
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<tr>
<td></td>
<td>Civil society organizations</td>
<td></td>
<td>The number of local campaigns sensitizing to prevalent diseases in women, and psychological diseases, and their geographical distribution</td>
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<tr>
<td></td>
<td>The National Commission for Lebanese Women (NCLW)</td>
<td></td>
<td>The number of beneficiaries of local campaigns sensitizing to</td>
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<td></td>
<td>Municipalities, particularly women committees within municipalities</td>
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</tr>
<tr>
<td></td>
<td>Institutions specialized in monitoring media programs</td>
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</tbody>
</table>
prevalent diseases in women, and psychological diseases, and their geographical distribution
-The number of civil society organizations that provide these services and their geographical distribution

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- The Center for Educational Research and Development (CERD)</td>
<td>1- The absence of political will to achieve this integration; or not implementing it in reality because of social and religious beliefs and traditions</td>
<td>1- The first 18 months of the action plan’s timeline</td>
<td>1- The Center for Educational Research and Development (CERD)</td>
<td>1- Financial, material, technical and human support</td>
</tr>
<tr>
<td>-The Ministry of Higher Education</td>
<td>-The resistance of some groups in Lebanon to this integration, and considering it Western invasion of the conservative Arab culture</td>
<td></td>
<td>-The Ministry of Public Health</td>
<td>-Expertise</td>
</tr>
<tr>
<td>-The Ministry of Public Health</td>
<td>-The difficulties that teachers might face while teaching the syllabus and implementing it</td>
<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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<tr>
<td>-The Ministry of Social Affairs</td>
<td>-The unresponsiveness</td>
<td></td>
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</tr>
<tr>
<td>Activities/Interventions</td>
<td>Outcomes</td>
<td>Expected Impact</td>
<td>Indicators</td>
<td>Stakeholders</td>
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<tr>
<td>1- Regular training and rehabilitation of workers in mobile clinics and dispensaries; and supervision of their work</td>
<td>1- Mobile clinics’ and medical centers’ staff rehabilitated and trained to provide quality services</td>
<td>1- The benefit of women and girls from quality medical/health services in the different regions, no matter which center is providing them</td>
<td>1- The number of training and rehabilitation sessions for workers in mobile clinics and their geographical distribution</td>
<td>1- The Ministry of Public Health</td>
</tr>
<tr>
<td>- Ongoing training of staff in the different medico-social centers and in the different regions, to improve the quality of health services for women, in all its aspects</td>
<td></td>
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<td>- The Ministry of Social Affairs</td>
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<td>- Civil society organizations</td>
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<td>- The National Commission for Lebanese Women (NCLW)</td>
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<td></td>
<td></td>
<td></td>
<td>- Municipalities</td>
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<tr>
<td>2-</td>
<td>-Developing/or creating a module to train trainers of the teaching staff on the implementation of the syllabus of life skills focused on reproductive health and the prevention of sexually-transmitted diseases; and on clearly and easily delivering its concepts to students</td>
<td>2-</td>
<td>-The availability of a Training of Trainers’ module</td>
<td>-Supporting entities</td>
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<td></td>
<td></td>
<td></td>
<td>-The number of training of trainers’ sessions</td>
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<td></td>
<td>-Training teachers in public and private schools on the implementation of the syllabus, and on delivering its concepts smoothly and clearly to students</td>
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<td>-The number of training sessions for the teaching staff</td>
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<td></td>
<td></td>
<td></td>
<td>-The number of teachers who have participated in these sessions, and their geographical distribution, as well as their distribution between public</td>
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<td></td>
<td></td>
<td></td>
<td>-The number of teachers who benefitted from these sessions</td>
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<td></td>
<td></td>
<td></td>
<td>-The number of trainers who benefitted from these sessions</td>
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<td></td>
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<td></td>
<td>-The Center for Educational Research and Development (CERD)</td>
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<td>-The Ministry of Higher Education</td>
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<td>-The Ministry of Public Health</td>
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<td>-The Ministry of Social Affairs</td>
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<td>-Civil society organizations</td>
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<td>-Public and private schools</td>
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<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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<td></td>
<td></td>
<td>-Supporting entities</td>
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</tbody>
</table>
3- Training the staff in the medical/health field on the issue of reproductive health, and developing a guide to be disseminated among this group

- Training and building the capacity of the medical staff and social workers in the field of psychological health

3- An increase in the number of the medical staff members capable of sensitizing the individuals who visit their centers on the following:

a) Reproductive health and how to maintain it

b) Psychological health and the dangers of neglecting it

c) Providing quality services in these two sectors

3- Enhancing the quality of the services provided in this sector to the different communities of women

3- The number of the training sessions for the medical staff, and their geographical distribution

- The number of training sessions for the staff in the psychological health field, and their geographical distribution

- The number of participants in these sessions and their geographical distribution

- The number of medical centers covered by the trainings, and their geographical distribution

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- The Ministry of Public Health</td>
<td>1-</td>
<td>1- Activities ongoing</td>
<td>1- The Ministry of Public Health</td>
<td>1- Financial, material, technical</td>
</tr>
<tr>
<td>-The Ministry of Social Affairs</td>
<td>-The unavailability of the needed support</td>
<td>-The failure of ministries to conduct their work in this field</td>
<td>-The unresponsiveness of mobile clinics’ staff</td>
<td>-The Ministry of Social Affairs</td>
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<tr>
<td>-Civil society organizations</td>
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<td>2-</td>
<td>2-</td>
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</tr>
<tr>
<td>-The Center for Educational Research and Development (CERD)</td>
<td>-Difficulties that the teachers might face while teaching the syllabus and implementing it</td>
<td>-The unavailability of the material, financial and human resources needed for the training</td>
<td>-The failure of the relevant institutions to execute its required tasks</td>
<td>-The Center for Educational Research and Development (CERD)</td>
</tr>
<tr>
<td>-The Ministry of Public Health</td>
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<td></td>
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<tr>
<td>-The Ministry of Social Affairs</td>
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<td>3-</td>
<td>3-</td>
<td>3-</td>
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<td>3-</td>
</tr>
<tr>
<td>-The Ministry of Public Health</td>
<td>-The failure of the ministries to implement what is requested of them in this field</td>
<td>-The unavailability of the needed support</td>
<td>-Annual training sessions</td>
<td>-The Ministry of Public Health</td>
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<tr>
<td>-The Ministry of Social Affairs</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-Civil society organizations</td>
<td></td>
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</tr>
</tbody>
</table>
4. The sector of combatting poverty among women

Strategic Goal: Combatting poverty among women and giving special attention to the eradication of poverty in general

First Objective: Providing social protection programs for the elderly, and for retired women with no income, including farmers working in the agricultural and food processing sector

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td></td>
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<td>1-</td>
<td>1-</td>
</tr>
<tr>
<td>-Seeking the approval of a national plan to combat poverty, that includes:</td>
<td></td>
<td></td>
<td>-The number of civil society organizations working on urging the people in charge to approve the plan to combat poverty</td>
<td>-The Ministry of Social Affairs (MoSA)</td>
</tr>
<tr>
<td>A) Providing a retirement salary for elderly men and women who have no income</td>
<td></td>
<td></td>
<td>-The number of meetings held by civil society organizations with the relevant stakeholders at the different levels</td>
<td>-The Ministry of Public Health (MoPH)</td>
</tr>
<tr>
<td>B) Providing health insurance for elderly men and women</td>
<td></td>
<td></td>
<td>The number of elderly men and women beneficiaries of</td>
<td>-The National Social Security institution</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-Civil society organizations</td>
</tr>
<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
<td>Follow-up</td>
<td>Resources</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------------------</td>
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<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>1.</td>
<td>1. Not allocating the necessary resources in the budget of the Ministry of Social Affairs, to enable it to provide these services</td>
<td>1. Activity ongoing until the plan is approved</td>
<td>1. The National Commission for Lebanese Women (NCLW)</td>
<td>1. Human, financial and technical resources</td>
</tr>
<tr>
<td></td>
<td>2. The influence of administrative corruption on the process of aid distribution</td>
<td></td>
<td></td>
<td>2. Experts</td>
</tr>
<tr>
<td>2.</td>
<td>2. The unavailability of the needed funds</td>
<td>2. Activity ongoing throughout the plan’s timeline</td>
<td>2. The National Commission for Lebanese Women (NCLW)</td>
<td>2. Human, financial and technical resources</td>
</tr>
</tbody>
</table>


The Ministry of Social Affairs (MoSA)

The Ministry of Public Health (MoPH)

Civil society organizations

The cabinet

The Ministry of Social Affairs (MoSA)

Guaranteeing the right of elderly men and women to entertainment and to fill the void in their lives

The number of elderly men and women beneficiaries of the entertainment and cultural activities

The number of institutions and civil society organizations that provide these services and their geographical distribution

The availability of entertainment and cultural programs for elderly men and women

Developing and implementing entertainment and cultural programs for elderly men and women

The Ministry of Social Affairs (MoSA)

-The National Commission for Lebanese Women (NCLW)

-The private sector

-Civil society organizations
### Second Objective: Providing protection programs for vulnerable families supported by women

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Conducting or Updating the surveys or studies on:</td>
<td>1- The availability of the knowledge on the size of the population of women that should be targeted</td>
<td>1- The availability of the scientific knowledge that represents the basis of effective plans, activities and programs</td>
<td>1- The publication of statistics on:</td>
<td>1- The Ministry of Social Affairs</td>
</tr>
<tr>
<td>a) The number or percentage of women considered below the poverty line, and their geographical distribution</td>
<td>- The availability of knowledge/data on the number/ or percentage of families supported by women considered below the poverty line</td>
<td>- The availability of the scientific knowledge that helps in developing plans to aid families supported by women below the poverty line</td>
<td>a) The number/ or percentage of women considered below the poverty line, and their geographical distribution</td>
<td>- The Central Administration of Statistics</td>
</tr>
<tr>
<td>b) The number or percentage of families supported by women considered below the poverty line, and their geographical distribution</td>
<td></td>
<td></td>
<td></td>
<td>- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>2- Working to provide financial aid for families supported by women below the poverty line</td>
<td>2- The availability of financial aid for poor families supported by women</td>
<td>2- Enabling poor families supported by women to fulfill their basic life needs</td>
<td>2- The number of poor families supported by women benefitting from this aid</td>
<td>2- The Ministry of Social Affairs</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Civil society organizations</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- The supporting entities</td>
</tr>
<tr>
<td>No.</td>
<td>Action</td>
<td>Supporting Entities</td>
<td></td>
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</tr>
<tr>
<td>3-</td>
<td>Working on providing medical and health insurance/security for families below the poverty line, that allow them to secure prevention methods and treatment of diseases</td>
<td>Lebanese Women (NCLW), The private sector, Civil society organizations, The supporting entities</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Poor and vulnerable communities are granted their rights to health benefits</td>
<td>3- The number of civil society organizations working on providing these services</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Securing the right of poor families to medical security and the prevention of diseases</td>
<td>3- The number of families benefiting from medical insurance/security, and their geographical distribution</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- The number of civil society organizations working on providing these services</td>
<td>3- The Ministry of Social Affairs, The Ministry of Public Health, The National Social Security institution, The National Commission for Lebanese Women (NCLW), The private sector, Civil society organizations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4-</td>
<td>Working to urge the private sector to contribute to the protection programs by:</td>
<td>4- The Ministry of Social Affairs, The Ministry of Public Health, The National Commission for Lebanese Women (NCLW), The private sector</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>A) Giving financial aid to vulnerable communities (women supporting their families, elderly men and women with no income)</td>
<td>4- The availability of protection and assistance programs for vulnerable communities</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>B) Securing jobs for women supporting their families</td>
<td>4- The benefit of families considered under the poverty line, and of elderly men and women from protection</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- The number of families beneficiaries of assistance and their geographical distribution</td>
<td>4- The number of women beneficiaries and their geographical distribution</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- The number of elderly men and women beneficiaries</td>
<td>4- The number of elderly men and women beneficiaries</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### C) Funding entertainment programs for elderly men and women

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td></td>
<td>1-</td>
<td>1-</td>
<td>1-</td>
</tr>
<tr>
<td>-The Ministry of Social Affairs</td>
<td>-The unavailability of the financial and material support to conduct the comprehensive studies</td>
<td>-During the first year of the action plan timeframe (It will be updated every 2 to 3 years)</td>
<td>-The Ministry of Social Affairs</td>
<td>-Human, technical and financial resources</td>
</tr>
<tr>
<td>-The Central Administration of Statistics</td>
<td>-The unresponsiveness of the ministries, and their failure to undertake their role, due to the absence of the political will</td>
<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td></td>
</tr>
<tr>
<td>2-</td>
<td></td>
<td>2-</td>
<td>2-</td>
<td>2-</td>
</tr>
<tr>
<td>-The Ministry of Social Affairs</td>
<td>-Not allocating the required resources in the budget of the Ministry of Social Affairs, to allow it to provide these services</td>
<td>-Activities ongoing</td>
<td>-The Ministry of Social Affairs</td>
<td>-Human, technical and financial resources</td>
</tr>
<tr>
<td>-Civil society organizations</td>
<td>-The absence of the political will to address the issue of poverty among women</td>
<td></td>
<td>-Civil society organizations</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td></td>
</tr>
</tbody>
</table>
### Third Objective: Providing protection programs for people with special needs

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Working on the following: A)The implementation/enforcement of all articles within Law 220 for people with special needs</td>
<td>1- The Law 220 implemented and enforced, including all its clauses; and adding the required amendments to</td>
<td>1- Benefitting the biggest number of people with special needs, and securing their rights, in a way that aligns with international conventions</td>
<td>1- Establishing implementation and enforcement mechanisms; and supervising the adherence of all stakeholders to it</td>
<td>1- The Ministry of Social Affairs - The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>B) Amending the Law 220 to include psychological diseases (identified and specified by the World Health Organization – WHO)</td>
<td>Guarantee that it matches international standards</td>
<td>- Civil society organizations working on this issue - The parliament - The parliamentary committee for Human Rights</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2- Working on finding and locating protected workshops and workspaces for people with special needs</td>
<td>2- Providing job opportunities for people with special needs</td>
<td>- The parliament - The parliamentary committee for Human Rights</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2- Providing job opportunities for people with special needs</td>
<td>2- Securing the right of people with special needs to job opportunities and to benefiting from a regular steady income</td>
<td>- The number of beneficiaries and their geographical distribution - The number of civil society organizations working to provide these services and their geographical distribution - The number of supporting entities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2- Securing the right of people with special needs to job opportunities and to benefiting from a regular steady income</td>
<td>2- The number of established workshops/workspaces and their geographical distribution</td>
<td>- The number of civil society organizations working on this activity - The supporting entities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3- Developing training of trainers’ modules and programs to rehabilitate professionally people with special needs - Training people with special needs and rehabilitating them professionally</td>
<td>3- Building the capacity of people with special needs, to help them integrate in the job market - Providing specialized training</td>
<td>- The Ministry of Social Affairs - The National Commission for Lebanese Women (NCLW)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3- Building the capacity of people with special needs, to help them integrate in the job market - Providing specialized training</td>
<td>3- People with special needs who are able to enter the job market, and to secure a personal income</td>
<td>- The National Commission for Lebanese Women (NCLW) - Civil society organizations working on this activity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3- People with special needs who are able to enter the job market, and to secure a personal income</td>
<td>3- The number of sessions of training of trainers - The number of trainers who have benefitted from the sessions - The number of rehabilitation and professional</td>
<td>- - -</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3- The number of sessions of training of trainers - The number of trainers who have benefitted from the sessions - The number of rehabilitation and professional</td>
<td>- - -</td>
<td>- - -</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
<td>Follow-up</td>
<td>Resources</td>
</tr>
<tr>
<td>---------------------</td>
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</tr>
</tbody>
</table>
| 1- The Ministry of Social Affairs  
- The parliament | 1- The unresponsiveness of the decision makers when it comes to amending clauses of the law  
- Diluting the enforcement of the law  
- The unavailability of material and financial resources to enforce the law | 1- Activity ongoing throughout the timeline of this action plan | 1- The National Commission for Lebanese Women (NCLW)  
-Civil society organizations working on this issue | 1- Human, technical, financial and material capacities |
| 2- The Ministry of Social Affairs  
-Civil society organizations | 2- The unavailability of the necessary funds to establish the workshops/workspaces  
- The absence of the political will | 2- Activity ongoing throughout the timeline of this action plan | 2- The National Commission for Lebanese Women (NCLW)  
-Civil society organizations | 2- Human, technical, financial and material resources |
### 3-
- The Ministry of Social Affairs
- Civil society organizations

<table>
<thead>
<tr>
<th>Difficulty</th>
<th>3-</th>
<th>3-</th>
<th>3-</th>
</tr>
</thead>
<tbody>
<tr>
<td>The difficulty to recruit the target groups</td>
<td>-The unavailability of the necessary funds to conduct the trainings</td>
<td>-Activity ongoing throughout the timeline of this action plan</td>
<td>-Human, technical, financial and material resources</td>
</tr>
<tr>
<td>-The unavailability of the specialized trainers to conduct the rehabilitation and training</td>
<td>-Civil society organizations</td>
<td>-Experts/Specialties</td>
<td></td>
</tr>
</tbody>
</table>

### Fourth Objective: Building the capacity of women in combatting poverty

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Conducting sessions to:</td>
<td>1- Building the capacity of women, and opening the labor market to them</td>
<td>1- Ensuring women’s right to education and labor</td>
<td>1- The number of sessions and their geographical distribution</td>
<td>1- The Ministry of Social Affairs</td>
</tr>
<tr>
<td>a) eradicate illiteracy</td>
<td>1-</td>
<td>1-</td>
<td>1-</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>b) eradicate electronic illiteracy</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-Civil society organizations working in this sector</td>
</tr>
</tbody>
</table>

- The number of beneficiaries and their geographical distribution
- The number of civil society organizations providing these services, and their geographical distribution
- The supporting entities
<table>
<thead>
<tr>
<th>Professional training sessions for poor and jobless women</th>
<th>Enabling women to enter the labour market</th>
<th>Ensuring women’s right to labour</th>
<th>The Ministry of Social Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>-The Ministry of Social Affairs</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-Civil society organizations working in this sector</td>
<td></td>
</tr>
<tr>
<td>-Civil society organizations working in this sector</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td></td>
<td></td>
<td></td>
<td>1-</td>
</tr>
<tr>
<td>-The Ministry of Social Affairs</td>
<td>-The unavailability of the required financial and human capacities to conduct the training sessions</td>
<td>-Activity ongoing throughout the timeline of this action plan</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-Human, technical, financial and material resources</td>
</tr>
<tr>
<td>-Civil society organizations working in this sector</td>
<td></td>
<td></td>
<td>-Civil society organizations working in this sector</td>
<td></td>
</tr>
</tbody>
</table>

| 2-                  |                             |            |           | 2-        |
| -The Ministry of Social Affairs                       | -The unavailability of the required funds to conduct the training sessions | -Activity ongoing throughout the timeline of this action plan | -The National Commission for Lebanese Women (NCLW) | -Human, technical, financial and material resources |
| -Civil society organizations working in this sector   | - The unavailability of the human |                                 | -Civil society organizations working in this sector | |
5. The Economic Sector

Strategic Goal: Promoting the participation of women in the economic sector

First Objective: Working on clearing all laws that govern women’s labor of all discrimination

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Working on urging the decision-makers to adopt all the proposed amendments on the following:</td>
<td>1- Laws cleared of all discrimination against women in the labor and economic participation sectors</td>
<td>1- Laws that guarantee equality in labor rights</td>
<td>1- The number of laws and regulations that were amended</td>
<td>1- The ministries involved in the laws</td>
</tr>
<tr>
<td>A) The Labor law (to include women workers in the agricultural sector,</td>
<td></td>
<td></td>
<td>- The number of civil society organizations demanding the amendments of the laws</td>
<td>- The involved parliamentary committees</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- The Parliament</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- The Cabinet</td>
</tr>
<tr>
<td>and domestic workers)</td>
<td>B) Social Security</td>
<td>Social Security</td>
<td></td>
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<tr>
<td>-----------------------</td>
<td>------------------</td>
<td>---------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C) The Law of Commerce</td>
<td>D) The Law of Public Servants, particularly the retirement system/law (instilling equality between women and men in transferring her retirement compensation to her husband in case of her passing away)</td>
<td>Social Security</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-Working on providing the texts of the proposed amendments</td>
<td>-The number of the finalized drafts of the amended laws</td>
<td>Social Security</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2- Urging the people in charge to develop and adopt a law that criminalizes sexual harassment in the workplace and in public spaces</th>
<th>2- Banning sexual and gender-based harassment in workplaces, and in public spaces</th>
<th>2- A work environment free from violence and discrimination against women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2- The passing of the law</td>
<td>2- The seriousness of the complaint mechanism, follow up and the penalties for harassers</td>
<td>2- The Ministry of Labor</td>
</tr>
<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-The Ministry of Labor</td>
<td>-The private sector</td>
</tr>
<tr>
<td>-Civil society organizations</td>
<td>-The Ministry of Labor</td>
<td>-Civil society organizations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3- Urging the Ministry of Labour to revive the</th>
<th>3- Putting effective complaint</th>
<th>3- Guaranteeing a serious handling of</th>
</tr>
</thead>
<tbody>
<tr>
<td>3- The gender distribution of</td>
<td>3- The gender distribution of</td>
<td>3- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>-Civil society organizations</td>
<td>-Civil society organizations</td>
<td>-Civil society organizations</td>
</tr>
<tr>
<td>Mechanism of complaint against sexual harassment in the workplace</td>
<td>Mechanisms in place and guaranteeing that complaints are processed</td>
<td>Complaints of gender based discrimination in workplaces</td>
</tr>
<tr>
<td>---</td>
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</tr>
<tr>
<td>-Urging the Ministry of Labour and the Labour Arbitration Councils to disseminate the labor cases and particularly those related to gender</td>
<td>-Ensure the gender distribution of complaints</td>
<td>-Establishing mechanisms, and the level of the adherence of involved parties, to these mechanisms</td>
</tr>
<tr>
<td>4-</td>
<td>4-</td>
<td>4-</td>
</tr>
<tr>
<td>-Urging liberal professions’ unions to review its laws and regulations, and to amend them to lift any discrimination against women</td>
<td>-Unionizing that is free from discrimination against women, and the active participation of women in the union/syndical decision-making</td>
<td>-Achieving equality between men and women in union work, particularly at the leadership level</td>
</tr>
<tr>
<td>-Urging the syndicates to facilitate women’s participation and their access to decision making positions</td>
<td>5-</td>
<td>5-</td>
</tr>
<tr>
<td>5-</td>
<td>5-</td>
<td>5-</td>
</tr>
<tr>
<td>-Urging the authorities to activate the role of the National Employment Office (NEO) in professional orientation that targets women</td>
<td>-More interest and attention from the institution to issues of women’s labor</td>
<td>-A functional and effective national institution, working on empowering women to actively participate in the labor sector</td>
</tr>
<tr>
<td>-The number of unions that reviewed their laws and regulations, and lifted discrimination off them</td>
<td>-The number of professional orientation and training sessions organized by the institution for women and girls</td>
<td>-The number of women beneficiaries of these services</td>
</tr>
<tr>
<td>-Civil society organizations working in this sector</td>
<td>5-</td>
<td>5-</td>
</tr>
<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-Urging the authorities to activate the role of the National Employment Office (NEO) in professional orientation that targets women</td>
<td>-More interest and attention from the institution to issues of women’s labor</td>
</tr>
<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
</tr>
<tr>
<td>---------------------</td>
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</tr>
<tr>
<td>1-</td>
<td></td>
<td>1-</td>
</tr>
<tr>
<td>-The ministries involved</td>
<td>-The absence of the political will to abolish discrimination against women, due to cultural, social and religious beliefs and ideologies</td>
<td>Activities ongoing until the required amendments are approved</td>
</tr>
<tr>
<td>-The parliament</td>
<td>-Ineffective implementation/enforcement mechanisms</td>
<td></td>
</tr>
<tr>
<td>The cabinet</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2-</td>
<td></td>
<td>2-</td>
</tr>
<tr>
<td>-The Ministry of Labor</td>
<td>-The absence of the political will to abolish discrimination against women, due to cultural, social and religious beliefs and ideologies</td>
<td>Activities ongoing until the law is adopted, and its implementation decrees published</td>
</tr>
<tr>
<td>-Civil society organizations working in this sector</td>
<td>-Ineffective implementation/enforcement mechanisms</td>
<td></td>
</tr>
<tr>
<td>-The parliamentary committee for Women’s Affairs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3-</td>
<td></td>
<td>3-</td>
</tr>
<tr>
<td>-The Ministry of Labor</td>
<td>-The authorities’ hesitation to enforce the mechanism for complaints presented by women</td>
<td>Activities ongoing until discrimination is eradicated from the workplace</td>
</tr>
<tr>
<td>-Labor Arbitration Courts</td>
<td>-The unavailability of the will or capacities to categorize/divide</td>
<td></td>
</tr>
<tr>
<td>Activities/Interventions</td>
<td>Outcomes</td>
<td>Expected Impact</td>
</tr>
<tr>
<td>--------------------------</td>
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</tr>
<tr>
<td>1- Developing and publishing a simplified guide about:</td>
<td>1- Sensitizing women about their rights and duties in the employment and work sector</td>
<td>1- Empowering women to refuse discrimination against her and to demand her rights</td>
</tr>
<tr>
<td>A) The Labor Law</td>
<td></td>
<td>- The number of editions disseminated in each of the regions</td>
</tr>
<tr>
<td>B) The Social Security Law</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C) The Law of Trade</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Awareness campaigns for working women around their rights at work, and</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-</td>
<td>Around the complaints’ mechanism at the Ministry of Labor</td>
<td>-The number of campaigns promoting this guide in the media</td>
</tr>
<tr>
<td>2-</td>
<td>-Sessions and workshops to introduce women to the role and functions of some of the administrations and institutions related to the economy (The Chambers of Industry, Commerce, and Agriculture; LEBNOR; IDAL; … among others)</td>
<td>-The number of awareness sessions to sensitize working women on their rights, and their geographical distribution</td>
</tr>
<tr>
<td>3-</td>
<td>-Sensitizing women to success stories of businesswomen and women entrepreneurs</td>
<td>-The availability of the knowledge that helps women to make informed decisions about the quality of their economic participation</td>
</tr>
</tbody>
</table>

2- -Increasing the number of women who are aware of the economic environment, and of the available opportunities and potential

3- -Highlighting the success stories that could become examples to be followed

3- -Encouraging women to venture in the business world

3- -The number of civil society organizations that have worked on highlighting the stories of women entrepreneurs I business

- The number of media institutions

2- -Civil Society organizations

- The institutions involved in the economy

- The National Commission for Lebanese Women (NCLW)

- Private institutions
<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- The National Commission for Lebanese Women (NCLW) - Civil society organizations working in the human rights field - The Human Rights Institute at the Beirut Bar Association</td>
<td>1- The unavailability of the required funds to prepare and publish the guide - The unavailability of the funding for conducting the sessions - The inability of the awareness sessions to reach the target groups, and to achieve its objectives</td>
<td>1- Publishing the guide during the first year of the action plan timeline - The awareness campaigns: ongoing</td>
<td>1- The National Commission for Lebanese Women (NCLW) - Civil society organizations working in the human rights field</td>
<td>1- Legal experts - Financial and technical resources</td>
</tr>
<tr>
<td>2- Civil society organizations - Institutions involved in the economy - The National Commission for Lebanese Women (NCLW)</td>
<td>2- The unavailability of the required funds to conduct the sessions and workshops - The unresponsiveness of the institutions involved in the economy</td>
<td>2- The sessions are ongoing throughout the three years</td>
<td>2- The National Commission for Lebanese Women (NCLW) - Civil society organizations working in this field</td>
<td>2- Financial, human and technical resources</td>
</tr>
<tr>
<td>3-</td>
<td>3-</td>
<td>3-</td>
<td>3-</td>
<td>3-</td>
</tr>
</tbody>
</table>
Third Objective: Building the capacity of women to activate their participation in the economic activity

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Conducting studies to identify the market needs of the professions that could be conducted by women, in the different regions</td>
<td>1- The women and girls looking for work opportunities, know of the demanded and available jobs in the geographical areas near them</td>
<td>1- Facilitating the process of women’s entry into the job market in the different regions</td>
<td>1- The publication of studies on the market needs of the professions that can be conducted by women in the different regions</td>
<td>1- Civil society organizations working in the sector of women’s economic empowerment</td>
</tr>
<tr>
<td></td>
<td>-Rationalizing the process of professional orientation and training for women in the different regions</td>
<td></td>
<td>-The number and kind of media used to disseminate the results of the study among civil society organizations, and the stakeholders involved</td>
<td>-The economic institutions working in the different regions</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>-The number of civil society</td>
<td>-The National Employment Office (NEO)</td>
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<td></td>
<td></td>
<td></td>
<td>-The Chambers of Trade, Industry, and Agriculture</td>
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<tr>
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<td></td>
<td></td>
<td></td>
<td>-Vocational training schools</td>
</tr>
<tr>
<td>2-</td>
<td>Conducting orientation and professional training sessions for women and girls</td>
<td>2-</td>
<td>Building the capacity of women and girls to enter the job market, or to return to it</td>
<td>2-</td>
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</tr>
<tr>
<td>2-</td>
<td>Rehabilitation and training sessions and programs for women who have been out of the market</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3-</td>
<td>Implementing technical and professional training programs on the development and management of economic projects</td>
<td>3-</td>
<td>Building the capacity of women in developing and managing economic projects</td>
<td>3-</td>
</tr>
<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
<td>Follow-up</td>
<td>Resources</td>
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</tr>
<tr>
<td>-Civil society organizations working in the sector of women’s economic empowerment</td>
<td>-Not recruiting the competent experts to develop the suitable research design and methodology, to ensure the best results and data</td>
<td>-During the first year of the action plan timeline</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-Financial, material, technical and human resources -Experts</td>
</tr>
<tr>
<td>-The economic institutions working in the different regions</td>
<td>-The unresponsiveness of economic institutions</td>
<td></td>
<td>-Two civil society organizations</td>
<td></td>
</tr>
<tr>
<td>-The National Employment Office (NEO)</td>
<td>-The unavailability of the financial and human resources to conduct the study</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-The Chambers of Trade, Industry, and Agriculture</td>
<td></td>
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<td></td>
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<tr>
<td>-Vocational training schools</td>
<td></td>
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<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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<td>2-</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-Civil society organizations</td>
<td>-Orientation and training on professions and jobs that exceeds the need of the market</td>
<td>-Ongoing activities</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-Human, financial, technical and material resources -Experts</td>
</tr>
<tr>
<td>-The National Employment Office (NEO)</td>
<td>-The unavailability of the resources to conduct the trainings</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-Vocational training schools</td>
<td></td>
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<td></td>
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<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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<td>3-</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-Civil society organizations</td>
<td>-The unavailability of resources</td>
<td>-Ongoing activities</td>
<td>-The National Commission for</td>
<td>-Financial, material, technical</td>
</tr>
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</tr>
</tbody>
</table>
- Faculties of business in universities
- The weak coordination of the involved stakeholders to provide the needed expertise to develop the training programs

<table>
<thead>
<tr>
<th>Stakeholders</th>
<th>Lebanese Women (NCLW) and human resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Experts in business management</td>
<td></td>
</tr>
</tbody>
</table>

### Fourth Objective: Providing incentives to enhance women’s participation in the economy

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
</table>
| 1- Working to provide consultations, with reasonable and accessible conditions, to enable women to:  
  A) Launch new economic initiatives  
  B) Or advance their already established economic projects | 1- Increase women’s awareness and knowledge of the opportunities, risks, strengths and weaknesses present in the process of launching economic initiatives, or developing already established economic projects | 1- Sensitizing business women to the possibility of benefitting from the available opportunities, and avoiding the risks | 1- The number of civil society organizations that facilitate women’s access to these services  
   - The number of women beneficiaries from these services, and their geographical distribution | 1- Civil society organizations  
   - Institutions specialized in providing these consultations  
   - The National Commission for Lebanese Women (NCLW)  
   - Financial institutions  
   - The supporting entities |
| 2- Working to urge the major economic institutions to provide services that support women employees (contracting with nurseries with promotional charges, senior care services, services for the special cases) | 2- Assisting women employees in surpassing one of the major obstacles in the way of their effective economic participation | 2- Reducing the physical and psychological burden on women employees | 2- The number of civil society organizations working to urge major economic institutions to provide services that support women employees | 2- Civil society organizations  
   - The Ministry of Labor  
   - Major economic institutions |
3- Working to urge the different ministries and public and financial institutions to integrate gender and women’s issues in their budgets and economic programs
- Working to urge municipalities in the different regions to provide incentives that motivate women to conduct economic projects

3- Enhancing women’s opportunities and capacities to get more jobs
- Improving women’s opportunities and abilities to contribute to the economic development of their regions

3- Activating the role of women, and motivating them to economically develop their regions

<table>
<thead>
<tr>
<th>-The number of responsive institutions</th>
<th>-The National Commission for Lebanese Women (NCLW)</th>
</tr>
</thead>
<tbody>
<tr>
<td>-The number of ministries and public institutions</td>
<td></td>
</tr>
<tr>
<td>-The financial institutions and banks</td>
<td></td>
</tr>
<tr>
<td>-Civil society organizations</td>
<td></td>
</tr>
<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td></td>
</tr>
<tr>
<td>-The municipalities</td>
<td></td>
</tr>
</tbody>
</table>

- The number of ministries and institutions that have gender-sensitive budgets and economic programs
- The number of civil society organizations that urge the municipalities in the different regions to provide incentives motivating women to conduct economic programs
- The number of municipalities that provide incentives to women in this field
<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>
| 1- Civil society organizations  
- Institutions specialized in providing these consultations | 1- The unresponsiveness of the involved institutions in providing expertise | 1- Ongoing activities | 1- The National Commission for Lebanese Women (NCLW) | 1- Human, technical, financial and material resources  
- Experts/specialists |
| 2- Civil society organizations  
- The Ministry of Labor | 2- The unresponsiveness of institutions, when participation is not mandatory | 2- Ongoing activities | 2- The National Commission for Lebanese Women (NCLW) | 2- Human and material resources |
### The involved ministries
- The National Commission for Lebanese Women (NCLW)

### The National Commission for Lebanese Women (NCLW)

### Civil society organizations
- The national commission for Lebanese Women (NCLW)
- The municipalities

### The municipalities
- The weak capacities of municipalities
- Lack of or weak responsiveness of the municipalities

### Ongoing activities
- The National Commission for Lebanese Women (NCLW)

### Human and material resources
- Consultation services for the women willing to benefit from these loans

### Civil society organizations
- The national commission for Lebanese Women (NCLW)
- The supporting entities
- The banks
- The crediting institutions

### The supporting entities
- The national commission for Lebanese Women (NCLW)
- The banks
- The crediting institutions

### The banks
- The crediting institutions

### The crediting institutions
- The unresponsiveness of stakeholders in providing facilitation loans
- The unavailability of resources matching the demand

### Ongoing activities
- The National Commission for Lebanese Women (NCLW)

### Human, material, and technical resources
- Consultation services for the women willing to benefit from these loans
### 6. The Sector of political participation and decision making positions

**Strategic Goal:** Achieving full and unconditional equality between men and women in all fields and sectors, and in decision-making positions

**First Objective:** Ensuring that women reach local and national representative councils in high numbers, by guaranteeing their active and effective participation in these councils (parliamentary and municipal electoral law)

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Organizing and implementing intensive and far-reaching campaigns demanding the participation of women in politics, on the local and national decision-making level; and the participation of youth in these campaigns</td>
<td>1- Guaranteeing that women reach representative councils in numbers that ensure the activation of their role inside local and national representative councils</td>
<td>1- Activating the role of women in representative councils, to ensure that the laws, regulations, programs and budget are sensitized to women’s needs and causes</td>
<td>1- The number of civil society organizations working to urge decision makers to adopt the needed women’s quota in the local and national electoral law</td>
<td>1- The Parliament, Political parties’ leadership</td>
</tr>
<tr>
<td>- Working to urge decision makers to put a national and local electoral law, and allowing women to participate in its development. The law includes a women’s quota of at least 30%. The law with the participation of women and the youth will happen through increasing the sessions, discussions and meetings with:</td>
<td>- Guaranteeing the right of women, from various socio-economic backgrounds, to run in elections on equal footing to the rest of the candidates</td>
<td>- Mobilizing wide popular and political support for women’s demands by involving women in decision making positions</td>
<td>- The number of meetings held by civil society organizations and the National Commission for Lebanese Women (NCLW), with members of parliament, presidents of parliamentary blocs, ministers, political parties’ leadership, religious leaders, etc…</td>
<td>- Religious leaders, Civil society organizations, Youth organizations, The National Commission for Lebanese Women (NCLW), The supporting entities, The media</td>
</tr>
<tr>
<td>A) The speaker of Parliament</td>
<td>- The participation of women in developing the electoral law that implicates and represents them,</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

1. **B)** The office of the prime ministry, and the ministers

2. **C)** Political parties’ leadership

3. **D)** Religious leaders

4. **E)** The parliamentary committees of Women’s Affairs, and Human Rights

- Urging decision makers to ensure that the needed law includes the mechanisms that guarantee equality among candidates, as well as the principle of true representation.

In case constitutional amendment was proposed for any reason, urging decision makers to amend article 24, to include a quota for women alongside the sectarian and regional quota mentioned in this article.

<table>
<thead>
<tr>
<th>2-</th>
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</thead>
<tbody>
<tr>
<td>-Urging decision makers, particularly the Ministry of Interior to ensure that the local and national electoral candidacy application includes data about the candidate’s gender. This is to be done through:</td>
<td>-Getting accurate statistical data about the real number of women candidates (avoiding the mistakes and confusion resulting from names that are common for men and women)</td>
<td>-Avoiding misleading results reached due to including some men (who hold names common between the two genders) in the count of women candidates</td>
</tr>
<tr>
<td>-Presenting an official demand to the Ministry of Interior in this regard</td>
<td>-The number of civil society organizations urging decision-makers to ensure that local and national electoral candidacy applications include data about the candidate’s gender.</td>
<td>-The number of meetings that civil society organizations</td>
</tr>
<tr>
<td>-Holding meeting with the Minister of Interior</td>
<td>-The number of meetings that civil society organizations</td>
<td></td>
</tr>
<tr>
<td>-Holding meetings with the members of parliament</td>
<td>-The Parliament</td>
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<tr>
<td></td>
<td>-The presidents of parliamentary blocs</td>
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<tr>
<td></td>
<td>-Civil society organizations</td>
<td></td>
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<tr>
<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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</tr>
<tr>
<td></td>
<td>-The supporting entities</td>
<td></td>
</tr>
</tbody>
</table>
3- Ensuring that the electoral law obligates the inclusion of the candidate’s gender in the local and national candidacy application

3- Urging decision makers to include in the local electoral law an explicit text that prohibits the dismissal of women members of the municipal council before the end of the council’s mandate, as a result of their marriage and the relocation of their registries to different regions

3- Achieving equality between men and women (men do not relocate their personal registries upon marriage)

3- Encouraging women in the age of marriage to run for municipal/local elections

3- The number of civil society organizations urging decision makers to include this text in the local electoral law

3- The number of meetings held by civil society organizations to advocate for this demand

3- Including in the electoral law, a text that explicitly prohibits the dismissal of a woman candidate of the municipal council before the end of the council’s mandate, because of her marriage and the move of her registry to another region

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
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<table>
<thead>
<tr>
<th>1-</th>
<th>Civil society organizations</th>
<th>1-</th>
<th>The National Commission for Lebanese Women (NCLW)</th>
<th>1-</th>
<th>Financial, material and human resources</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- The National Commission for Lebanese Women (NCLW)</td>
<td></td>
<td>- The Parliamentary Committee for Women’s Affairs</td>
<td></td>
<td>- Civil society organizations</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- The absence of the political will to give women justice in this field</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>- The unwillingness of men to give up 30% of the seats in parliament for women</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>- A widespread belief in women’s inability to defend the sects’ interests, particularly in times of crisis</td>
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</tr>
<tr>
<td>2-</td>
<td>Civil society organizations</td>
<td>2-</td>
<td>The National Commission for Lebanese Women (NCLW)</td>
<td>2-</td>
<td>Financial, material and human resources</td>
</tr>
<tr>
<td></td>
<td>- The National Commission for Lebanese Women (NCLW)</td>
<td></td>
<td>- The Parliamentary Committee for Women’s Affairs</td>
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<td></td>
<td></td>
<td></td>
<td>- The lack of awareness of the importance of categorizing candidates based on gender</td>
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<td></td>
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<td></td>
<td>- Activities ongoing until the demand is achieved</td>
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<tr>
<td>3-</td>
<td>Civil society organizations</td>
<td>3-</td>
<td>The National Commission for Lebanese Women (NCLW)</td>
<td>3-</td>
<td>Financial, material and human resources</td>
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<tr>
<td></td>
<td>- The National Commission for Lebanese Women (NCLW)</td>
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<td>- The Parliamentary Committee for Women’s Affairs</td>
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<td></td>
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<td></td>
<td>- The absence of the political will to achieve equality due to social traditions</td>
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<td></td>
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<td>- Activities ongoing until the demand is achieved</td>
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<td>- The National Commission for Lebanese Women (NCLW)</td>
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<td></td>
<td></td>
<td>- Financial, material and human resources</td>
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</tbody>
</table>
Second Objective: Ensuring that women reach ministerial and higher administrative positions in numbers that guarantee their active and effective participation in the ministerial and administrative decision-making process

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td>1-</td>
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<td>1-</td>
<td>1-</td>
</tr>
<tr>
<td>-Urging decision-makers</td>
<td>-Securing the representation of women in the cabinet and high administrative positions in numbers that guarantee the activation of their role in the process of decision-making within these institutions</td>
<td>-The activation of the role of women in the governmental and administrative decision making, as she represents half of the population and is directly involved in these decisions</td>
<td>-The number of civil society organizations urging decision-makers to ensure the representation of women in the cabinet and in high administrative positions with a quota of at least 30%</td>
<td>-The Parliament</td>
</tr>
<tr>
<td>-to ensure the</td>
<td></td>
<td></td>
<td></td>
<td>-The presidents of parliamentary blocs</td>
</tr>
<tr>
<td>representation of women</td>
<td></td>
<td></td>
<td></td>
<td>-Political parties’ leadership</td>
</tr>
<tr>
<td>in the cabinet and in</td>
<td></td>
<td></td>
<td></td>
<td>-Religious leaders</td>
</tr>
<tr>
<td>high administrative</td>
<td></td>
<td></td>
<td></td>
<td>-Civil society organizations</td>
</tr>
<tr>
<td>positions, at a rate of</td>
<td></td>
<td></td>
<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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<td>at least 30%, by</td>
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<td>-Supporting entities</td>
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<td>increasing meetings and</td>
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<td>-The media</td>
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<td>discussions with:</td>
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<td>-Civil Service Council</td>
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<td>A) The speaker of the</td>
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<td>parliament</td>
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<td>B) The presidents of</td>
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<td>parliamentary blocs, and</td>
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<td>members of parliament</td>
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<td>C) The prime ministry</td>
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<td>and ministers</td>
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<td>D) The leadership of</td>
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<td>political parties</td>
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<td>E) The religious leaders</td>
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<td>F) The Parliamentary</td>
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<td>Committee for Women’s</td>
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<td>Affairs; and the</td>
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<td>Parliamentary Committee</td>
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</table>
-Urging decision makers to guarantee the participation of women in diplomatic missions, and internal and external negotiations, and the national dialogue sessions, as well as their participation in the legislation related to peace-building and security

- The participation of women in putting the foundations of internal and external policies

- Securing the women’s right to participate in all the decisions that influence their lives as citizens

- The number of meetings held by civil society organizations and the National Commission for Lebanese Women (NCLW) with members of parliament, presidents of parliamentary blocs, ministers, political parties’ leadership, etc…

- The number of women participating in diplomatic missions, and in internal and external negotiations, and national dialogue sessions

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>
| 1- Civil society organizations  
   - The National Commission for Lebanese Women (NCLW)  
   - The Parliamentary Committee for Women’s Affairs | 1- The absence of the political will to bring women justice in this field  
   - The unwillingness of men to give up governmental and administrative positions for women  
   - A widespread belief in women’s inability to defend the sects’ interests, | 1- Activities ongoing until the required women’s quota is passed | 1- Civil society organizations  
   - The National Commission for Lebanese Women (NCLW) | 1- Financial, material and human resources |
<table>
<thead>
<tr>
<th>Third Objective: Ensuring women reach leadership positions in political parties, syndicates and students’ councils</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activities/Interventions</strong></td>
</tr>
<tr>
<td>1- Working to urge political parties to adopt a women’s quota of at least 30% in:</td>
</tr>
<tr>
<td>A) Their leadership positions</td>
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<tr>
<td>B) Nominating their representatives in local and national elections</td>
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<td>C) Appointing their candidates for positions in the cabinet and high administrations</td>
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<td>Action</td>
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</tbody>
</table>
| 3- | -Urging syndicates to adopt a women’s quota of at least 30%, in their leadership positions  
-Working to urge women to run in syndicates’ elections | 3- | -Increasing the number of women in leadership positions in syndicates  
-3- | -A change in women’s perceptions of their roles and positions in syndicates; and a wider participation of women in developing the syndicates’ politics  
-3- | -The number of civil society organizations urging women within syndicates to advocate for their rights in the syndicate  
-3- | -The number of meetings or workshops with women members of syndicates to urge them to advocate for a bigger role for women in the syndicate leadership  
-3- | -The number of women participants in these meetings  
-3- | -The number of women who have run for leadership positions in the syndicate elections | 3- | -Civil society organizations  
-3- | -The National Commission for Lebanese Women (NCLW)  
-3- | -The women members of syndicates  
-3- | -The supporting entities  
-3- | -The media |
| 4- | -Organizing meetings with students in universities to urge them to nominate and support girls in students councils elections  
-Seeking the adoption of universities of a 50% women’s quota in their students councils electoral system | 4- | -An increase in the number of girls in leadership positions in students’ councils  
-4- | -A change in girls’ perception of their roles and positions in students’ and political work; and a wider women participation of women in developing the students’ councils’ politics  
-4- | -The number of civil society organizations urging women university students to participate in students councils  
-4- | -The number of meetings or | 4- | -Civil society organizations  
-4- | -The National Commission for Lebanese Women (NCLW)  
-4- | -University students |
<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
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</thead>
<tbody>
<tr>
<td>1-</td>
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<tr>
<td>-Civil society organizations</td>
<td>-The unresponsiveness of political parties’ leadership due to the prevalent patriarchal concepts and the dominance of families on some political parties</td>
<td>1-</td>
<td>-Civil society organizations</td>
<td>1- -Financial, material and human resources</td>
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<tr>
<td>-Civil society organizations</td>
<td>-Women’s perception of their roles and positions inside parties -The effects of women’s familial commitments and</td>
<td>2-</td>
<td>-Civil society organizations</td>
<td>2- -Financial, material and human resources</td>
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<tr>
<td>Duties on the time she can dedicate to party work</td>
<td>Women’s perception of their roles and positions within syndicates</td>
<td>Women’s familial commitments and duties on the time she can dedicate to syndicate work</td>
<td>Ongoing activities</td>
<td>Financial, material and human resources</td>
</tr>
<tr>
<td>Girls’ perception of political work</td>
<td>Ongoing activities</td>
<td>Civil society organizations</td>
<td>The National Commission for Lebanese Women (NCLW)</td>
<td>Financial, material and human resources</td>
</tr>
</tbody>
</table>

**Fourth Objective: Sensitizing the general public to the importance of women’s political participation, and women’s presence in the different decision-making positions**

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conducting general public awareness sessions about the importance of women in representation councils and in the cabinet, and high administration positions; and the increasing the percentage of supporters among the different sections of the population, of women in political</td>
<td>Building a culture of equality and belief in women’s ability to lead, just like men</td>
<td>The number of civil society organizations working on public awareness in this field, and their</td>
<td>Civil society organizations</td>
<td>The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>Significance of the principle of the women’s quota, its types, purposes and the reasons behind insisting on the minimum of 30% of the number of seats</td>
<td>and administrative decision-making positions, in numbers that ensure their effective participation</td>
<td>Geographical distribution</td>
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<td></td>
<td>- The number of awareness sessions and workshops organized by civil society organizations and their geographical distribution</td>
<td>- The number of participants in these sessions and workshops and their geographical distribution</td>
<td></td>
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<tr>
<td></td>
<td>- The number of public awareness campaigns in the media</td>
<td>- The increase in voting rates for women candidates in national and local elections, compared to the previous elections</td>
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</tbody>
</table>

2- Urging the authorities in the Ministry of Higher Education and the Center for Educational Research and Development (CERD) to:

A) Integrate in the educational curricula, subjects that promote the concept of equality

2- Increasing the percentage of youth who believe in the equality between men and women in rights and leadership abilities

2- Building a culture of equality among the new generation

2- The number of civil society organizations urging the authorities to integrate the subject of leadership in school curricula

2- The number of meetings held by civil society organizations

- The media
- The Parliament
- The Cabinet
- The supporting entities
- Civil society organizations
- The National Commission for Lebanese Women (NCLW)
- Public and private schools
<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td>1-</td>
<td>1- Ongoing activities</td>
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</table>

- Preparing and implementing dialogue sessions among youth members in sports, social and cultural clubs, as well as university students from the different sects and regions, on the subjects of democratic governance, and its mechanisms and foundations (particularly the concept of equality among citizens); and on the vision of the youth of how to make the Lebanese political system more democratic.

- Raising awareness among the youth around the concept of democratic rule, and encouraging them to evaluate the political situation of the country and present suggestions to improve it.

- A generation of young men and women trained on dialogue, and on accepting the other, and on constructive criticism and accountability.

- The number of civil society organizations and the National Commission for Lebanese Women (NCLW) with the authorities, regarding this issue.

- Supporting the youth to nominate girls and women for students’ councils elections in schools and universities.

- The Center for Educational Research and Development (CERD).

- The Ministry of Higher Education.
Fifth Objective: Building the capacity of women to reach decision making positions, and activate their participation in these positions

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
</table>

1. Civil society organizations
   - The National Commission for Lebanese Women (NCLW)
   - The media
   - The difficulty of changing the convictions in social traditions and some religious beliefs about the position of women in society
   - The unresponsiveness of the media

2. Civil society organizations
   - The National Commission for Lebanese Women (NCLW)
   - The unresponsiveness of authorities in the Ministry of Education and in the Center for Educational Research and Development (CERD)

3. Civil society organizations
   - The National Commission for Lebanese Women (NCLW)
   - Students’ clubs
   - Universities
   - The unresponsiveness and lack of participation of the youth
   - A weak moderation and facilitation of the sessions that might overthrow its primary objective

4. Civil society organizations
   - The National Commission for Lebanese Women (NCLW)
   - Experts/Specialists in moderation and facilitation of sessions

- The National Commission for Lebanese Women (NCLW)
- Technical, human, material and financial resources

- The National Commission for Lebanese Women (NCLW)
- Technical, human, material and financial resources
- Experts/Specialists

- The National Commission for Lebanese Women (NCLW)
- Technical, human, material and financial resources
- Specialists in moderation and facilitation of sessions
<table>
<thead>
<tr>
<th>1- Providing training programs for women willing to run for local, national, party or syndicate elections on the following subjects:</th>
<th>1- A higher number of women acceding to decision making positions through elections</th>
<th>1- Empowering and encouraging a higher number of women to venture in elections, systematically and effectively</th>
<th>1- The number of training sessions and programs conducted by civil society organizations, and their geographical distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>A) The kinds of elections and their mechanisms</td>
<td>B) The role of the parliament, municipalities, syndicates and political parties in the political process</td>
<td>C) Preparing and electoral campaign</td>
<td>-The number of participants in these sessions</td>
</tr>
<tr>
<td>D) Preparing and promoting an electoral platform and agenda</td>
<td>E) The available means to fund the electoral campaign</td>
<td>F) Communication skills and the development of political speeches</td>
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</tbody>
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<table>
<thead>
<tr>
<th>2- Encouraging the establishment of sectorial networks or collectives, with the purpose of enhancing capacities, improving skills and exchanging experiences.</th>
<th>2- Increasing the capacities and skills of women willing to work in politics or leadership in their fields</th>
<th>2- A women’s bloc capable of providing all kinds of support for its members</th>
<th>2- The number of civil society organizations encouraging women to build these networks and collectives</th>
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</thead>
<tbody>
<tr>
<td>-Encouraging the establishment of a network among women in political decision making positions, and among women entrepreneurs in the business sector</td>
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<td>-The number of networks or collectives, and their sectorial distribution</td>
<td>-The number of civil society organizations</td>
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<td>-The National Commission for Lebanese Women (NCLW)</td>
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<td>-The supporting entities</td>
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<td>-The media</td>
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<td>-The women willing to play leadership roles in their chosen sectors</td>
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</table>
-Exploring the possibilities of securing support for the women candidates' electoral campaigns

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<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
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</thead>
<tbody>
<tr>
<td>1- Civil society organizations</td>
<td>1- The failure of the required number of women to reach decision-making positions, due to the nature of the current electoral process</td>
<td>-Activities ongoing, particularly in the periods of preparation for the different elections</td>
<td>1- Civil society organizations</td>
<td>1- Financial, material, technical and human resources</td>
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<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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<tr>
<td>2- Civil society organizations</td>
<td>2- Weak responsiveness of the women involved in the networking issue</td>
<td>2-Activities ongoing</td>
<td>2- Civil society organizations</td>
<td>2- Financial, material, technical and human resources</td>
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<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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Sixth Objective: Guaranteeing that the adoption of women’s quota in decision-making positions is realistic and possible
<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Conducting a scientific, objective and realistic study to identify:</td>
<td>1- Providing the scientific and methodic base to approaching the subject of the quota, and raise the rate of its acceptance among those involved</td>
<td>1- A scientific, realistic, and more effective approach to the process of advocating for the women’s quota</td>
<td>1- Publishing the study</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>A) The opportunities and obstacles in the way of adopting the quota, considering the kinds of electoral systems being discussed; and highlighting the strengths and weaknesses of each of the systems under discussion, in terms of guaranteeing coexistence/conviviality among sects, true representation, civil peace, and the equality of opportunities among candidates (SWOT analysis)</td>
<td>-Delivering and activating women’s voices and their opinions on the different electoral issues that affect them as citizens and not only as women</td>
<td>-The number of civil society organizations participating in the intensive discussion sessions to elaborate on the results of the study</td>
<td>-The number of civil society organizations that have adopted the results of the study</td>
<td>-The Lebanese Council for Women (LCW)</td>
</tr>
<tr>
<td>B) The electoral law(s) that is (are) most suitable to adopt the quota, and surpass obstacles</td>
<td></td>
<td>-The number of official stakeholders that have received the study</td>
<td></td>
<td>-The supporting entities active in the field of electoral reform</td>
</tr>
<tr>
<td>C) Revealing the advantages of this (these) law(s) on all levels and how it (they) serve the announced desired purposes of all involved parties</td>
<td>1- Publishing the study</td>
<td>-The number of civil society organizations that have adopted the results of the study</td>
<td>-The number of the official stakeholders that have received the study</td>
<td>-Civil society organizations working in the field of electoral reform and in securing women’s representation</td>
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<td>-Research centers</td>
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<td>-The Parliament</td>
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<td>-The Cabinet</td>
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<td>-Political parties leadership</td>
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<td>-Religious leaders</td>
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</tbody>
</table>
2- Promoting the suggested law through meetings and/or intensive discussion sessions with:
   A) Civil society organizations, and mobilizing support to create a critical mass
   B) Decision-makers, particularly the committees discussing the electoral law
   C) Political parties’ leadership and women’s committees in parties
   D) International entities supporting the development of the local and international electoral law (inside and outside the parliament)

   2- The approval and support of a big number of civil society organizations working in the field of women’s rights, for a unified electoral law
   - An increase in decision makers who support the quota
   - The number of women committees within parties, that support the suggested proposal
   - Calling on the women representatives of national mechanisms and civil society organizations to participate in the search for the law that satisfies the majority of the stakeholders
   - The number of supporting entities that provide support in this field

   2- Creating a critical mass capable of influencing, and of surpassing the political, party and sectarian divides

   2- The number of civil society organizations supporting the suggested law

   2- The National Commission for Lebanese Women (NCLW)
   - The Lebanese Council for Women (LCW)
   - The supporting entities active in the field of electoral reform
   - Civil society organizations working in the field of electoral reform and in securing women’s representation
   - Research centers
   - The Parliament
   - The Cabinet
   - Political parties leadership
   - Religious leaders
   - The media

3- Advocating for the participation of women in any committee created to look into and put the electoral law (the National Commission for Lebanese Women –NCLW- along with a representative or more from women civil

3- Enhancing the opportunities for the adoption of the quota to guarantee women’s participation in the councils elected locally and nationally

3- Public and realistic acknowledgment of the role of the National Commission for Lebanese Women (NCLW), in mainstreaming gender in laws and

3- The number of meetings held with the different entities
   - Calling on the National Commission for Lebanese Women

3- The National Commission for Lebanese Women (NCLW)
   - The Lebanese Council for Women (LCW)
society organizations working in this field) through:

A) Meetings with the Speaker of Parliament, presidents of parliamentary blocs, and the Prime Ministry

B) Meetings with religious leaders, leaders of political parties, and supporting entities

C) Conducting awareness campaigns, and public mobilization particularly among university students

D) Signing petitions and calling for demonstrations and protests when the need arises

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Experts</td>
<td>- The inability of women members of civil society organizations to get over their sectarian and party allegiances, and to prioritize women’s issues; hence, their</td>
<td>1- One month and a half; Two months</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Experts/specialists (2)</td>
</tr>
<tr>
<td>- The National Commission for Lebanese Women (NCLW)</td>
<td></td>
<td></td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>- Material, financial, human and technical support</td>
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<tr>
<td>- The Lebanese Council for Women (LCW)</td>
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</table>
The supporting entities active in the field of electoral reform

- Civil society organizations working in the field of electoral reform and in securing women’s representation

- Inability to agree on a unified vision of the most effective law to adopt the women’s quota

- The unavailability of support to conduct the study

- The entities negatively affected by the study attack its results and question its objectivity on political and sectarian grounds

<table>
<thead>
<tr>
<th>2- The National Commission for Lebanese Women (NCLW)</th>
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</thead>
<tbody>
<tr>
<td>- The Lebanese Council for Women (LCW)</td>
</tr>
<tr>
<td>- The supporting entities active in the field of electoral reform and supportive of the women’s proposal</td>
</tr>
<tr>
<td>- Civil society organizations working in the field of electoral reform and in securing women’s representation</td>
</tr>
</tbody>
</table>

- The entities negatively affected by the study attack its results and question its objectivity on political and sectarian grounds

- Some actors within civil society organizations are swayed by the campaigns of those negatively affected and influence the positions of their organizations

- The inability of some civil society organizations to get rid of the explicit or implicit

<table>
<thead>
<tr>
<th>2- Ongoing activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>- The National Commission for Lebanese Women (NCLW); along with representatives of civil society (The Lebanese Council of Women)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2- Material, financial, human and technical support</th>
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</thead>
<tbody>
<tr>
<td>2- Material, financial, human and technical support</td>
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<tr>
<td>3-</td>
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<tr>
<td>-The patriarchal mindset rooted in women, as well as men</td>
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<tr>
<td>-Decision makers not taking the position and role of the National Commission for Lebanese Women (NCLW) seriously</td>
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<tr>
<td>-The weakness of the role and influence of women in political parties and in parliament</td>
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<tr>
<td>-The opposition of political parties and religious leaders</td>
</tr>
<tr>
<td>-The failure of civil society organizations to mobilize the required popular support (namely among women)</td>
</tr>
</tbody>
</table>
## 7. The Sector of combating violence against women and girls

**Strategic Goal: Combatting all forms of violence affecting girls and women in all areas**

### First Objective: Issuing new laws and amend already enforced laws to provide a legal guarantee of the right of women and girls to lives free from all forms of violence that could affect them in all areas

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
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</table>
| A - Conducting a full and comprehensive review of all laws, including personal status laws; and identifying all clauses that directly or indirectly provide an environment that enables any of the forms of violence against women and girls – that are specified by international conventions  
- Presenting proposed drafts of the required amendments (or abolishing), particularly of the following laws:  
  - Penal Code  
  - Nationality Law  
  - Family Violence Law  
  - The laws and regulations that govern cases of prostitution and the artist visa  
  - The sponsorship system governing migrant domestic workers  
  - Personal Status laws  
B - Urging the Lebanese legislator to introduce the required amendments on | - A list of all the legal articles that might enable, facilitate or justify committing any of the forms of violence against women; or that allow for perpetrators of violence to be absolved from the due punishment  
- Providing the proposed texts of the required amendments | - Effective laws in deterring violence that affect women and girls, by ensuring that no gaps remain in the laws, enabling perpetrators to be absolved from punishment  
- A comprehensive, non-fragmented approach to legal reform in this field | - Preparing and publishing a study, or ensuring the available studies includes a list of all these articles/clauses with an elaborate explanation for its indications and consequences in reality  
- Disseminating the study among the civil society organizations working in the field of combatting violence, and among the supporting entities active in the field of legal reform | - The National Commission for Lebanese Women (NCLW)  
- Civil society organizations working in this field  
- The Bar Association  
- The supporting entities  
- Civil society organizations and research centers working in the field of legal reform  
- The Parliament  
- The Prime Ministry  
- The media  
- The specialized ministries |
the enforced laws, and to adopt a law criminalizing sexual harassment in the workplace and in public spaces

- Working to urge the Lebanese legislator to put a modern gender-sensitive law to regulate prisons, that also considers juveniles

| 2- | Holding extensive meetings, and concentrated discussion groups among civil society organizations working in this field to achieve consensus among the biggest number of these organizations on the following issues: |
| A) A unified sheet of demands on the laws that need to be amended |
| B) The adoption of a new law that criminalizes sexual harassment in the workplace and in public spaces |
| C) The development of a strategic plan of action, and the division of tasks among the organizations to enhance the effectiveness of the advocacy efforts |
| 2- | A unified demands sheet that includes all the laws and articles that require amendment |
| 2- | Saving the time, efforts, and resources wasted on conducting similar studies; or on focusing advocacy efforts in certain sectors while excluding others |
| 2- | Shifting from the fragmented approach to a comprehensive approach to the required legal amendments |
| 2- | Creating a wide and effective pressure mass through unifying the demands, and coordinating the effort and work |
| 2- | The number of civil society organizations adhering to the unified demands sheet, and coordinating their work |
| 2- | Civil society organizations working on women’s issues |
| 2- | The National Commission |
| 2- | The supporting entities active in the field of legal reform and women’s rights |
| 2- | The parliamentary committees of Women’s Affairs, and Human Rights |
| 2- | The entities supporting legal reform |
| 3- | Working to promote the demands mentioned above at the level of decision-makers through: |
| A) Holding meetings with: |
| 3- | Delivering a unified voice in advocating for the required reforms |
| 3- | The number of meetings and testimonies |
| 3- | The National Commission for Lebanese Women (NCLW) |
B) Presenting testimonies in front of the parliamentary committees

C) Securing media coverage for these activities

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>
| -The Speaker of Parliament  
-The presidents of parliamentary blocs  
-The Parliamentary Committees of Women’s Affairs and Human Rights  
-Ministers  
-Political parties’ leaders  
-Religious leaders | -Putting on the public debate platform the issue of the role of laws in encouraging or facilitating violence  
-The number of media that cover these activities  
-The number of laws that were amended or adopted | -Civil society organizations working in this field  
-The Parliamentary Committee for Women’s Affairs  
-The media  
-The media monitor | -The involved ministries (Interior, Public Health, Social Affairs)  
-The Cabinet  
-The Parliament  
-Civil society organizations working in this field  
-The National Commission for Lebanese Women (NCLW) | -The involved ministries (Interior, Public Health, Social Affairs)  
-The Cabinet  
-The Parliament  
-Civil society organizations working in this field  
-The National Commission for Lebanese Women (NCLW) |
1- A gathering of civil society organizations active in this field
   - The National Commission for Lebanese Women (NCLW)
   - Men and women legal experts, and lawyers

1- Being inattentive to the consequences of some of the clauses/articles

1- The first three months of the action plan timeline

1- The National Commission

1- Experts in the law
   - Financial, material and human resources

2- The organizations that have worked on preparing the study mentioned above
   - The National Commission

2- The weak responsiveness of the involved organizations

2- Four to six months of the action plan timeline

2- The National Commission

2- Financial, material, technical and human resources

3- The National Commission for Lebanese Women (NCLW)
   - Civil society organizations working in this field

3- The absence of the political will
   - Party and sectarian pressures
   - The weak adherence of organizations to the plan of action

3- Ongoing activities

3- The National Commission for Lebanese Women

3- Financial, material, technical and human resources

## Second Objective: Public awareness on the forms of violence targeting women and girls, and on their results and consequences on women, families, and society

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Working on ending legal illiteracy among women and girls through:</td>
<td>1- Increasing the number of women</td>
<td>1- Ending the exploitation of women’s ignorance</td>
<td>1- The number of laws that have</td>
<td>1- The National Commission for</td>
</tr>
<tr>
<td>A) Preparing and publishing booklets simplifying relevant laws, and highlighting women’s rights within them</td>
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<tr>
<td>B) Disseminating these booklets among the highest number possible of women and girls in the different regions</td>
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<tr>
<td>C) Developing and broadcasting TV spots on these laws and the procedures that need to be taken in case these were violated</td>
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<tr>
<td>D) Conducting workshops and awareness sessions for women and girls on the forms of gender-based violence, and on the importance of reporting violence and the consequent procedures that need to be followed</td>
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<tr>
<td>E) Engaging the highest number possible of men in these activities</td>
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<tr>
<td>F) Encouraging playwrights, TV series and programs’ script writers to address the issue of violence against women and girls, including the suffering of and girls aware of their legal rights</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>of their rights secured by the laws, to subject them to violence</th>
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</thead>
<tbody>
<tr>
<td>simplified booklets</td>
</tr>
</tbody>
</table>

- Increasing women’s capacity to resist the violence perpetrated against them, by sensitizing them to their rights guaranteed by the laws

<table>
<thead>
<tr>
<th>Lebanese Women (NCLW)</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Civil society organizations working in this field</td>
</tr>
<tr>
<td>- The Bar Associations</td>
</tr>
<tr>
<td>- TV series and programs’ writers, and playwrights, particularly the women among them</td>
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<tr>
<td>domestic workers and how to address it</td>
</tr>
<tr>
<td>G) Developing and broadcasting short documentaries on social media about gender based violence, and its consequences and ways to address it</td>
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<tr>
<td>A) Integrating concepts of combatting gender-based violence, and non-violent conflict resolution in school and university curricula</td>
</tr>
<tr>
<td>B) Training teachers on delivering these concepts in class and in extra-curricular activities</td>
</tr>
<tr>
<td>C) Sensitizing students that reporting incidents of violence and sexual harassment that they might encounter is an active tool to end this violence</td>
</tr>
<tr>
<td>D) Holding sessions and workshops in schools and universities to raise awareness around these issues</td>
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<tr>
<td>E) Holding sessions and workshops for</td>
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<tr>
<td>girls in the age of dating and marriage, about the violence that might be perpetrated in dating relationships, as well as its forms, risks and future consequences</td>
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<tr>
<td>3- Collaboration and coordination between civil society organizations, the General Directorate of the Internal Security Forces, the municipalities, and students’ clubs to hold sessions and workshops in the regions around the subject of gender based violence and its forms and ways to end it, the most important of which are the required legal amendments.</td>
</tr>
<tr>
<td>3- Urging media institutions to highlight incidents of gender-based violence, and its consequences; as well as the importance of the required legal amendments</td>
</tr>
<tr>
<td>3- Raising public awareness around this issue</td>
</tr>
<tr>
<td>3- Building a culture against violence</td>
</tr>
<tr>
<td>3- The number of civil society organizations conducting these sessions</td>
</tr>
<tr>
<td>-The number of municipalities collaborating in this field</td>
</tr>
<tr>
<td>-The number of sessions and workshops and their geographical distribution</td>
</tr>
<tr>
<td>-The number of beneficiaries of these activities and their geographical distribution</td>
</tr>
<tr>
<td>-The number of media that responds to the call to highlight incidents of gender based violence and its consequences; as well as the importance of the required legal amendments</td>
</tr>
<tr>
<td><strong>Responsible Parties</strong></td>
</tr>
<tr>
<td>-------------------------</td>
</tr>
<tr>
<td>1- The National Commission - Civil society organizations - Legal experts</td>
</tr>
<tr>
<td>2- The Ministry of Education and Higher Education - The Center for Educational Research and Development (CERD) - Civil society organizations - The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>3- Civil society organizations - The municipalities</td>
</tr>
</tbody>
</table>
### Third Objective: Building the capacity of the units that process and handle violence incidents

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
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<tbody>
<tr>
<td><strong>1-Security Forces</strong></td>
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<tr>
<td>-Creating new units or</td>
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<tr>
<td>advancing already existing</td>
<td>-Raising the</td>
<td>-Raising the level of</td>
<td>-The number of</td>
<td>-The Ministry of</td>
</tr>
<tr>
<td>police units specialized in</td>
<td>capacity the</td>
<td>actual deterrence,</td>
<td>newly created</td>
<td>Interior/The</td>
</tr>
<tr>
<td>the sector of violence</td>
<td>internal security</td>
<td>and the capacity to</td>
<td>units; or the</td>
<td>General</td>
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<tr>
<td>against women, and</td>
<td>forces to deal with</td>
<td>limit the proliferation</td>
<td>procedures aiming</td>
<td>Directorate of the</td>
</tr>
<tr>
<td>providing the sufficient</td>
<td>and effectively</td>
<td>of this phenomenon</td>
<td>to build the</td>
<td>Internal Security</td>
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<tr>
<td>funding for its functioning</td>
<td>process cases of</td>
<td></td>
<td>capacity of already</td>
<td>Forces</td>
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<tr>
<td>and the specialized</td>
<td>gender-based</td>
<td></td>
<td>existing units</td>
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<td>training for its staff;</td>
<td>violence</td>
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<tr>
<td>-Working on increasing</td>
<td>-Guaranteeing</td>
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<td>the number of women</td>
<td>the rights of</td>
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<td>members of the security</td>
<td>victims of</td>
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<td>forces, and deploying</td>
<td>violence to</td>
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<td>with alongside men to</td>
<td>quick and</td>
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<td>deal with cases of</td>
<td>effective help</td>
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<td>gender based violence</td>
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<td>-Guaranteeing the</td>
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<td>deployment of sufficient</td>
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<td>numbers of women members</td>
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<td>in the different regions</td>
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<td>-Securing the adherence</td>
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<td>of the internal security</td>
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<td>forces to the instructions</td>
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<td>on the communication and</td>
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<td>interaction with women</td>
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<td>victims of violence, and</td>
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<td>on addressing the family</td>
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<td>violence complaints,</td>
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<td>which are mentioned the</td>
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<td>service memo #164</td>
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<td><strong>2-The Judiciary and the courts</strong></td>
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<td>-The increase in the number of</td>
<td>-Raising the level of</td>
<td>-The procedures</td>
<td>-The Ministry of</td>
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<td></td>
<td>actual deterrence</td>
<td>adopted by the</td>
<td>Ministry of</td>
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<td>Justice</td>
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</table>
- Ensuring the right of victims of gender-based violence to access justice; and providing them with all the facilities and rights mentioned by international laws and conventions (such as creating specialized prosecution units in the sector of violence against women; or establishing specialized courts for the cases of violence against women and family violence, that can guarantee fast and effective determination of these cases, in addition to securing the sufficient funding for their functioning and the specialized training for its staff.

Other facilities include pro-bono legal aid in all judicial procedures, particularly in criminal courts; and not force witnesses, or conduct medical exams more than is necessary, and ensuring the enforcement of restraining orders, etc…)

- Integrating the concepts of gender and gender-based violence in the curricula of the Institute of Judicial Studies

- Collaboration with the two bar associations to ensure training of their members on the concepts of gender and gender-based violence

<table>
<thead>
<tr>
<th>3- Civil Society</th>
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<tbody>
<tr>
<td>-Urging decision makers to allocate specific budget for</td>
<td>-Enhancing the capacities of civil</td>
<td>-Allocating budgets for civil</td>
<td>-The Cabinet</td>
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</tbody>
</table>
| women and girls asking for justice in courts, in cases of violence against them | through seriousness and effectiveness in penalizing perpetrators | judicial authorities to facilitate and activate the determination of complaints, and that adhere to international standards | -The two Bar Associations
- The National Commission for Lebanese Women (NCLW) |
| -Integrating concepts of gender based violence in the curricula of the Institute of Judicial Studies | -The number of training sessions for lawyers | -Civil society organizations |
| -The National Commission for Lebanese Women (NCLW) | -The Higher Commissioner for Human Rights | -The supporting entities |
non-governmental organizations to enable them to conduct specific activities, and provide services to victims of gender-based violence and/or family violence

- Providing the necessary training for those in charge of shelters, and the staff of shelters; as well as for staff and volunteers of civil society organizations

- Increasing the number of shelters and protection centers and ensuring its adequate geographical distribution

- Providing training for those working in the social, legal and health sectors on the special procedures and mechanisms of reporting and handling victims of violence, and the necessity of action

- Urging the authorities to provide hotlines in the different regions, linked to a central line for receiving complaints of violence against women

- Building the capacity of institution working fighting violence against women; and unifying the language and terminologies, as well as the approaches and awareness messages that may be addressed to the different social groups

| non-governmental organizations to enable them to conduct specific activities, and provide services to victims of gender-based violence and/or family violence | society organizations fighting gender-based violence; and increasing the effectiveness of the activities and services provided by these organizations | society organizations working in this field

- Providing the necessary training for those in charge of shelters, and the staff of shelters; as well as for staff and volunteers of civil society organizations

- Motivating the youth to join civil society organization active in fighting violence

- A civil society that is capable of playing the needed role

- A young generation that is aware of the reasons and risks of gender-based violence

- The number of beneficiaries of these training sessions

- The increase in the number of shelters and protection centers, and their geographical distribution

- The number of civil society organizations that provide training sessions in this field to staff of shelters and of legal, social and health sectors; and the geographical distribution of their activities

- The increase in the number of hotlines, and their geographical distribution

- The increase in the number young men and women volunteering in civil society organizations

- Publishing a booklet of procedures and disseminating it among organizations and institutions that

- The involved ministries (telecom, public health, social affairs, interior and municipalities)

- Civil society organizations

- The National Commission for Lebanese Women (NCLW)

- Civil society organizations working in refugee camps

- Universities, and vocational training schools

- The supporting entities
adopted by the organizations and institutions that provide services to victims of family violence and of violence against women; and how to address them (such as reporting to security forces, how to address them, etc…)

- Disseminating the booklet among the organizations and institutions that provide services to violence victims in all Lebanese regions

- Holding meetings and sessions in universities, student clubs, and vocational training schools to urge the youth to volunteer in civil society organizations in this sector

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- The Ministry of Interior/ The General Directorate of Internal Security Forces - Civil society organizations</td>
<td>1- The absence of political will - The unavailability of the required financial, human and material resources</td>
<td>1- Throughout the first year of the action plan timeline</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Financial, material, human and technical resources</td>
</tr>
<tr>
<td>2- The Ministry of Justice - Civil society organizations - The two bar associations</td>
<td>2- The absence of the political will - The unavailability of the required</td>
<td>2- Throughout the first year of the action plan timeline</td>
<td>2- The National Commission for Lebanese Women (NCLW)</td>
<td>2- Financial, material, human and technical resources</td>
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</tbody>
</table>
3- Civil society organizations
   - The National Commission for Lebanese Women (NCLW)
   - The supporting entities

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
</table>
| 1- Developing support programs for women victims of violence, stressing on the following:  
   A) Providing hotlines to receive complaints in all regions  
   B) Providing listening, counseling, shelters, protection, free psychotherapy and medical care in case of need  
   C) Ending illiteracy and/or electronic illiteracy among women survivors | 1- Increasing the number of survivors of violence who are confident in their capacities, and who are capable of integration in society, and of achieving their personal and financial independence | 1- Weakening the control of the patriarchal mindset on women’s perception of their roles and positions within the family and society | 1- The number of civil society organizations that provide all these programs and services; and the geographical distribution of their work  
- The number of beneficiaries of these programs and services, and their geographical distribution  
- Creating the fund, and the | 1- The Ministry of Public Health  
- The Ministry of Social Affairs  
- The Ministry of Justice  
- The General Directorate of the Internal Security Forces  
- Civil Society organizations |
<p>| | | |</p>
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<tbody>
<tr>
<td>of violence; or helping them to continue their education</td>
<td>number of its beneficiaries</td>
<td>working in this sector</td>
</tr>
<tr>
<td>D) Providing them with professional training, and collaborating with the private and public sectors to find jobs for those who want</td>
<td>-The increase in the number of shelters and protection houses, and their geographical distribution</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>E) Providing pro-bono legal consultations, services and assistance, and sensitizing women to their rights</td>
<td>-The supporting entities</td>
<td>-The Higher Commissioner for Human Rights</td>
</tr>
<tr>
<td>F) Guaranteeing the serious and effective enforcement of restraining orders for perpetrators</td>
<td></td>
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</tr>
<tr>
<td>G) Urging the authorities to establish a fund; and setting its procedures, regulations and mechanisms. The fund serves to support women victims of violence for compensation, and for covering the expenses of their medical treatment. The fund may be fed by the Ministry of Social Affairs and other funding sources.</td>
<td></td>
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</tr>
<tr>
<td>H) Increasing in the number of shelters and providing effective protection and security of these</td>
<td></td>
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</tr>
</tbody>
</table>

- The National Commission for Lebanese Women (NCLW) - The supporting entities - The Higher Commissioner for Human Rights
shelters, and ensuring the protection of victims of violence

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Civil society organizations</td>
<td>1- Weak/Lack of resources to conduct the required activities</td>
<td>1- Activities are ongoing</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Financial, material, human and technical resources</td>
</tr>
<tr>
<td>- Security Forces</td>
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<tr>
<td>- The Judiciary</td>
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<tr>
<td>- The Ministries of Public Health, and Social Affairs</td>
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</tbody>
</table>

### Fifth Objective: Providing scientific data on the scope and extent of the phenomenon of gender-based violence, and its forms and geographical distribution

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Creating a unified template to document the cases of violence, reported through the hotlines, or in units of security forces, or those reporting to hospitals or clinics. The unified template facilitates the acquisition of detailed information about the victim, perpetrator, plaintiff, the extent of the harm, the type of violence, where it was exerted, its announced motives, the geographical location, its date, its frequency, the names of</td>
<td>1- Scientific and unified documentation of gender-based violence cases and of the cases of family violence</td>
<td>1- Enhancing the capacity to identify the scope and forms of the phenomenon, and the ability to specify the extent and locations of its reach more accurately, compared to our current specification</td>
<td>1- Creating and adopting the template and disseminating it among all involved stakeholders to adhere to it</td>
<td>1- The Ministry of Public Health</td>
</tr>
<tr>
<td></td>
<td>- Providing a scientific, trusted and credible base, that serves to rationalize the programs and policies designed to end this phenomenon</td>
<td>- Rationalizing the policies and programs to make them more effective in addressing and</td>
<td>- Setting up an electronic software, and disseminating the ways to use it</td>
<td>- The Ministry of Social Affairs</td>
</tr>
<tr>
<td></td>
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<td></td>
<td>- The standard procedures to ensure that</td>
<td>- The General Directorate of the Internal Security Forces</td>
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<td>- The Central Administration for Statistics (CAS)</td>
</tr>
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<td></td>
<td></td>
<td>- Hospitals Owners Syndicate</td>
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</tbody>
</table>
the witness – if any, etc…
(ensuring the anonymity of
the survivors)

- The collaboration
between the General
Directorate of the Internal
Security Forces and the
Central Administration for
Statistics to filter the data
they receive and categorize
it based on a number of
major independent factors
that facilitate the retrieval,
analysis and benefitting
from this data

- Providing a
database that
contributes to the
national statistics

- Rationalizing the
studies and
research on this
issue

ending this
phenomenon

involved
institutions are
committed to the
mandatory
reporting of the
violence
incidents they
receive

- The
administration of
governmental
hospitals and
dispensaries

- Civil Society
organizations working in this
sector

- The National
Commission for
Lebanese Women
(NCLW)

2-
A- Conducting in-
depth studies and
research on the
different aspects of
gender-based
violence and
family violence;
and suggesting
methods, programs
and policies that
serve to end it

B- The coordination
and collaboration
between graduate
studies’
departments in the
different
universities to urge
students to select
gender-based
violence and
family violence as
Master and
Doctoral theses
subjects across all
relevant specialties

2-
2-
2-
2-

- The increase in
the number of
studies adopting a
scientific
methodology
when addressing
the subject

- Enhanced
capacity in
suggesting viable
solutions

- Enhanced capacity in
suggesting viable
solutions

- The number of
published
research studies
on the topics of
gender-based
violence and
family violence

- Scientific
research centers

- Graduate students
and teachers in
universities

- Civil society
organizations

- The National
Commission for
Lebanese Women
(NCLW)

- The supporting
entities

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td>1-</td>
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<td>1-</td>
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</tr>
<tr>
<td>-The relevant ministries and directorates</td>
<td>-The lack of responsiveness of involved stakeholders</td>
<td>-During the first six months of the action plan timeline to create the template, and software; and to set the standard procedures required to ensure adherence to mandatory reporting</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>Technical, financial, human and material resources</td>
</tr>
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<td>----------------------------------------</td>
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</tr>
<tr>
<td>-Civil society organizations</td>
<td>-The unavailability of human and material resources</td>
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<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>-Supporting entities</td>
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<td>2-</td>
<td>2-</td>
<td>2-</td>
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</tr>
<tr>
<td>-Scientific research centers</td>
<td>-The lack of responsiveness of involved stakeholders</td>
<td>-Ongoing activities</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-Technical, financial, human and material resources</td>
</tr>
<tr>
<td>-Graduate students and teachers in universities</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>-Civil society organizations</td>
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<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
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<tr>
<td>-Supporting entities</td>
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</tbody>
</table>
8. The Cultural and Media Sector

Strategic Goal: Eradicating stereotyping of women in local culture and in media forms such as radio, television and advertising

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Urging the Ministry of Information to form a committee of media professionals and activists, specialized in women’s issues, to monitor and criticize the advertisements, TV programs and articles that are offensive to women</td>
<td>1- Limiting the number of advertisements, TV programs and articles that are offensive to women, and to her position in the private and public spheres</td>
<td>1- Raising the level of awareness among media and advertising professionals on the signification and consequences of some advertisements, TV programs and article on women and their image in the media</td>
<td>1- The number of civil society organizations working on achieving this objective</td>
<td>1- The Ministry of Information - The National Commission for Lebanese Women (NCLW) - Civil society organizations working in this field - Media and advertising institutions - The supporting entities</td>
</tr>
<tr>
<td>2- Working to urge decision-makers in media and advertising institutions to set internal regulations for</td>
<td>2- An increase in the number of women in leadership positions in media institutions</td>
<td>2- Women’s participation in decision-making in the media sector</td>
<td>2- The number of civil organizations working in this sector</td>
<td>2- The Ministry of Information - The National Commission for...</td>
</tr>
</tbody>
</table>
these institutions, to ensure:

A) Equality between men and women; and to encourage the appointment in leadership positions within it

B) The creation of a specialized unit to work on changing the stereotypes of women, with monitoring and follow up mechanisms

| 3- | -Encouraging women working in the media sector to join the syndicates and unions of media and advertising professions |
|    | -Encouraging them to engage in syndicates’ elections to ensure their representation in leadership positions |
|    | -Urging the media and advertising professions’ syndicates to adopt a women’s quota in its leadership positions, that matches the overall number of women members of the syndicate |

| 3- | -Increase in the number of women working in the media sectors, who are members of media professions’ syndicates |
|    | -An effective representation of women in media professions’ syndicates |

| 3- | -Delivering women’s voice in all the matters related to decision-making in media syndicates |

| 3- | -The number of civil society organizations working in this field to encourage women working and media and advertising professions to join the media and advertising professions’ syndicates |
|    | -The number of media and advertising professions’ syndicates that respond to these demands |
|    | -The number of women working in the media and advertising sectors, that have joined the syndicates |

Lebanese Women (NCLW)
-Civil society organizations working in this field
-Media and advertising institutions
-The supporting entities
<table>
<thead>
<tr>
<th>4-</th>
<th>4-</th>
<th>4-</th>
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</tr>
</thead>
<tbody>
<tr>
<td>-Urging the professionals in charge of programs in the different media to:</td>
<td>-Increase in the number of programs that highlight women’s issues</td>
<td>-Public awareness</td>
<td>-The number of television and radio programs, and articles in the press that highlight women’s issues and advocates for them</td>
</tr>
<tr>
<td>A) Produce media programs that address women’s issues and advocate for them</td>
<td>-Limiting gender stereotyping of women in media and society</td>
<td>-A change in women’s image</td>
<td>-Media institutions</td>
</tr>
<tr>
<td>B) Develop programs and dialogue sessions that refute the stereotypical roles of women, and highlight their role in the different sectors without discrimination</td>
<td>-Public Awareness on women’s issues</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td></td>
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</tbody>
</table>

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<tr>
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<th>5-</th>
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</thead>
<tbody>
<tr>
<td>-Integrating the concepts of gender in the media and advertising faculties’ curricula, and adopting mandatory syllabi on this matter</td>
<td>-Increase in the number of youth media professionals, sensitized to the issues or gender and women</td>
<td>-An upcoming generation of media professionals sensitized to the issues of women and gender, and the negative consequences of gender stereotyping</td>
<td>-The number of the faculties of media and advertising that respond to this demand</td>
</tr>
<tr>
<td>-Faculties of media and advertising in the different universities</td>
<td>-The number of civil society organizations urging media faculties to integrate these subjects</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td></td>
</tr>
<tr>
<td>-Civil society organizations working in this field</td>
<td>-The supporting entities</td>
<td>-The supporting entities</td>
<td></td>
</tr>
<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
<td>Follow-up</td>
</tr>
<tr>
<td>------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>1-</td>
<td>1- The unresponsiveness of the Ministry of Information</td>
<td>1- Creating the committee: the first year of the action plan timeline</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>-The Ministry of Information</td>
<td>1- The unresponsiveness of the Ministry of Information</td>
<td>-Programs’ monitoring and evaluation: ongoing activity</td>
<td></td>
</tr>
<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>1- The lack of consensus among the members of the specialized committee on what constitutes material offensive to women</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-Civil society organizations working in this field</td>
<td>1- The unavailability of the needed resources</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2-</td>
<td>2- The unresponsiveness of media institutions</td>
<td>2- Ongoing activities</td>
<td>2- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>-The Ministry of Information</td>
<td>2- The unresponsiveness of media institutions</td>
<td>2- Ongoing activities</td>
<td></td>
</tr>
<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>2- The sectarian and/or party allegiances of most media institutions in Lebanon</td>
<td>2- Ongoing activities</td>
<td></td>
</tr>
<tr>
<td>-Civil society organizations working in this field</td>
<td>2- The unresponsiveness of media institutions</td>
<td></td>
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</tr>
<tr>
<td>3-</td>
<td>3- The unresponsiveness of the parties involved</td>
<td>3- Ongoing activities</td>
<td>3- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>-The Ministry of Information</td>
<td>3- The inaction of women media professionals in advocating for their rights</td>
<td>3- Ongoing activities</td>
<td></td>
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<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>3- The National Commission for Lebanese Women (NCLW)</td>
<td></td>
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</tr>
<tr>
<td>-Civil society organizations working in this field</td>
<td>3- The National Commission for Lebanese Women (NCLW)</td>
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</tr>
</tbody>
</table>
### Second Objective: Building the capacity of media professionals on issues of women and gender

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
</table>
| 1- Coordination and collaboration between civil society organizations working on the issues of women and gender on the one hand, and authorities in faculties of audiovisual arts on the other, to: | 1- Increase in the number of young men and women media professionals who are sensitized to issues of women and gender, and to | 1- Raising the level of awareness and advocacy of the upcoming generation of media professionals on women and gender issues; and on how | 1- The number of organizations and faculties collaborating and coordinating in this field | 1- Faculties of audiovisual arts in the different universities

- The National Commission for Lebanese Women (NCLW)
- The National Commission for Lebanese Women (NCLW)
<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Faculties of audiovisual arts in the different universities</td>
<td>1- The unresponsiveness of the faculties and students</td>
<td>1- Ongoing activities</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Financial, technical, material and human resources</td>
</tr>
</tbody>
</table>

A) Encourage students to conduct internships (for a month or more) in organizations working on women or gender issues (this might be a requirement in a certain course)

how to approach them in the media
- The number of films advocating for women's issues on social media, contributing to public awareness on these matters

to approach them in the media
conducting internships in the organizations working in this field
- The number of short films produced and broadcasted on social media

B) Encourage and support students to produce short films about women’s issues

C) Encourage and support the broadcasting of these films on social media

how to approach them in the media
- The number of films advocating for women’s issues on social media, contributing to public awareness on these matters

to approach them in the media
conducting internships in the organizations working in this field
- The number of short films produced and broadcasted on social media

2- Conducting training sessions for men and women media professionals on women and gender issues

2- Increase in the number of men and women media professionals aware of gender and women issues, and of how to approach them

2- Media that advocates for women and that do not promote gender stereotyping of women’s image in the media

2- The number of organizations that prepare and provide training sessions
- The number of beneficiaries of these training sessions
- The number of the media institutions of beneficiaries

2- The National Commission for Lebanese Women (NCLW)
- Civil society organizations
- The supporting entities
### Third Objective: Enhancing the position of women in the cultural sector

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
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</thead>
<tbody>
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<td>1-</td>
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</tr>
<tr>
<td>-Supporting women and highlighting their achievements and their contributions and publishing in the sectors of science, literature, theater, the arts, music and others</td>
<td>-Public awareness on the achievements of women particularly, outside the bounds of gender stereotyping of her role and image</td>
<td>-Changing the stereotyped image of women</td>
<td>-The number of women whose achievements were highlighted in the media</td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td></td>
<td>-Presenting and highlighting women role models to encourage young women</td>
<td>-Urging young women to step out of the roles that are socially-assigned to them</td>
<td>-The number of women who have benefitted from the support and encouragement of their cultural productions</td>
<td>-Civil society organizations</td>
</tr>
<tr>
<td></td>
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<td></td>
<td>-The number of programs that support women’s cultural productions</td>
<td>-The Media institutions</td>
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<td></td>
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<td></td>
<td>-Universities, research centers, and publishing houses</td>
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<td></td>
<td>-The supporting entities</td>
</tr>
</tbody>
</table>

2- -Civil society organizations

-Weak responsiveness of media professionals

2- Ongoing activities

2- The National Commission for Lebanese Women (NCLW)

2- Financial, technical, material and human resources
-Urging women to engage and participate in the administrative councils of cultural clubs and associations, in a percentage no less than 30%

-A push in the representation of women in cultural clubs and associations

-A bigger and more effective role of women in cultural clubs and associations

-The increase in the number of women members of administrative councils of cultural clubs and associations

-The National Commission for Lebanese Women (NCLW)

-Civil society organizations

-The supporting entities

-Cultural clubs and associations

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>-The lack of interest of the involved parties</td>
<td>1- Ongoing activities</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Financial, material, technical and human resources</td>
</tr>
<tr>
<td>-Civil society organizations</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>-The Media institutions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-Universities, research centers, and publishing houses</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>2- The National Commission for Lebanese Women (NCLW)</td>
<td>-The unresponsiveness of women and those involved</td>
<td>2- Ongoing activities</td>
<td>2- The National Commission for Lebanese Women (NCLW)</td>
<td>2- Financial, material and human resources</td>
</tr>
<tr>
<td>-Civil society organizations</td>
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</table>

Fourth Objective: Conducting studies and research on the role of women in culture and media
<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Conducting scientific studies and research on the different aspects of women’s position in the media and culture, and that present practical suggestions to improve and enhance this position</td>
<td>1- The increase of the number of scientific research studies on this topic</td>
<td>1- Studies that ensure the rationalization of the programs and policies that serve to enhance women’s role and position in the media and culture, and to eradicate the stereotypes of women</td>
<td>1- The number of studies, and the subjects covered and addressed</td>
<td>1- Faculties of media - Research centers - Civil society organizations - The National Commission for Lebanese Women (NCLW) - Supporting entities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Faculties of media - Research centers - Civil society organizations</td>
<td>1- Lack of/weak resources</td>
<td>1- Ongoing activities</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Financial, material and human</td>
</tr>
</tbody>
</table>
### 9. The Environmental Sector

**Strategic Goal:** Enhancing the contribution of women to environmental protection

**First Objective:** Activating women’s role in the process of environmental decision-making and programming

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Guaranteeing the inclusion of women in official commissions and committees mandated to put environmental policies on the local and national levels</td>
<td>1- Increasing the number of women in official commissions and committees mandated to put environmental policies on the local and national levels</td>
<td>1- Securing the efficiency and effectiveness of the policies through benefitting from the expertise of women, as well as men, in this field</td>
<td>1- The percentage of the participation of women in the official commissions and committees mandated to put environmental policies, from the total number of the members of these commissions and committees</td>
<td>1- The Ministry of Environment - The municipalities - The political parties - The National Commission for Lebanese Women (NCLW) - Civil society organizations working in both the environment and the gender sectors - The supporting entities</td>
</tr>
<tr>
<td>2- Guaranteeing the participation of women in decision making in organizations and</td>
<td>2- The increase of the number of women in decision making positions</td>
<td>2- Benefitting from the experiences of women to guarantee that the</td>
<td>2- The number of women in decision making positions in the</td>
<td>2- Civil society and youth organizations working in the</td>
</tr>
<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
<td>Follow- up</td>
<td>Resources</td>
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</tr>
<tr>
<td>1- The Ministry of Environment</td>
<td>- The absence of political will</td>
<td>1- Ongoing activities</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Competent and qualified human resources</td>
</tr>
<tr>
<td>- The Municipalities</td>
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<td>- The political parties</td>
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<td>2-</td>
<td>- The unavailability of</td>
<td>2- Ongoing activities</td>
<td>2- The National Commission for</td>
<td>2- Human resources</td>
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</table>

associations working in the environmental sector

in organizations and associations working in the environmental sector

environmental activities, programs, and suggestions are reasonable and effective

organizations and associations working in the environmental sector

environmental field

- The supporting entities

3-
- Urging women to engage in organizations and associations working in the environmental sector
- Increasing and activating the role of organizations and associations working on the issues of women and gender, in environmental issues

3-
- Increase in the number of women in organizations and associations working in the environmental sector
- Increase in the number and the activities of the organizations and associations working on gender and women, in environmental issues

3-
- Higher awareness of women to the importance of their role and contribution of their work to the protection of the environment

3-
- The number of women in organizations and associations working in the environmental sector
- The number of women’s civil society organizations active in the environmental field
- The number and nature of the environmental activities implemented by women’s civil society organizations, and their geographical reach

3-
- The Ministry of Environment
- The Ministry of Interior/The Directorate of Municipalities
- Civil society organizations
- The National Commission for Lebanese Women (NCLW)
- The supporting entities
The organizations and youth associations working in the environmental sector

- Women willing to serve in these roles

Lebanese Women (NCLW)

3-
-Civil society organizations

- The National Commission for Lebanese Women (NCLW)

- The supporting entities

3-
-The weak funding for these programs

3-
-Ongoing activities

3-
-The National Commission for Lebanese Women (NCLW)

3-
-Human, technical, financial and material resources

#### Second Objective: Sensitizing women to the importance of their role in the protection of the environment, and in rooting environmental awareness in their society

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
</table>
| 1-
Holding sessions and workshops in the regions, universities and schools to raise awareness on the following:
A) Concepts of sustainable development, and its importance
B) Renewable energy, and green and environmentally friendly energy
C) How to sort home waste as a necessary mechanism of waste treatment and recycling
- The importance of limiting the excessive consumption/use of water, and the risks of wasting it
- The importance of ending the waste of all kinds of energy | 1-
-Increase in the number of women who are sensitized to the importance of their role in the protection of the environment and sustaining it, and on how to do these tasks
-Increase in the number of youth who are environmentally-aware, and who are sensitized to their roles in the protection of the environment | 1-
-Women and a society that is aware of the importance of protecting the environment | 1-
-The number of civil society organizations active in the environmental sector, and their geographical distribution
-The number of sessions and workshops and trainings held by civil society organizations to raise the public’s and women’s awareness on environmental issues, and their geographical distribution
-The number of trainings, sessions and workshops held | 1-
-The Ministry of Environment
-The Ministry of Public Health
-The Ministry of Interior/The General Directorate of Municipalities
-Civil society organizations, and organizations working in the environmental sector
-The National Commission for Lebanese Women (NCLW) |
- Environment pollutants, and how to decrease/limit them
- The harms of the excessive use of chemical cleaning products to recycling and the consumption of water
- Urging students to volunteer or undergo training sessions with environmental organizations

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Civil society organizations</td>
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<tr>
<td>1- The Ministry of Environment</td>
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<tr>
<td>- The weak responsiveness of the involved stakeholders</td>
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<td>- The lack of funding for the activities</td>
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<tr>
<td>1- Ongoing activities</td>
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<tr>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
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<tr>
<td>1- Financial, material, human and technical resources</td>
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</tbody>
</table>

Third Objective: Enhancing the knowledge of the role of women in the protection of the environment and sustainable development

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
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</tr>
</tbody>
</table>
- Conducting environmental studies and research from the gender perspective
- Conducting studies on the extent of women’s knowledge of environmental issues, and how to deal with them
- Urging authorities in universities’ faculties to encourage and support their students in graduate and doctoral departments, to conduct their researches in this sector

- Increase in the number of scientific studies on environmental subjects from the gender perspective
- Increase in the capacity to identify the gaps in the knowledge on environmental issues, and how to deal with them; consequently, increasing the effectiveness of policies and programs
- Increase in the number of young researchers interested in environmental issues

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>
| 1- Civil society organizations
  - Research centers and universities
  - The National Commission for Lebanese Women (NCLW) | 1- The unavailability of support for the studies
  - The weak responsiveness of the authorities in universities | 1- Ongoing activities | 1- The National Commission for Lebanese Women (NCLW) | 1- Financial, human, material and technical resources |

- Rationalizing the policies and programs that serve to raise awareness around environmental issues
- The number of the masters and doctorates on the environmental issues

- The number of studies on the topic of environment from the gender perspective
- The number of the masters and doctorates on the environmental issues
- Civil society organizations
  - Research centers
  - The Ministry of Environment
  - The National Commission for Lebanese Women (NCLW)
  - Universities
  - The supporting entities
### 10. The Sector of Capacity Building of institutions and organizations

**Strategic Goal:** Strengthening the capacity of institutions concerned with women’s issues at the national level, and reinforcing the partnership between NCLW and public-sector departments and institutions, and with civil society organizations

### First Objective: Financial capacity building for the NCLW

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
</table>
| 1- Working to increase and enhance the financial capacities of NCLW through:                                      | 1- Securing a budget for the NCLW that enables it to conduct the tasks assigned to it                | 1- An effective national mechanism that ensures the Lebanese women’s rights as well as the rights of women in Lebanon, and that improves their situation on all levels | 1- A) The existence of a legal text that stipulates the inclusion of a special clause for the NCLW in the prime ministry’s budget, in the general budget law  
B) Increase in the annual budget of the NCLW  
C) The number of projects’ proposals that the NCLW presented and secured external funding for  
D) The number of internal and external entities that support the NCLW | 1- The cabinet/the Prime Ministry  
- The Parliament  
- The National Commission for Lebanese Women (NCLW)  
- Civil society organizations  
- Supporting entities |
<p>| - Taking the required legal procedure to include a special clause for the NCLW in the budget of the prime ministry, in the general budget law | - Increasing the capacity to develop the administrative and technical departments, and to recruit human qualifications/competencies |                                                                                                           |                                                                                                       |              |
| - Increasing the financial allocations of the prime ministry for the NCLW                                        | - Increasing the capacity to conduct programs and projects that fall in the field of its work and specialization |                                                                                                           |                                                                                                       |              |
| - Diversifying the external funding sources of the NCLW                                                        |                                                                                                     |                                                                                                           |                                                                                                       |              |</p>
<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- The cabinet/the Prime Ministry</td>
<td>-The absence of the political will</td>
<td>1- The first year of the action plan timeline</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Financial resources</td>
</tr>
<tr>
<td>-The Parliament</td>
<td>-The persistence of the parliamentary and governmental stagnation</td>
<td></td>
<td></td>
<td>-Political will</td>
</tr>
<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-The weak matching between the priorities of the supporting entities, and those of the NCLW, given the development of the situation in Syria and its consequences in Lebanon</td>
<td></td>
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<tr>
<td>-Civil society organizations</td>
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<tr>
<td>-Supporting entities</td>
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</table>

Second Objective: Building the administrative and technical capacities of the NCLW
<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
</table>
| 1- Working on:  
- Developing and modernizing the administrative body and work at the NCLW  
- Institutionalizing the collaboration and coordination with civil society organizations to enhance communication, and knowledge exchange; and creating a mechanism within the NCLW that guarantees this collaboration and coordination  
- Creating a monitor to follow up on the indicators related to the situation of women nationally and regionally; and increasing the capacity to identify the needs, and enhancing the its efficiency in rationalizing the process of setting programs and policies  
- Regular update of the database of information and studies to enable the NCLW to be the main reference of all studies and research on women in Lebanon  
- Reinforcing the administrative body of the NCLW by increasing the number of staff, and providing opportunities of trainings, internships and volunteering at NCLW | 1- Mechanisms that ensure the institutionalization of collaboration and coordination between the NCLW on the one hand, and civil society organizations on the other  
- Increasing the civil society organizations’ acceptance of NCLW’s position, role and authorities  
- An active monitor to survey the indicators related to the situation of women  
- Increasing the capacity to identify the needs, and to rationalize the NCLW and involved partners’ process of setting policies and programs  
- Increase in the number of NCLW staff at low cost  
- Increase in the awareness and interest of the young generation of university students in women’s issues | 1- A higher administrative and technical productivity and efficiency for the Commission | 1- Setting mechanisms of cooperation and coordination between the NCLW and civil society  
- Creating the monitor and feeding it with the required resources  
- Creating and broadening the database of information and studies | 1- The Prime Ministry  
- The National Commission for Lebanese Women (NCLW)  
- Civil society organizations  
- Supporting entities  
- Universities |
- Urging universities to encourage its students to join the NCLW as volunteers or interns

<table>
<thead>
<tr>
<th>2-</th>
<th>Working on:</th>
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</thead>
<tbody>
<tr>
<td>- Institutionalizing NCLW’s relations with the ministries and public administrations; and guaranteeing the ministries and public administrations’ acknowledgment of the position, role and authorities of the NCLW and of the gender focal points, by signing Memoranda of Understanding (MOUs)</td>
<td>- The extensive knowledge in the ministries and public institutions and departments of the existence and role of gender focal points</td>
<td>- Active national mechanisms in securing women’s rights, and mainstreaming gender in the programs, plans and policies</td>
<td>- Setting administrative mechanisms to secure an ongoing and active communication with the ministries and the public administrations</td>
<td>- The cabinet</td>
</tr>
<tr>
<td>- Institutionalizing the work of gender focal points in ministries and public administrations, by urging the minister or the director(s) general in each ministry or public administration, to issue memos to the different units and utilities</td>
<td>- A higher efficiency and productivity of the work of the NCLW, and of the gender focal points in their relationship with the governmental institutions, and in doing the tasks assigned to them</td>
<td>- The number of ministries that issue memos related to the role and authorities of gender focal points</td>
<td>- The number of civil society organizations that participate in collaboration and coordination meetings, and that cooperate in identifying priorities and strategic planning</td>
<td>- The Civil Service Council</td>
</tr>
<tr>
<td></td>
<td>- Higher dedication and capacity of gender focal</td>
<td>- Approving and securing financial compensation for gender focal</td>
<td>- The ministries and directors general</td>
<td>- The Institute of Finance (Bassel Fuleihan)</td>
</tr>
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<td></td>
<td>- The National Commission for Lebanese Women (NCLW)</td>
<td>- Civil society organizations</td>
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<td></td>
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<td>- Supporting entities</td>
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</tbody>
</table>


Page 145/168
informing them of the appointment of these focal points and their authorities, and the importance of collaborating with them

- Institutionalizing and guaranteeing that gender focal points reach decision making positions within their institutions

- Urging the authorities to create a gender expert position in all ministries and public institutions (all experts make up a unit affiliated to the NCLW)

- Conducting sectorial training sessions for gender focal points on gender mainstreaming in the policies, programs and budgets of their institutions

- Counting the required hours of work to conduct the tasks of gender focal points of the total number of work, or counting these hours as over time

| 3- | Setting up a map or database (or update what exists) on civil society organizations working on women’s issues and their geographical distribution, and the nature of their activities, and ways of contacting them (including non-Lebanese organizations, such as the Palestinian organizations working in refugees and displaced camps) | 3- | Increasing the capacity of the NCLW to connect with the civil society organizations engaged in women’s issues in all regions | 3- | Higher efficiency of the NCLW in undertaking the tasks assigned to it | 3- | The availability of the map, and its comprehensiveness and coverage of the full information, and all its updating processes | 3- | The National Commission for Lebanese Women (NCLW) - Civil society organizations - Supporting entities |

- The number of sectorial training sessions prepared and conducted for gender focal points

- The issuing of a decision to create the position of gender expert/specialist in the ministries and institutions of the state

- Higher efficiency of the NCLW in undertaking the tasks assigned to it

- The availability of the map, and its comprehensiveness and coverage of the full information, and all its updating processes
<table>
<thead>
<tr>
<th>Working on categorizing organizations based on the sector of most of its activities and work</th>
<th>those that require more attention and consideration. This contributes to the empowering the NCLW to identify the priorities in the different fields</th>
</tr>
</thead>
<tbody>
<tr>
<td>4- NCLW conducts regular meetings with supporting entities, particularly the UN Gender Working Group and UNCT to contribute to the following: A) Rationalizing its decision on specifying the needs in the sector of women’s issues B) Promoting the national action plan (NAP), and encouraging supporting entities to allocate funds contributing to its implementation</td>
<td>4- Regular meetings to present the results of the monitor’s work, and the needs and priorities of work on women’s issues 4- Avoiding wasting time, money and effort 4- Encouraging the coordination among the supporting entities</td>
</tr>
<tr>
<td>5- Setting up a network of connections with governmental and non-governmental regional and international organizations and institutions working in the sector of women’s rights to exchange knowledge and experience</td>
<td>5- Increasing the knowledge and awareness of the successful examples/experiences, and the needed expertise 5- Reinforcing the position of the NCLW regionally and globally 5- A higher efficiency in advocating to achieve/reach the goals</td>
</tr>
<tr>
<td>5- The number of global and regional networks that the NCLW is part of 5- The number of regional and global activities and conferences that the NCLW participates in</td>
<td>5- The number of meetings held 5- The number of programs and activities in the sector of the identified priorities, conducted by the NCLW and supported by the supporting entities 5- The number of supporting entities contributing to the support of the activities mentioned in the National Action Plan (NAP)</td>
</tr>
<tr>
<td>5- The National Commission for Lebanese Women (NCLW) - Civil society organizations - Supporting entities - The involved ministries</td>
<td>5- The Prime Ministry - Supporting entities</td>
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<td>Responsible Parties</td>
<td>Existing or potential risks</td>
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<td>1-</td>
<td>-The supporting entities</td>
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<td>-The Prime Ministry</td>
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<td>-The National Commission for Lebanese Women (NCLW)</td>
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<td></td>
<td>-The ministers and the directors general</td>
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<td>-The Prime Ministry</td>
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<td>-The National Commission for Lebanese Women (NCLW)</td>
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<td></td>
<td>-The National Commission for Lebanese Women (NCLW), in collaboration and coordination with civil society organizations</td>
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</tbody>
</table>

| Third Objective: Building the capacity of civil society organizations working on women’s issues |
|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| **Activities/Interventions** | **Outcomes** | **Expected Impact** | **Indicators** | **Stakeholders** |
| 1- Collaboration between civil society organizations working on women’s issues and the NCLW to conduct a study identifying the needs of these organizations in the sector of capacity building, through an electronic survey prepared by the NCLW | 1- Clear and scientific identification of the needs in this sector |
| | - Increase in the capacity to rationalize the civil society support policies, to increase its efficiency | 1- Enhancing the efficiency of civil society’s work | 1- The availability of support to conduct the study |
| | - Preparing the electronic survey and sending it to the organizations | - The number of civil society organizations working on women’s issues |
| | - Supporting entities | 1- The National Commission for Lebanese Women (NCLW) | - Civil society organizations working on women’s issues |
2- Holding annual meetings between civil society organizations working in the same sector to mainstream and exchange knowledge, information, experiences and successful experiences

- The organizations publish or disseminate the studies and researches that they conduct among other organizations working in the same sector/field

2 - Increase in the knowledge of organizations about the activities and experiences of each other; and consequently, increasing the possibility of avoiding the waste of time, money, and efforts put on similar and needless activities

- Increase in the knowledge of organizations about the results of the studies and researches on women’s issues

2 - Broadening the knowledge, and increasing the efficiency of the work

- The number of civil society organizations that publish their studies and research

- The number of meetings held among organizations working in the same sector, and the number of organizations participating in these meetings

2 - The National Commission for Lebanese Women (NCLW)

- Civil society organizations

- Supporting entities

- The involved ministries and public administrations

3 - Civil society organizations working in

3 - Providing the organizations

3 - The number of civil society

3 - The National Commission for

-Relying on the results of the study to urge the supporting entities to allocate funds to cover these needs

-satisfying these needs

- The number of projects that build the capacity of civil society organizations, and their nature and kind

- The number of civil society organizations benefitting from the support to build their capacities, and their geographical and sectorial distribution

-National Commission for Lebanese Women (NCLW)
the same field, work on the following:

A) Establishing alliances among each other, and unifying their demands to form a critical mass and pressure group

B) Establishing a solid cooperation with private sector institutions and municipalities in the regions where they’re active

C) Putting a strategy to connect with the young generation, particularly with university students to urge them to intern or volunteer in civil society, and to participate in their activities

D) Civil society organizations collaborating among each other and with banks, financial institutions, and capital holders to organize charity markets, and sports and cultural competitions with their proceeds going to support the organizations’ activities

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>
| 1- Civil society organizations  
- The National Commission for Lebanese Women (NCLW) | 1- The unavailability of support for the study  
- The weakness of some organizations in working on women’s issues with the youth element | 1- The first three months after the development of the map of civil society organizations engaging in alliances  
- The number of young men and women volunteers in the organizations | 1- The National Commission for Lebanese Women (NCLW)  
- Financial, human, material and technical resources  
- A specialist or more to draft the survey, analyze | 1- Lebanese Women (NCLW)  
- Civil society organizations  
- The municipalities  
- The universities  
- The banks, financial institutions and capital holders |
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<tr>
<td></td>
<td>evaluating their needs or declaring them</td>
<td>the results and write the report</td>
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<tr>
<td></td>
<td>-Some organizations’ weak trust in NCLW, and their resistance to fill in the survey</td>
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<td>2-</td>
<td>Civil society organizations</td>
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<tr>
<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-Annual meeting</td>
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<td></td>
<td></td>
<td>-Publishing and disseminating the studies and research as soon as they’re produced</td>
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<tr>
<td>3-</td>
<td>Civil society organizations</td>
<td>3-</td>
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<tr>
<td></td>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-Ongoing activities</td>
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<td>-The National Commission for Lebanese Women (NCLW)</td>
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<td>-Financial, human, material and technical resources</td>
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</table>
### 11. The Sector of Protecting women and girls in situations of emergencies, armed conflicts, wars and natural disasters

**Strategic Goal:** Protecting women and girls in situations of emergency, armed conflict, war and natural disaster

**First Objective:** Guaranteeing and activating the participation of women in dialogue processes and in conflict resolution resulting from war

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Working on connecting with the authorities, and using all non-violent lobbying channels and mediums to secure the representation and participation of women in:</td>
<td>1- Granting women, as they constitute half of the society, the right to voice their opinions in identifying the different problems that their country faces; and the right to participate in finding viable solutions for these problems on all levels</td>
<td>1- A match between the stipulations of the UN Security Council Resolution 1325, and the actual practice</td>
<td>1- The number of civil society organizations working on implementing all these activities</td>
<td>1- The Cabinet</td>
</tr>
<tr>
<td>A) National Dialogue sessions that serve to resolve political disputes, and reach agreements and resolutions regarding the future of the country, its political system and constituents</td>
<td>-Guaranteeing that these solutions consider the needs and aspirations of women, as well as men</td>
<td>-The official acknowledgment of women as citizens equal to men in citizenship rights, duties and responsibilities</td>
<td>-The number of meetings held with the authorities and decision-makers in this sector categorized by the kind and the position of leaders who were contacted</td>
<td>-The Parliament</td>
</tr>
<tr>
<td>B) Reconciliation committees and sessions among the disputing Lebanese political or military parties/entities</td>
<td></td>
<td></td>
<td>-The meetings held by the National Commission for Lebanese Women (NCLW) with the authorities to follow up on</td>
<td>-The involved ministries</td>
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<tr>
<td>C) The inclusion of women in the</td>
<td></td>
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<td></td>
<td>-The Ministry of External Affairs and Emigrants</td>
</tr>
</tbody>
</table>

- Political parties
- Municipalities
- Civil society organizations
- The National Commission for Lebanese Women (NCLW)
- Supporting entities
<table>
<thead>
<tr>
<th>different commissions and committees formed on the national or local level to address the issues of the emigrants and displaced</th>
<th>achieving these objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>D) The inclusion of women in the different diplomatic committees and/or missions and international negotiations</td>
<td>-The number of civil society organizations collaborating with each other and with the National Commission for Lebanese Women (NCLW) on these advocacy activities</td>
</tr>
<tr>
<td></td>
<td>-The number of women participating in the national dialogue sessions (nominated by the political parties and participating entities)</td>
</tr>
<tr>
<td></td>
<td>-The number of women participating in reconciliation committees and sessions between Lebanese parties and entities</td>
</tr>
<tr>
<td></td>
<td>-The number of women participating in commissions and committees on the national or local level to address the issue of emigrants and refugees</td>
</tr>
<tr>
<td></td>
<td>-The number or percentage of women in diplomatic</td>
</tr>
</tbody>
</table>

-Higher Commission for Human Rights
### Missions of the General Number of Members of These Missions

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or Potential Risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>

2. A) Working on encouraging women to:

- Getting involved in the different leadership positions, particularly in municipalities, ministries, the parliament, and public administrations working on disasters’ and conflict management and resolution.

- Getting involved in political parties, and advocating for their rights to assume leadership positions, and running for elections.

B) Working on providing political education for women and changing the current stereotype among women on their role and capacities in the political field, compared to men.

C) Working on:

- Enhancing the negotiations skills of women in leadership positions
- Training them on the concepts and principles of non-violent conflict resolution

<table>
<thead>
<tr>
<th>missions of the general number of members of these missions</th>
</tr>
</thead>
</table>

2. - Increase in the number of competent and qualified women to participate in the different operations, committees, missions and dialogue sessions, etc… aiming to resolve conflicts and address their consequences and the effects of disasters on women and men.

2. - Effective participation of women in the resolution of the problems that their country faces and that reflect on their daily lives as citizens.

- Competent women, believers in the importance of building and promoting a culture of peace, and qualified to contribute in finding peaceful/non-violent solutions to conflicts.

2. - The number of civil society organizations working on all these activities.

- The number of beneficiaries of the activities of civil society organizations, and their distribution on the different kinds of governmental institutions.

- The number of competent women, running for leadership positions in local and national governmental institutions working on disaster management.

- The number of women who are running for or serving in leadership positions in local and national governmental institutions working on disaster management.

- The number of women running for leadership positions in political parties and/or serving in these positions.

2. - Civil society organizations

- The National Commission for Lebanese Women (NCLW)

- Supporting entities

2. - The number of civil society organizations working on all these activities.

- The number of beneficiaries of the activities of civil society organizations, and their distribution on the different kinds of governmental institutions.

- The number of women who are running for or serving in leadership positions in local and national governmental institutions working on disaster management.

- The number of women running for leadership positions in political parties and/or serving in these positions.

- Civil society organizations

- The National Commission for Lebanese Women (NCLW)

- Supporting entities
<table>
<thead>
<tr>
<th>1-</th>
<th>Civil society organizations</th>
<th>1-</th>
<th>The unresponsiveness of the entities involved in nominating women for participation (political parties, sectarian leadership, etc…)</th>
</tr>
</thead>
<tbody>
<tr>
<td>-Civil society organizations</td>
<td>-The weakness of women in political parties in advocating for their right to represent the party and its interests, alongside men</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-The conviction/belief of women that men have a bigger capacity to protect the interests of the party and/or sect, particularly in times of conflict</td>
<td></td>
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<tr>
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<td>-The influence of the party and sect on the possibility of unifying the demands of civil society in this sector</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>2-</th>
<th>Civil society organizations</th>
<th>2-</th>
<th>The difficulty of eradicating the patriarchal mindset that remains entrenched in women, just like men, regarding</th>
</tr>
</thead>
<tbody>
<tr>
<td>-Civil society organizations</td>
<td>-Ongoing activities until achieving the objectives is guaranteed</td>
<td></td>
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</tr>
<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>2-</td>
<td>The National Commission for Lebanese Women (NCLW)</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>-Financial, human, and technical resources</td>
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</tbody>
</table>
women’s roles and positions in the public and political realms (men are better suited than women for political leadership and handling public affairs)

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Working on compiling and collecting data and information that specifies the nature and scope of threats and risks, their geographical distributions, and their effects on women and men; and what can each of them (men and women) do to address these risks</td>
<td>1- Data and information on the nature and scope of risks, and their consequences on women and men</td>
<td>1- The availability of the necessary data/knowledge/information to guarantee the effectiveness of planning and working on facing risks and dealing with its consequences</td>
<td>1- Preparing and publishing gender-disaggregated data and information</td>
<td>1- Disaster Management Unit</td>
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<td></td>
<td>- The involved ministries</td>
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<td>- Municipalities</td>
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<td></td>
<td></td>
<td>- Civil society organizations</td>
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<td></td>
<td>- Research centers working in this sector</td>
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<td></td>
<td>- The National Commission for Lebanese Women (NCLW)</td>
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<td>- Supporting entities</td>
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<td></td>
<td>- SGBV Task Force &amp; Interagency Protection Working Group</td>
</tr>
</tbody>
</table>
2- Working on:

A) Guaranteeing the availability of shelters and equipped them with the necessary relief tools, taking into consideration the different needs of women and men, and the ability of each of them to access these tools.

- Preparing training programs for women participating in local and regional units to build their capacity on what to do in cases of disaster, and in shelters, and on the different needs of women and men.

- Including in the early warning system, the procedures that guarantee its reach to all the different social groups, including women inside homes and people with special needs.

- Preparing and developing training sessions and programs, meetings, awareness campaigns, publications and informational gatherings to sensitize the involved parties as well as society, and particularly women on the following:

| 2- | A society that is capable of dealing with disasters, and their consequences |
| 2- | The number of equipped shelters and their geographical distribution |
| 2- | The number of prepared and implemented training programs, and their geographical distribution |
| 2- | The number of civil society organizations working on putting, developing and implementing training programs |

Information; and to the planning to address the risks and threats of disasters.
A) UNSCR 1325  
B) How to act in cases of disasters; and procedures of prevention

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
</table>
| 1- Disaster Management Unit  
- The involved ministries  
- Municipalities  
- Civil society organizations | 1- The unavailability of complete data and information  
- The unavailability of resources for the local entities to provide the required equipment | 1- Ongoing activities | 1- The National Commission for Lebanese Women (NCLW) | 1- Financial, human, material and technical resources, as well as equipment |
| 2- Disaster Management Unit  
- The National Commission for Lebanese Women (NCLW)  
- Municipalities  
- Civil society organizations | 2- The unavailability of resources  
- The absence of the political will | 2- Ongoing activities | 2- The National Commission for Lebanese Women (NCLW) | 2- Financial, human, material and technical resources |

Third Objective: Guaranteeing the integration and effectiveness of all efforts to end the negative consequences of displacement and migration on displaced and emigrant women, as well as women in host communities

| Activities/Interventions | Outcomes | Expected Impact | Indicators | Stakeholders |
1- Working to ensure coordination and collaboration among governmental entities, international organizations and local and international civil society organizations working on the issues of refugees and emigrants to conduct the following:

A) Survey or updating existing surveys to identify the number of displaced and refugees, categorized by gender, age, and geographical location

B) Field studies to identify the risks, threats and needs of displaced and refugee women, as well as women in host communities; categorized by gender, age and geographical location

C) Field studies on the exploitation of girls at work, particularly in agricultural fields, for low wages; and sexually harassing them. In addition to studies, putting plans to protect them and implementing these plans

D) A list of the Lebanese and non-Lebanese organizations

<table>
<thead>
<tr>
<th>1-</th>
<th>Credible and trusted data on the number of women emigrants and refugees, and the risks and issues that they face</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td>Scientific data on the problems that women in the host communities face as a result of the influx of emigrants</td>
</tr>
<tr>
<td>1-</td>
<td>Enhancing the capacity of stakeholders to plan their assistance and aid to women refugees and emigrants, as well as women in the host communities to surpass the risks and threats they face</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1-</th>
<th>Enhancing the effectiveness of the plans and programs designed to help displaced and emigrant women to surpass obstacles</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td>Ending the waste of money, effort, and time</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1-</th>
<th>Preparing surveys or updating them, with categorized data based on gender, age and geographical region; and disseminating these surveys among entities working on these issues</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td>Preparing and publishing field studies on the risks, threats and issues facing displaced and emigrant women, and women in host communities and their needs</td>
</tr>
<tr>
<td>1-</td>
<td>Providing integrated and comprehensive plans, and adequate distribution of tasks/work</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1-</th>
<th>The Lebanese and international civil society organizations working in this field</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-</td>
<td>The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>1-</td>
<td>The ministries and involved public institutions</td>
</tr>
<tr>
<td>1-</td>
<td>International agencies and organizations working on the issue of migrants and displaced in Lebanon</td>
</tr>
<tr>
<td>1-</td>
<td>Research and studies centers; as well as statistics companies interested in these issues</td>
</tr>
<tr>
<td>1-</td>
<td>Supporting entities</td>
</tr>
</tbody>
</table>
working on the issues of the displaced and refugees in Lebanon, and the activities they are conducting

E) Plans that guarantee integration and comprehensiveness of services, and the provision of protection, as well as the ultimate benefit of the existing resources

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- The Lebanese and international civil society organizations working in this field</td>
<td>1- The unavailability of support</td>
<td>1- The first eight months of the action plan timeline</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
<td>1- Financial, human, material and technical resources</td>
</tr>
<tr>
<td>-The National Commission for Lebanese Women (NCLW)</td>
<td>-The absence of political will</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-The ministries and involved public institutions</td>
<td>-The unresponsiveness of some entities with the cooperation and coordination demand</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-International agencies and organizations working on the issue of migrants and displaced in Lebanon</td>
<td>-The inability to access accurate statistics</td>
<td></td>
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</tr>
</tbody>
</table>
## 12. The Sector of Gender Mainstreaming in all fields

**Strategic Goal:** Introducing gender mainstreaming in all fields

**First Objective:** Institutionalizing the work of national mechanisms on women’s issues to empower them to play their role in the process of gender mainstreaming of laws, policies and programs

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- The National Commission for Lebanese Women (NCLW) communicates with ministers and/or directors general in ministries and public institutions, for the purpose of signing Memorandums of Understanding (MoU) stating the necessity and importance of the following:</td>
<td>1- All authorities in ministries and public administrations are aware of the existence, functions, and responsibilities and authority of gender focal points</td>
<td>1- Enhancing and activating the role of gender focal points in urging to mainstream gender in the policies, programs and plans of the institutions where they work</td>
<td>1- Signing memorandums of understanding with ministers and directors general about the points mentioned in the “Activities/Interventions” section</td>
<td>1- The National Commission for Lebanese Women (NCLW) - Ministers and directors general - Gender focal points</td>
</tr>
<tr>
<td>A) The dissemination of the decision to appoint gender focal points among all the different directorates, and utilities within ministries or public administrations; with clear indications of their functions, tasks, responsibilities and scope of authority; and the requirement of</td>
<td>- Increasing collaboration among authorities and decision makers within ministries and public administrations, with gender focal points</td>
<td>- Clear foundations for the appointment of gender focal points</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
collaborating with them and providing them with the necessary information to implement their tasks

- Setting the conditions and requirements that need to be present in a gender focal point

### 2-
- Urging decision-makers to:

  A) Allocate a special budget for the National Commission for Lebanese Women (NCLW) that enables it to undertake the tasks assigned to it

  B) Creating the position of gender expert in ministries and public administrations (one person could be appointed to more than one ministry). These experts, brought together, form a gender unit that works on mainstreaming gender in policies, programs and plans, in collaboration with the National Commission for Lebanese Women (NCLW) and gender focal points

### 2-
- Enabling the National Commission to increase its financial, human and technical resources

- Guaranteeing the presence of gender mainstreaming experts (in budgets, programs and policies)

### 2-
- Activating the process of gender mainstreaming

### 2-
- Allocating a special budget for the National Commission for Lebanese Women

- Creating the position of gender expert in ministries and public administrations; and appointing the experts

### 2-
- The National Commission for Lebanese Women (NCLW)

- The Parliament

- The Cabinet

- The Civil Service Council

- Civil society organizations
3- Working on the following:

A) Providing practical sectorial training for gender focal points on gender mainstreaming in the budgets, programs and policies of their institutions

B) Urging the authorities to include the concept of gender in admissions test conducted by the Civil Service Council

C) Organizing sessions or workshops to sensitize staff in leadership positions (heads of utilities and units) in ministries and public administrations on the concepts of gender and its approaches, and on the role of gender focal points

D) Following up on the work of gender focal points, and on their achievements; and popularizing successful experiences to exchange learning

E) Establishing a special website for gender focal points to facilitate interaction between them and

3- Increase in the capacity of gender focal points to undertake the tasks assigned to them

3- An administrative culture that is accepting of the concept of gender and equality between the sexes

3- The number of sectorial training sessions

3- The number of beneficiaries of these sessions

3- The number of training and rehabilitation programs conducted by public administrations and institutions, and by the Institute of Finance; and that included the concept of gender

3- The number of sessions and/or workshops conducted to sensitize the staff on the notion of gender

3- The number of beneficiaries of these sessions, and workshops, and/or training programs

3- The decision of the Civil Service Council to include the concept of gender in the admission exams it conducts

3- The National Commission for Lebanese Women (NCLW)

3- The Institute of Finance

3- The Ministries

3- The supporting entities

3- The Civil Service Council

3- Civil society organizations

3- Women’s research centers
the National Commission for Lebanese Women (NCLW) to exchange information and experiences

F) Conducting gender analysis for some of the policies and programs; and publishing it on the gender focal points, and the ministries’ websites

<table>
<thead>
<tr>
<th>Responsible Parties</th>
<th>Existing or potential risks</th>
<th>Timeframe</th>
<th>Follow-up</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.-The National Commission for Lebanese Women (NCLW)</td>
<td>1.-The unresponsiveness of the parties involved</td>
<td>1.-The first three months of the action plan timeline</td>
<td>1.-The National Commission for Lebanese Women (NCLW)</td>
<td>1.-Human resources with experience in negotiations and persuasion</td>
</tr>
<tr>
<td></td>
<td>2.-The National Commission for Lebanese Women (NCLW)</td>
<td>2.-The absence of political will</td>
<td>2.-Activities ongoing until the demands are achieved</td>
<td>2.-The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td></td>
<td>-Civil society organizations</td>
<td>2.-The unavailability of financial resources</td>
<td></td>
<td>2.-Financial, material, and human resources</td>
</tr>
<tr>
<td>3.-The National Commission for Lebanese Women (NCLW)</td>
<td>3.-The unresponsiveness of the parties involved</td>
<td>3.-During the first six months of the action plan timeline</td>
<td>3.-The National Commission for Lebanese Women (NCLW)</td>
<td>3.-Financial, material, human and technical resources</td>
</tr>
<tr>
<td>-Civil society organizations</td>
<td>-The unavailability of resources</td>
<td>-Training is a required activity with every new appointment or change in gender focal points</td>
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</tbody>
</table>
Second Objective: Urging the private sector to mainstream gender in its policies, programs and activities

<table>
<thead>
<tr>
<th>Activities/Interventions</th>
<th>Outcomes</th>
<th>Expected Impact</th>
<th>Indicators</th>
<th>Stakeholders</th>
</tr>
</thead>
<tbody>
<tr>
<td>1- Holding meetings with the authorities in major private sector institutions/corporations to urge them to:</td>
<td>1- Increase in the number of private sector institutions/corporations that are aware of the notion of gender, and working on mainstreaming it</td>
<td>1- The awareness of an economically active segment of society to the importance of mainstreaming gender in the different economic sectors and on different levels</td>
<td>1- The number of private sector institutions/corporations that are:</td>
<td>1- -The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td></td>
<td>-Increasing the awareness of private sector employees on the notions of gender and the importance of mainstreaming it in the different sectors of work</td>
<td>A) Working on mainstreaming gender in its programs and activities</td>
<td>-C) The number of civil society organizations working to urge the private sector</td>
<td>-Civil society organizations</td>
</tr>
<tr>
<td>A) Mainstream gender in the programs and activities of their institutions/corporations</td>
<td></td>
<td>B) The number of institutions/corporations that respond to the demand of holding information sessions for employees on gender, and the importance of mainstreaming it in the policies, programs and activities of the private sector</td>
<td></td>
<td>-Private sector institutions</td>
</tr>
<tr>
<td>B) Holding information sessions for the staff about the concept of gender and the importance of mainstreaming it in the policies, programs and activities of the private sector</td>
<td></td>
<td>C) The number of civil society organizations working to urge the private sector</td>
<td></td>
<td>-Supporting entities</td>
</tr>
</tbody>
</table>
2- Collaborating with research and studies’ centers, and university faculties on the following:

A) Conducting gender analysis of the policies of some private sector institutions/corporations; and highlighting the effect of these policies on working women within the institution, and their productivity, and/or the influence of this policy on the women directly or indirectly affected by the institution’s policy

B) Conducting gender analysis for the media and advertising policies adopted by some institutions and their effects on changing or reinforcing the stereotypes of women in society

C) Urging the authorities in faculties to encourage their graduate students to conduct gender analysis of policies in the private sector, in all fields

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<tbody>
<tr>
<td>Conducting gender analysis of the policies of some private sector institutions/corporations; and highlighting the effect of these policies on working women within the institution, and their productivity, and/or the influence of this policy on the women directly or indirectly affected by the institution’s policy</td>
<td>The number of studies and research revealing the importance of gender mainstreaming in the private sector</td>
<td>A society that is aware of the importance of gender mainstreaming</td>
<td>The number of civil society organizations working to urge research centers and university faculties, and collaborating with them to conduct these activities</td>
</tr>
<tr>
<td>Conducting gender analysis for the media and advertising policies adopted by some institutions and their effects on changing or reinforcing the stereotypes of women in society</td>
<td>The number of studies that raise awareness on the importance of gender mainstreaming in media and advertising policies of private sector institutions/corporations</td>
<td>Increase in the number of young men and women researchers aware of the importance of mainstreaming gender in their fields of work</td>
<td>The number of studies and research that provide gender analysis of the policies of some private sector institutions/corporations</td>
</tr>
<tr>
<td>Urging the authorities in faculties to encourage their graduate students to conduct gender analysis of policies in the private sector, in all fields</td>
<td>Increase in the number of young men and women researchers aware of the importance of mainstreaming gender in their fields of work</td>
<td>The number of masters and/or doctoral theses that address the issue of gender in private sector policies</td>
<td>The National Commission for Lebanese Women (NCLW)</td>
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<td></td>
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<td></td>
<td>-Civil society organizations</td>
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<td>-The different faculties in universities</td>
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<td></td>
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<td></td>
<td>-The private sector institutions/corporations involved in the studies</td>
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<td>-Supporting entities</td>
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<td></td>
<td></td>
<td></td>
<td>-Research and studies centers</td>
</tr>
<tr>
<td>Responsible Parties</td>
<td>Existing or potential risks</td>
<td>Timeframe</td>
<td>Follow-up</td>
</tr>
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</tr>
<tr>
<td>1- The National Commission for Lebanese Women (NCLW) - Civil society organizations</td>
<td>1- Unresponsiveness due to the lack of awareness of the importance of gender mainstreaming in private sector institutions</td>
<td>1- Ongoing activities</td>
<td>1- The National Commission for Lebanese Women (NCLW)</td>
</tr>
<tr>
<td>2- The National Commission for Lebanese Women (NCLW) - Civil society organizations</td>
<td>2- The unresponsiveness of the parties involved - Weak/Lack of resources</td>
<td>2- Ongoing activities</td>
<td>2- The National Commission for Lebanese Women (NCLW)</td>
</tr>
</tbody>
</table>