

National Strategy for Women in Lebanon 2011-2021

National Action Plan (2017-2019)



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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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>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:</p> <ul style="list-style-type: none"> - ministers -presidents of parliamentary blocs 	<p>1- Increase the number of supporters of lifting the reservations on articles 9 and 16 of the CEDAW convention.</p>	<p>1- Widening and broadening the base of support for the lifting of the reservation on articles 9 and 16 of the CEDAW convention</p>	<p>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.</p>	<p>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</p>

<p>-parliamentary committees and members of parliament.</p>				<ul style="list-style-type: none"> - The leaders of political parties - The Ministry of Foreign Affairs
<p>2- Holding meetings with:</p> <ul style="list-style-type: none"> a) Leaders of political parties b) Religious leaders c) Holding talks and dialogue sessions with the participation of religious clerics from the various sects. 	<p>2- -Meetings with the leaders of political parties and religious and spiritual leaders -Talks and dialogue sessions with the spiritual and religious leaders</p>	<p>2- -Increasing the number of supporters of lifting the reservations on articles 9 and 16 of the CEDAW convention</p>	<p>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.</p>	<p>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</p>

<p>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.</p> <p>-Coordinating with the different and various universities and students clubs to hold awareness sessions for the coming generations, males and females, on:</p> <p>-the concept of gender-based violence, and the importance of building a national culture based on rejecting discrimination and violence</p> <p>-the negative effects, such as the psychological and other consequences, of gender-based discrimination on men and boys, and women and girls.</p> <p>-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.</p>	<p>3- -Public awareness sessions leading to the lifting of the reservations on articles 9 and 16 of the CEDAW convention</p> <p>-Increase in the number of youth, males and females, aware of the dangers of gender-based discrimination</p>	<p>3- -Increasing the level of public awareness to the negative consequences of keeping the reservations on achieving citizenship equality</p> <p>-Mobilizing support for the demand to lift the reservations in the different social backgrounds and among various population groups</p> <p>-Reinforcing the culture of non-discrimination and non-violence.</p>	<p>3- -The number of campaigns and their geographical reach and distribution</p> <p>-The number of organizations working on this issue and their geographical distribution</p> <p>-The quality and nature of the means and media used in these awareness campaigns (television, radio, publications, billboards, sessions, workshops)</p> <p>-The number of sessions and workshops held in the regions and universities and their geographical distribution</p> <p>-The number of universities and private sector institutions and municipalities that are supporting and participating in these sessions and workshops.</p>	<p>3- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil Society Organizations</p> <p>-Universities</p> <p>-Students Clubs</p> <p>-Municipalities</p> <p>-Media</p> <p>-Relevant ministries</p>
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<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
<p>1-</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-No less than 5 civil society organizations in all the districts.</p>	<p>1-</p> <p>-The absence of political will</p> <p>-The inability to hold meetings with decision-makers</p> <p>-Unconvinced decision-makers.</p>	<p>1-</p> <p>Activities are ongoing until achieving the goal</p>	<p>1-</p> <p>The National Commission for Lebanese Women (NCLW)</p>	<p>1-</p> <p>Material and human support</p>
<p>2-</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-No less than 5 civil society organizations in all the districts.</p>	<p>2-</p> <p>-The inability to hold meetings with the leaders of political parties and religious leaders</p>	<p>2-</p> <p>Activities are ongoing until achieving the goal</p>	<p>2-</p> <p>The National Commission for Lebanese Women (NCLW)</p>	<p>2-</p> <p>Material and Human support</p>

	-Unconvinced leaders of political parties and religious leaders			
3- -The National Commission for Lebanese Women (NCLW) -No less than 5 civil society organizations in all the districts.	3- -Lack of material and financial resources to conduct the campaigns -The inability to mobilize significant sections of society due to the links between articles 9 and 16 and social traditions and religious principles.	3- Activities are ongoing until achieving the goal	3- The National Commission for Lebanese Women (NCLW)	3- Material and Human support

Second Objective: The amendment of all laws and legal texts including discrimination against women				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Conducting in-depth studies with a comprehensive approach to all laws that discriminate against women; and identifying all articles that require amending	1- -The versions of the laws with the suggested amendments and their respective justifications	1- Laws that are completely free of discriminatory verdicts against women (whether discrimination is direct and explicit	1- -The number of studies -The number of laws that were studied comprehensively	1- -The National Commission for Lebanese Women (NCLW) -The parliamentary

<p>and abolishing to lift discrimination, and suggesting amended versions.</p> <p>-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.</p>		<p>discrimination, or indirect such as Article 252 of the penal code)</p>	<p>-The number of amended versions of legal texts that were prepared</p>	<p>committee for Women and Children's Affairs</p> <p>-The parliamentary committee on Human Rights</p> <p>-The Administration and Justice parliamentary committee</p> <p>- The Institute for Human Rights (IHR) of the Beirut Bar Association</p> <p>-Civil society organizations active in the legal and judicial sector.</p>
<p>2-</p> <p>-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:</p> <p>-Personal Status laws -The Nationality Law -The Penal Code -The Labor Law -The Law of Trade</p>	<p>2-</p> <p>Laws that are clear and free of any discrimination against women</p>	<p>2-</p> <p>Securing and guaranteeing equality between men and women in Lebanese laws and in all the different fields.</p>	<p>2-</p> <p>-The number of meetings held by the National Commission for Lebanese Women and the civil society organizations with decision-makers</p> <p>-The number of civil society organizations actively demanding the amendment of all laws that discriminate</p>	<p>2-</p> <p>- The National Commission for Lebanese Women</p> <p>-Civil society organizations</p> <p>-The Justice and Administration parliamentary committee</p> <p>-The parliamentary committee on Women and Children's Affairs</p>

<ul style="list-style-type: none"> -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 			<p>against women.</p>	<ul style="list-style-type: none"> -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
<p>3-</p> <ul style="list-style-type: none"> -Conducting public awareness campaigns and awareness campaigns for women on the areas of discrimination in all the laws (mentioned above), and their negative consequences on women and society -Conducting awareness campaigns targeting university students, clubs and youth associations around the areas of discrimination in all the laws stated above and its negative consequences on women and the family; as well as including the youth – both males and females – in these awareness campaigns 	<p>3-</p> <ul style="list-style-type: none"> -Raising the level of public awareness on the content of the laws and its negative effects on women, families and society -Ending the legal illiteracy of a wide section of women (and men) 	<p>3-</p> <ul style="list-style-type: none"> -Building a culture of equality in citizenship 	<p>3-</p> <ul style="list-style-type: none"> -The number of campaigns and their geographical distribution -The number of civil society organizations working on this issue and their geographical distribution -The number of the women beneficiaries benefitting from the campaigns targeting women -The quality and nature of the media and means used to 	<p>3-</p> <ul style="list-style-type: none"> -The National Commission for Lebanese Women (NCLW) -Civil society organizations -Universities -The different kinds of students clubs -The media

			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
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The National Commission for Lebanese Women (NCLW) -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	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>-Civil society organizations active in the legal and judicial sector.</p>				
<p>2- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-The parliamentary committee for Women and Children’s Affairs</p> <p>-The parliamentary committee on Human Rights</p> <p>-The Administration and Justice parliamentary committee</p>	<p>2- -The absence of the political will to amend and clear the laws of discrimination</p> <p>-The reluctance of parliamentary committees to play their roles to achieve equality between the Lebanese men and women</p> <p>-The slow legislative process and granting the priority to other issues</p> <p>- The influence of the religious sects on the legislative process, particularly in issues related to the position of women within the family and society.</p>	<p>2- Activities are ongoing until achieving the goal</p>	<p>2- The National Commission for Lebanese Women (NCLW)</p>	<p>2- -Human and material resources</p>
<p>3- -The National Commission for Lebanese Women</p> <p>-Civil society organizations</p>	<p>3- -The unavailability of financial and material support to conduct the campaigns</p> <p>-The inability to mobilize the</p>	<p>3- Activities are ongoing until achieving the goal</p>	<p>3- -The National Commission for Lebanese Women (NCLW)</p>	<p>3- -Human and material resources</p>

	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			
4- -The National Commission for Lebanese Women (NCLW) -Civil society organizations	4- -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				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1-	1-	1-	1-	1-

<p>-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</p> <p>-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:</p> <p>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.</p> <p>b) The “optional” civil marriage law</p> <p>c) A civil personal status law that treats all Lebanese equally</p> <p>d) The Old-Age Plan at the National Social Security Fund (NSSF)</p>	<p>-Laws that enhance equality between men and women, and among all Lebanese men and women across their different sects</p> <p>-A law that protects women against discrimination and sexual violence</p>	<p>-Ensuring equality between men and women in Lebanese laws and in the different sectors and fields</p> <p>-The protection of women against sexual violence</p> <p>-Considering citizenship, instead of sectarian identity and belonging, as the source of rights and duties of men and women in Lebanon.</p>	<p>-The number of meetings held by the national commission and civil society organizations with decision makers</p> <p>-The number of civil society organizations demanding the adoption of the mentioned laws</p> <p>-The number of people in charge who were met and the diversity of their positions and ranks.</p>	<p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-The Administration and Justice parliamentary committee</p> <p>-The parliamentary committee on women and children’s affairs</p> <p>-The parliamentary committee on Human Rights</p> <p>-The Parliament</p> <p>-The Cabinet</p> <p>-The leaders of religious sects</p> <p>-The leaders of political parties</p> <p>-The presidents of parliamentary blocs</p> <p>-The media</p>
<p>2-</p> <p>-Conducting public awareness campaigns, and awareness sessions for women on the content and purpose of</p>	<p>2-</p> <p>-Raising the level of public awareness, and the awareness of women on</p>	<p>2-</p> <p>-Building a culture of citizenship equality</p>	<p>2-</p> <p>-The number of campaigns and sessions, and their</p>	<p>2-</p> <p>-The National Commission for Lebanese Women</p>

<p>the laws mentioned above, and their positive consequences on women and society</p> <p>-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</p>	<p>the content of the laws that need to be adopted, and their positive consequences on women, the family and society</p>		<p>geographical distribution</p> <p>-The number of organizations working on this issue and their geographical distribution</p> <p>-The number of beneficiaries from the sessions targeting women</p> <p>-The quality and nature of the means and media used to conduct the public awareness campaigns (television, radio, publications, and billboards).</p>	<p>-International NGOs</p> <p>-Civil society organizations</p> <p>-The media</p> <p>-The relevant ministries such as the Ministry of Labour and Education and others.</p>
<p>3-</p> <p>-Holding talks and dialogue sessions with the participation of religious leaders from the different sects, and ensuring media coverage; and including the youth in these sessions.</p>	<p>3-</p> <p>-Talks and dialogue sessions with religious leaders</p>	<p>3-</p> <p>-An honest presentation and discussion that paves the way for solutions</p>	<p>3-</p> <p>-The number of talks and sessions</p> <p>-The number of participants and their sectarian diversity</p>	<p>3-</p> <p>-The National Commission for Lebanese Women</p> <p>-Civil society organizations</p> <p>-The media</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>1-</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p>	<p>1-</p> <p>-The absence of the political will to adopt the desired laws</p> <p>-The weak presence of</p>	<p>1-</p> <p>Activity is ongoing until the goal is achieved</p>	<p>1-</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>2- of the civil society organizations</p>	<p>1-</p> <p>-Material and human resources</p>

<p>-The parliamentary committee for women and children</p>	<p>women in the Lebanese parliament in regards to lobbying for laws that abolish discrimination against women and ensure equality between men and women</p> <p>-The hesitation of the parliamentary committees to play their rightful role in achieving equality between all Lebanese, men and women</p> <p>-The slow legislative process, and granting the priority to other issues</p> <p>-The influence of sects on the legislative process, particularly in regards to the position of women in the family and society</p>			
<p>2- -The National Commission for Lebanese Women (NCLW) -Civil society organizations</p>	<p>2- -The unavailability of financial and material support to conduct the campaigns</p>	<p>2- Activity is ongoing until the goal is achieved</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p>	<p>2- -Material and human resources</p>

	-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			
3- -The National Commission for Lebanese Women (NCLW) -Civil society organizations	3- -Weak persuasion and lobbying as a result of the religious interpretation and the social traditions and norms -Weak coordination, collaboration and division of labour and roles between the national commission and civil society organizations -Weak media coverage of the sessions	3- Activity is ongoing until the goal is achieved	3- -The National Commission for Lebanese Women (NCLW) -Civil society organizations	3- -Material and human resources -Media willing to cover the talks and sessions

Fourth Objective: Clearing the laws and regulations of liberal professions' syndicates from all discrimination against women				

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
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	1- -The review of the liberal professions' syndicates of the laws and regulations that govern them to abolish discrimination against women from their rules	1- -Achieving equality between men and women in these syndicates	1- -The number of syndicates that have reviewed their laws and regulations	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)
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	2- -Ending legal illiteracy among women members of these syndicates	2- -The awareness of the women members of these syndicates of their rights and demanding them	2- -The number of sessions/meetings and their geographical distribution -The number of beneficiaries of these sessions	2- -The women members of these syndicates -The civil society organizations working in this sector -The National Commission for Lebanese Women (NCLW)
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The civil society organizations active in this sector -The National Commission for Lebanese Women (NCLW)	1- -A weak collaboration and engagement from the syndical leadership(s)	1- Activities ongoing for 3 years, or until the goal is achieved	1- -The National Commission for Lebanese Women (NCLW)	1- -Material and human resources

2- -The civil society organizations active in this sector -The National Commission for Lebanese Women	2- -Weak collaboration and engagement from women members of these syndicates	2- Activities ongoing for 3 years, or until the goal is achieved	2- -The National Commission for Lebanese Women (NCLW)	2- -Material and human resources
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Fifth Objective: Ending legal illiteracy among women and youth				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- - Publishing and disseminating publications with simplified summaries of legal texts related to women and their rights in the following laws: a) Labour Law b) Social Security Law c) Domestic Violence Law d) The Law of Trade e) Personal Status Laws -Conducting campaigns on the different social media campaigns, using simplified language to sensitize women about their legal rights	1- -An increase in the number of women who are aware of their rights	1- -Ending the exploitation of women because of their lack of awareness of their rights	1- -The number of laws that were simplified -The number of publications that were disseminated -The number of beneficiaries from the dissemination of these publications -The results of regular opinion surveys targeting women in different regions to identify the extent of girls and women's	1- -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in the legal and judicial sector -The Institute for Human Rights (IHR) of the Beirut Bar Association -International NGOs -The media

			knowledge of their rights	
2- -Integrating the legal and legislative dimension in education curricula	2- -Raising the awareness of the youth on the legal and legislative dimension	2- -Youth that is aware of the legislative process	2- -The levels of education that have integrated this dimension in the curricula	2- - The Center for Educational Research and Development (CERD) -The Ministry of Higher Education -The National Commission for Lebanese Women (NCLW)
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in the legal and judicial sector -The Institute for Human Rights (IHR) of the Beirut Bar Association	1- -The unavailability of the desired support	1- -During the first year of the national action plan timeframe	1- -The National Commission for Lebanese Women (NCLW)	1- -Material, technical and human resources -Experts
2- -The Center for Educational Research and Development (CERD)	2- -The unavailability of the required/desired support -The difficulty of delivering some concepts to some educational levels	-2 -2 years	2- -The National Commission for Lebanese Women (NCLW)	2- -Material, technical and human resources -Experts in the legislative process and the law

2. The Educational Sector

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

First Objective: Ensuring the implementation of the Free Compulsory Primary Education Law

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- -Conducting surveys/statistical studies about:</p> <p>a) The number of Lebanese and non-Lebanese students, disaggregated by sex and geographical location</p> <p>b) The availability of schools, including agricultural schools, in the different regions of the country; and identifying the capacity of each based on the expected number of students in the regions</p> <p>c) The identification of the number of</p>	<p>-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.</p> <p>-Identifying the possibility of the refusal of families to adhere to the law, particularly in the cases of girls;</p>	<p>-The channeling of the implementation decrees and mechanisms issuing process in a way that secures an effective and diligent implementation</p> <p>-Raising the level of social acceptance of the right of girls to education, equally to boys.</p>	<p>-Finalizing the studies and putting them at the disposal of the stakeholders in charge of issuing the implementation decrees of the law.</p> <p>-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</p>	<p>-The Ministry of Higher Education</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-The Central Administration of Statistics</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-No less than 3 youth organizations working in the educational</p>

<p>security forces members needed to ensure law enforcement, and whether this number is available</p> <p>d) The extent of the schools' adherence to the principle of mixed-sex education</p> <p>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...)</p> <p>3- -Conducting a study about the reasons why the government has not issued the implementation decrees for the "Free and Compulsory Primary Education Law"</p>	<p>and its reasons; and addressing these reasons through public awareness campaigns.</p>		<p>of education for girls in all the districts</p>	<p>sector on the national level</p> <p>OR</p> <p>-One active organizations in this sector in each of the districts</p> <p>-The mayors</p> <p>-The international NGOs that own records on the number of Syrian women and men refugees in Lebanon</p> <p>-Civil society organizations working on the issue of girls' access to education</p> <p>-The municipalities</p> <p>-Schools and educational institutes</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>-The Center for Educational Research and Development (CERD)</p>	<p>-The unavailability of accurate data and statistics</p>	<p>-9 to 12 months (the first year of the action plan)</p>	<p>-The National Commission for Lebanese Women</p>	<p>-The financial costs of conducting the studies</p>

	<p>-The lack of cooperation of the relevant stakeholders in terms of sharing the data</p> <p>-The unavailability of human, financial and material resources needed to conduct studies or field surveys where and when needed</p> <p>-The resistance and opposition of some political groups and parties to conducting the studies</p>		(NCLW), in collaboration with a committee with a representative from the Center for Educational Research and Development (CERD), and two from civil society	-Human resources and the expertise required to conduct the studies
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>-Urging decision makers to issue implementation decrees for the law through:</p> <ol style="list-style-type: none"> 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 2) Holding meetings with influential political actors (religious and political leaders) 3) Public awareness 	<p>-The existence of a critical mass formed of the different sections of the population</p> <p>-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</p>	<p>- The officials would accelerate the process of creating and issuing the needed implementation decrees and mechanisms</p> <p>-The officials would accelerate the provision of the basic needs to ensure a good implementation</p> <p>-Raising the level of public and syndical awareness of the importance of implementing the law, and of the possibility of</p>	<p>-The issuing of implementation decrees and mechanisms</p> <p>-Locating the necessary funds in the budget for implementation and the provision of the basic needs</p> <p>-The number of public awareness campaigns, spread geographically</p> <p>-The number of meetings of civil society with</p>	<p>-The Ministry of Higher Education</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this sector</p>

<p>4) Making available the draft of the implementation decrees</p> <p>5) Making available a draft of the mechanisms of the implementation of the law</p> <p>6) Mobilizing syndicates, particularly teachers and workers' unions</p> <p>7) Organizing the signing of petitions or demonstrations demanding implementation decrees for the law</p> <p>8) Launching an organized campaign by civil society organizations demanding to quickly issue the needed implementation decrees and mechanisms</p>	<p>-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.</p>	<p>mobilizing this awareness to lobby decision makers (signing petitions, participating in demonstrations, etc...)</p>	<p>decision makers and other active actors in the political field</p> <p>-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.</p>	
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow-up</u></p>	<p><u>Resources</u></p>
<p>- The Center for Educational Research and Development (CERD)</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-No less than 15 civil society organizations working in this sector and spread geographically</p>	<p>-The unresponsiveness and lack of cooperation of officials</p> <p>-The difficulty in identifying and providing the necessary funds</p> <p>-The governmental and</p>	<p>-The first year of the action plan's timeframe; and until the required decrees are issued and implementation starts</p>	<p>-The National Commission for Lebanese Women, in collaboration with representatives of civil society (It's preferable to work on creating the follow-up committee</p>	<p>-Sources of financial, material, technical and human support for the activities of civil society</p> <p>-Providing and locating the needed funds in the budgets of</p>

	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
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Second Objective: Limiting school dropout among girls				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
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	1- -Analytical study(ies) identifying the major reasons of school drop-out among girls according to the educational level and the difference between regions	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) 2- -Channeling the decision of supportive parties, into working to end this phenomenon and to avoid its negative consequences	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	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/parties -Public and private schools -Institutes and schools of vocational training

<p>2- -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</p> <p>-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; and developing a guide on this matter, to be disseminated in schools (emphasizing the success stories and good practices identified in this sector globally)</p>	<p>2- -Modern curricula and training modules to train the trainers on building the capacity of the teaching staff on the early detection and identification of learning/educational difficulties that students face; and the ways to address them</p> <p>-Modern training modules/curricula to train the teaching staff in this sector</p>	<p>2- -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</p> <p>-Building the capacity of the civil society organizations to train in this sector</p>	<p>2- -Finalized texts of training of trainers' curricula</p> <p>-Finalized texts of the training curricula of the teaching staff</p> <p>-A simplified guide on how to early detect the learning or education difficulties that students face, and how to address them</p>	<p>2- -The Ministry of Higher Education</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-Public and private schools</p> <p>- Vocational and technical education schools</p> <p>-Teachers Centers</p> <p>-Faculties of Education</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this sector</p> <p>-The entities and parties supporting this sector</p>
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<p>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</p>	<p>3- -Intensive trainings in the regions targeting teaching staff -Training of Trainers (ToT) in public and private schools and vocational training centers</p>	<p>3- -A teaching staff equipped to help students in overcoming the learning difficulties they face</p>	<p>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</p>	<p>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</p>
<p>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</p>	<p>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</p>	<p>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</p>	<p>4- -Publishing the study and holding workshops targeting school directors in all the regions to discuss its results</p>	<p>4- -The Ministry of Higher Education -The Center for Educational Research and Development (CERD) -The directors of public and private schools</p>

				<ul style="list-style-type: none"> - The directors of 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
<p>5- -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).</p> <p>-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</p> <p>-Working on including parents' associations in schools in finding</p>	<p>5- -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</p> <p>-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</p>	<p>5- -Guide the experts in charge of developing vocational training and guidance programs for dropout girls particularly, away from gender stereotyping of professions</p> <p>-Enhancing the capacity of dropout girls to enable them to find jobs and fill the market needs</p> <p>-Widening the participation base of developing solutions and contributing to their implementation</p>	<p>5- -Publishing the study and disseminating it among the stakeholders involved in developing and implementing vocational training programs for dropout girls</p> <p>-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</p>	<p>5- -Civil society organizations working in this sector</p> <p>-Major private sector institutions as well as financial institutions</p> <p>-Chambers of Agriculture, Industry and Commerce</p> <p>-The entities and parties supporting this sector</p> <p>-The National Employment Office (NEO)</p> <p>-Directors of private, public and vocational training schools</p> <p>-Parents' Associations in schools</p>

<p>solutions to school dropout</p> <p>6- -Developing and implementing learning support programs, or professional guidance targeting dropout girls</p>	<p>6- -Providing programs and curricula that take into consideration the special needs and situations of girls, as</p>	<p>6- -Sensitizing the girls to the opportunities that fall outside the gender stereotypical roles, available to them.</p>	<p>6- -The number of schools that provide school support programs and professional</p>	<p>-Center for Educational Research and Development (CERD)</p> <p>-The Educational Guidance and Counseling Directorate</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Central Administration of Statistics (CAS)</p> <p>6- -The Educational Guidance and Counseling Directorate at the Ministry of Higher Education</p>
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	well as the possibilities and opportunities available to them		<p>counseling and guidance, and their geographical distribution</p> <p>-The number of civil society organizations that provide school support programs and professional guidance, counseling and training for girls and their geographical distribution</p> <p>-The number of beneficiaries of these programs and their geographical distribution</p>	<p>-Center for Educational Research and Development (CERD)</p> <p>-Public and private schools</p> <p>-Vocational training schools</p> <p>-Teachers Centers</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this sector</p> <p>-The entities and parties supporting this sector</p>
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 Ministry of Higher Education
			<p>-The number of campaigns conducted by civil society organizations, and their geographical distribution</p> <p>-The number of beneficiaries of the campaigns and their geographical distribution</p>	<p>-The Center for Educational Research and Development (CERD)</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this sector</p> <p>-The entities and parties supporting this sector</p> <p>-The media</p>

			-The nature and quality of the means and media used in the public awareness campaigns	
<p>8-</p> <ul style="list-style-type: none"> -Urging schools to provide non-curricular activities -Calling on civil society organizations to provide non-curricular activities -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 	<p>8-</p> <ul style="list-style-type: none"> -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 -Providing school support programs for dropout girls and boys 	<p>8-</p> <ul style="list-style-type: none"> -Allowing the students to discover and develop their non-curricular interests and talents -Decreasing the percentage of school dropout girls by providing them with school support programs that allow them to get back on the learning track 	<p>8-</p> <ul style="list-style-type: none"> -The number of public schools providing the non-curricular activities -The number of civil society organizations that provide these activities and their geographical distribution -The number of beneficiaries of the activities of civil society organizations working in this sector -The number of organizations working on providing informal learning/educational sessions to integrate dropouts and put them back on the learning track -The number of programs targeting school dropout girls and boys 	<p>8-</p> <ul style="list-style-type: none"> -The Ministry of Higher Education -The Ministry of Youth -The Center for Educational Research and Development (CERD) -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in this sector -The municipalities -The entities and parties supporting this sector -Private sector, and financial institutions

			-The number of beneficiaries of the school support programs and their geographical distribution	
9- -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	9- -A teaching staff trained on modern teaching ways and techniques, and able to implement them	9- -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	9- -The number of training for trainers sessions (teachers training their colleagues), 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	9- -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
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1-	1-	1-	1-	1-

<p>-The Center for Educational Research and Development (CERD)</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-No less than two civil society organizations working in this sector in each of the districts</p> <p>-A research center/ experts in social research</p>	<p>-The unavailability of support to conduct the study(ies)</p> <p>-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)</p> <p>-The difficulty of accessing the needed sample of dropout girls</p> <p>-The weak coordination between the parties involved in the implementation</p> <p>-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</p>	<p>-During the first 8 months of the first year, at most</p>	<p>-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</p>	<p>-Financial, material and technical support</p> <p>-Two experts/specialists in social research</p>
<p>2-</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>2-</p> <p>-The unavailability of the support required to develop and prepare the programs</p> <p>-Adopting foreign successful models without noting whether it matches the Lebanese context</p>	<p>2-</p> <p>-The first 6 to 12 months of the action plan's timeframe</p>	<p>2-</p> <p>-The National Commission for Lebanese Women (NCLW) and the Center for Educational Research and Development (CERD), along with two civil society</p>	<p>2-</p> <p>-Financial, material and technical support</p> <p>-Experts/specialists in educational psychology</p>

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

			<p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Two civil society organizations working in this sector</p>	
<p>6-</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-All kinds of schools</p> <p>-Civil society organizations</p>	<p>6-</p> <p>-Unresponsiveness of students</p> <p>-Unresponsiveness of parents</p> <p>-The schools lacking capacities and resources to provide these trainings</p> <p>-The unavailability of support for civil society organizations</p> <p>-The unwillingness of private schools to conduct these sessions</p>	<p>6-</p> <p>-The activities extend over the three years included in the plan</p>	<p>6-</p> <p>- The Center for Educational Research and Development (CERD)</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Two civil society organizations working in this sector</p>	<p>6-</p> <p>-Dedicating the required financial, technical and human resources needed to implement these programs in public schools</p> <p>-The availability of support to civil society organizations</p> <p>-Dedicating the necessary resources for private schools to conduct these programs</p>
<p>7-</p> <p>-No less than 2 civil society organizations working in this sector</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>7-</p> <p>-The unavailability of support for the activities</p> <p>-The unresponsiveness of the parents</p>	<p>7-</p> <p>-The activities extend over the three years included in the plan</p>	<p>7-</p> <p>-The National Commission for Lebanese Women (NCLW), in collaboration with</p> <p>-Two civil society organizations working in this sector</p>	<p>7-</p> <p>-Financial, material, human and technical support</p> <p>-Experts/specialists in campaigns' content and planning</p>

<p>8- - The Ministry of Higher Education</p> <p>-No less than 5 civil society organizations in each of the districts</p>	<p>8- -The unresponsiveness of schools/Lack of resources</p> <p>-Absent or weak support for the civil society activities in this sector</p>	<p>8- -Ongoing for three years</p>	<p>8- -The National Commission for Lebanese Women (NCLW)</p>	<p>8- -Providing the resources for public schools to conduct these activities</p> <p>- Financial, material, human and technical support for civil society organizations</p>
<p>9- -The Ministry of Higher Education/The Educational Guidance and Counseling Directorate</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-Teachers' Centers</p> <p>-Specialized civil society organizations (such as the Lebanese Association for Educational Sciences)</p>	<p>9- -Low turnout to training sessions if attendance was not made mandatory</p> <p>-No or weak provision of the needed tools, labs and libraries (due to lack of funds and human resources) at the relevant ministries</p>	<p>9- -Ongoing for three years</p>	<p>9- -The National Commission for Lebanese Women (NCLW)</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>- The Ministry of Higher Education</p>	<p>9- -Experts in modern teaching tools and techniques</p> <p>-Technical and financial support</p> <p>-Providing funding for the rehabilitation of public schools with the necessary tools</p>

Third Objective: Lowering the illiteracy rate among adults				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>-Developing and executing literacy programs for adult women in rural areas and cities</p> <p>-Developing literacy electronic programs (e-programs) for adult</p>	<p>-The provision of literacy programs, and literacy e-programs (electronic)</p> <p>-Including the highest possible number of social groups in the process</p>	<p>-Empowering adult women</p>	<p>-The number of civil society organizations, or public institutions implementing literacy programs for adult women,</p>	<p>-The Ministry of Social Affairs (MoSA)</p> <p>-The National Committee of Literacy and Adults Education</p>

<p>women in rural areas and cities</p> <p>-Creating a vision to include the different social groups/strata in fighting adult illiteracy</p>	<p>of lowering adult illiteracy rates</p>		<p>and their geographical distribution</p> <p>-The number of beneficiaries of literacy programs and their geographical distribution</p> <p>-The number of civil society organizations, or public institutions implementing literacy e-programs for adult women and their geographical distribution</p> <p>- The number of beneficiaries of literacy (electronic) e-programs and their geographical distribution</p>	<p>-The National Commission for Lebanese Women (NCLW) monitor</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>-No less than 5 civil society organizations in each of the districts</p> <p>-The Ministry of Social Affairs (MoSA)</p> <p>-The National Committee of Literacy and Adults Education</p>	<p>-The lack of the needed capacities to cover all regions</p>	<p>-Activities ongoing during the three years</p>	<p>-The National Committee of Literacy and Adults Education</p>	<p>-Financial, material and human support</p> <p>-Experts/specialists to develop the programs</p>

Fourth Objective: Professionalizing the fields of literature, humanities and social sciences that most girls students choose, and developing new specialties

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Amending the curricula of the literary and humanities specialties, and adding subjects that allow for their professionalization	1- -A study and plan to amend the curricula of literary and humanities specialties, and to add subjects that allow for their professionalization	1- -Providing new job opportunities for young women graduates	1- -Finalizing the study and plan and publishing it -The number of new specialties that were created -The number of campaigns promoting the newly-created specialties -The number of students registered in the newly-created specialties	1- -The Ministry of Higher Education -Public and private universities and higher education institutes -The National Commission for Lebanese Women -Civil society organizations working in this sector -University research centers
2- -Creating and developing university specialties in gender	2- -Providing studies on the possibility of creating university specializations in Gender	2- -Adding the specialty of Gender to university curricula -Raising the awareness of the youth on gender issues and the job opportunities available in this sector	2- -Finalizing the study(ies) -The number of universities that launched and started a specialization in gender -The number of students registered in the gender specialty in each of the universities	2- -The Ministry of Higher Education -Public and private universities -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in this sector
3-	3-	3-	3-	3-

<p>-Urging universities to professionalize specialties, and to create and develop gender specialties</p>	<p>-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</p>	<p>-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</p>	<p>-The number of civil society organizations working on urging universities to professionalize specialties and to create specialties in gender</p> <p>-The number of meetings held with the different individuals involved in decision making in this sector</p> <p>-The number of organizations raising awareness on the importance of this specialty and the job opportunities available, and their geographical distribution</p>	<p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>1- -The Ministry of Education and Higher Education</p> <p>-Public and private universities</p>	<p>1- -The unresponsiveness of universities</p> <p>-The lack of financial and human resources to open and launch new specialties</p> <p>-The inability to attract and recruit</p>	<p>1- -The first year: Preparing the study</p> <p>-The second and third years: Conducting campaigns to promote the newly-created specialties</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p>	<p>1- -Financial and Human resources to conduct the study</p> <p>-Financial and human resources to open and launch the new specialties</p>

	students to register in the new specialties			
2- -The Ministry of Education and Higher Education -Public and private universities	2- -The unresponsiveness of universities -The lack of financial and human resources to open and launch the new specialty -The inability to attract and recruit students to register in this new specialty	2- -During the first two years of the action plan timeline	2- -The National Commission for Lebanese Women (NCLW)	2- -Financial and human resources to open and launch the gender specialty
3- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	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	3- -Throughout the three years of the action plan timeline	3- -The National Commission for Lebanese Women (NCLW)	3- -The support for the efforts of the civil society and the National Commission for Lebanese Women (NCLW) in this field

Fifth Objective: Mainstreaming the concept of gender in the educational curricula and in the curricula of agricultural schools				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Working on the curricular and extra-curricular educational	1- -Mainstreaming the concepts of equality, violence against women, non-violent	1- -Building a culture of citizenship equality between men and women	1- -The number of books that have integrated the notions of	1- -The Center for Educational Research and Development (CERD)

<p>approaches to ensure the following:</p> <p>a) Mainstreaming the concept of citizenship equality between men and women</p> <p>b) Mainstreaming the concepts related to violence against women and the necessity of reporting it</p> <p>c) Mainstreaming the concepts of anti-violence</p> <p>d) Mainstreaming the concepts and techniques of non-violent communication and non-violent conflict resolution</p> <p>e) Integrating the curriculum of life skills on reproductive health</p> <p>f) Eradicating stereotypes of women and girls</p> <p>g) Integrating the values of diversity, forgiveness and acceptance of others such as the people with special needs and refugees, etc...</p>	<p>techniques and the eradication of stereotypes in curricular and extra-curricular educational activities</p>	<p>-Building a culture that fights and resists violence in the circles of the new and upcoming generations</p>	<p>equality, violence against women, anti-violence and non-violent communication techniques, and the educational levels where these books are taught</p> <p>-The number of books that have eradicated the stereotypes of women and girls, and the educational levels where these books are taught</p> <p>-The number of civil society organizations working in this sector</p>	<p>-The Ministry of Higher Education</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working to achieve these objectives</p>
<p>2-</p> <p>-Working on integrating and mainstreaming the notions of gender, anti-violence and gender-sensitive budgeting in the university curricula of the faculties of political sciences, finance, and economics as well as the curricula of the Faculty of Media and Information</p>	<p>2-</p> <p>-Integrating and mainstreaming the notions of gender and anti-violence in university curricula and in the curriculum of the Faculty of Information and Media</p>	<p>2-</p> <p>-Building a culture of citizenship equality between men and women</p> <p>-Building a culture that fights and resists violence in the circles of the new and upcoming generations</p>	<p>2-</p> <p>-The number of faculties in public and private universities that have integrated and mainstreamed concepts of gender and anti-violence in their curricula</p> <p>-The number of civil society</p>	<p>2-</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Higher Education</p> <p>-Public and private universities</p> <p>-The National Commission for Lebanese Women (NCLW)</p>

			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
3- -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	3- -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	3- -Delivering the concepts of gender and anti-violence to students in a scientific approach, free of value judgments and sensitivities	3- -The number of training sessions conducted for the teaching staff -The number of beneficiaries -The number of organizations that have conducted these trainings	3- -The Center for Educational Research and Development (CERD) -The Ministry of Higher Education -The National Commission for Lebanese Women (NCLW) -Civil society organizations
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The Center for Educational Research and Development (CERD) -The Ministry of Education and Higher Education	1- -The unresponsiveness of decision-makers to the mainstreaming and integration demand -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	1- -The time needed to achieve these objectives	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)	1- -Financial resources -Experts/specialists

<p>2- -The Center for Educational Research and Development (CERD)</p> <p>-Public and private universities</p> <p>-Civil society organizations working in this sector</p>	<p>2- -The unresponsiveness of decision makers on the official and university level to this mainstreaming and integration demand</p> <p>-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</p>	<p>2- -The time needed to achieve these objectives</p>	<p>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)</p>	<p>2- -Financial resources -Experts/specialists</p>
<p>3- -The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Education and Higher Education</p> <p>-Civil society organizations working in this sector</p>	<p>3- -The absence of a decision to conduct these trainings</p> <p>-The weak participation of the teachers in these trainings, if the school administration or ministry did not make attendance mandatory</p> <p>-The unavailability of the material, financial and human resources needed to conduct these trainings</p>	<p>3- -Activities are ongoing throughout the three years of the action plan timeline</p>	<p>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)</p> <p>Along with</p> <p>-The Center for Educational Research and Development (CERD)</p>	<p>3- -Material, financial, technical and human support</p>

<p>Sixth Objective: Integrating people with special needs</p>				
<p>Activities/Interventions</p>	<p>Outcomes</p>	<p>Expected Impact</p>	<p>Indicators</p>	<p>Stakeholders</p>

<p>1- -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</p>	<p>1- -Rehabilitating school and university buildings and premises based on the needs of the individuals with special needs</p> <p>-Ensuring the presence of specialists in schools (special educators, specialized psychologists, and social workers)</p>	<p>1- -School and university buildings and premises that are equipped to host students with special needs</p> <p>-Easily-accessible information for students with special needs</p>	<p>1- -The number of schools and universities that have rehabilitated its buildings and premises</p> <p>-The number of beneficiaries with special needs</p> <p>-The number of civil society organizations working on persuading the people in charge</p>	<p>1- -The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Education and Higher Education</p> <p>-Public and private universities</p> <p>-The Ministry of Social Affairs</p> <p>-The Ministry of Health</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working to achieve these objectives</p>
<p>2- -Providing professional trainings for people with special needs</p>	<p>2- -Building the capacity of people with special needs to undertake professions/jobs and secure a living</p>	<p>2- -Securing the right of people with special needs to work and productivity</p>	<p>2- -The number of civil society organizations conducting these trainings, and their geographical reach</p> <p>-The number of training sessions, including those provided by the Ministry of Social Affairs and their geographical distribution</p>	<p>2- -The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Education and Higher Education</p> <p>-Public and private schools</p> <p>-Vocational training schools</p> <p>-The Ministry of Social Affairs</p> <p>-The National Commission for</p>

			-The number of beneficiaries from these trainings	Lebanese Women (NCLW) -Civil society organizations working to achieve these objectives
3- -Providing private lessons for the people with special needs	3- -Private lessons secured and provided for students with special needs	3- -Providing assistance for people with special needs to secure their right to education	3- -The number of civil society organizations providing these private lessons and their geographical distribution -The number of beneficiaries from these lessons	3- -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
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The Center for Educational Research and Development (CERD) -The Ministry of Education and Higher Education -Private schools -Public and private universities	1- -The unresponsiveness of private schools to the issue of integration -The unavailability of the required funds and human resources	1- -The time needed to achieve these objectives	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)	1- -Material, financial, technical and human support

-Ministry of Social Affairs				
2- -The Center for Educational Research and Development (CERD) -Vocational training schools -Civil society organizations working to achieve these objectives	2- -The unavailability of financial and human resources to conduct the professional training	2- -Activities spread throughout the three years	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)	2- -Material, financial, technical and human support
3- -The Center for Educational Research and Development (CERD) -The Ministry of Social Affairs -Civil society organizations working in this sector	3- -The unavailability of human, material and financial resources to give the private lessons	3- -The activities are spread throughout the three years	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)	3- -Material, financial, technical and human support

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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>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</p> <p>-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</p>	<p>1- -The scientific knowledge of the required needs and their locations, which is the basis of effective planning</p>	<p>1- -The capacity to provide comprehensive coverage of all medical and health needs of women and girls across all the regions of Lebanon</p>	<p>1- -Credible statistics and data on the most common diseases among women and girls; and their reasons and geographical distribution</p> <p>-The number of entities among whom this data has been disseminated</p> <p>-Making this data available easily to research (through the ministry's website for instance)</p>	<p>1- -The Ministry of Public Health</p> <p>-The Syndicate of Hospitals</p> <p>-The Lebanese Order of Physicians</p> <p>-The dispensaries and governmental (public) hospitals</p> <p>-The Ministry of Social Affairs</p> <p>-Mobile clinics</p> <p>-Civil society organizations</p> <p>-The Central Administration of Statistics (CAS)</p> <p>-The supporting entities</p> <p>-Researchers and university research centers</p>

<p>2- -Conducting evaluation studies in order to identify the following:</p> <p>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</p> <p>b) The extent to which the staff of these clinics undergo training and regular supervision</p> <p>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</p>	<p>2- -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</p>	<p>2- -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</p>	<p>2- -The preparation and publication of the study(ies) that include the needed and updated data, and its dissemination among the relevant stakeholders</p>	<p>2- -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations -The Central Administration of Statistics (CAS) -The National Commission for Lebanese Women (NCLW) -The municipalities -Supporting entities</p>
<p>3- -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</p>	<p>3- -Providing a guide for citizens on the locations of the needed medical and health services</p>	<p>3- -Facilitating the access of citizens to the nearest center that provides the needed service</p>	<p>3- -Regular update of the map, and facilitating access to it and disseminating at the largest scale possible</p>	<p>3- -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations -Supporting entities</p>

meet the standards and conditions				
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
<p>1-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations -The Central Administration of Statistics (CAS) -Owners of private hospitals; and the people in charge of governmental hospitals, as well as mobile clinics and dispensaries -Center of Demographic studies at the Faculty of Social Sciences at the Lebanese University, in collaboration with other university centers 	<p>1-</p> <ul style="list-style-type: none"> -The unavailability of sex disaggregated data in governmental and non-governmental hospitals -The unavailability of accurate documentation of women beneficiaries of medical services; or of the medical issues that they suffer from -The unresponsiveness of the relevant stakeholders in providing the information, when this is not mandatory 	<p>1-</p> <ul style="list-style-type: none"> -During the first year -Updating the data and information every two years 	<p>1-</p> <ul style="list-style-type: none"> -The Central Administration of Statistics (CAS) -The Ministry of Public Health -The National Commission for Lebanese Women (NCLW) 	<p>1-</p> <ul style="list-style-type: none"> -Financial, material, technical and human resources
<p>2-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations 	<p>2-</p> <ul style="list-style-type: none"> -The unavailability of the needed support -The inaccuracy of in collecting the data and statistics 	<p>2-</p> <ul style="list-style-type: none"> -The first six months of the action plan timeline 	<p>2-</p> <ul style="list-style-type: none"> -The National Commission for Lebanese Women (NCLW) 	<p>2-</p> <ul style="list-style-type: none"> -Financial, material, technical and human resources

3- -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations	3- -The unavailability of the needed support	3- -The first six months of the action plan timeline	3- -The National Commission for Lebanese Women (NCLW)	3- -Financial, material, technical and human resources
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Second Objective: Enhancing disease prevention methods for women and girls, and providing them with the different health services, focusing on psychological health				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
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 -Working to ensure that mobile clinics provide the service of early detection of the different diseases that target women	1- -Providing medical services, and early detection of diseases to the biggest number of women and girls in all regions of Lebanon	1- -Women and girls who have access to medical/health services; and who are aware of the importance of medical tests and preventive procedures	1- -The increase in the number of mobile clinics and their geographical distribution, compared to previous years -The percentage of mobile clinics guaranteed to have met the required criteria and standards, of their overall number -The increase in the number of early detections of diseases, and the medical and psychological health services provided by mobile clinics and their	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

			<p>geographical distribution</p> <p>-The number of beneficiaries of the mobile clinics' services and their geographical distribution</p> <p>-The number of civil society organizations providing these services and their geographical distribution</p>	
<p>2-</p> <p>-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</p> <p>-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</p> <p>-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</p>	<p>2-</p> <p>-Raising the possibility of women to access quality health/medical services, no matter their age, area of residence, and socio-economic class.</p>	<p>2-</p> <p>-Achieving equality among women of the different regions, ages, and socio-economic class in accessing quality medical/health services</p>	<p>2-</p> <p>-The number of dispensaries and governmental hospitals, and their geographical distribution</p> <p>- The number of dispensaries and governmental hospitals that provide psychological and general health services for women</p> <p>- The number of dispensaries and governmental hospitals that were rehabilitated and their geographical distribution</p> <p>-The number of beneficiaries of the services of</p>	<p>2-</p> <p>-The Ministry of Public Health</p> <p>-The Ministry of Social Affairs</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The municipalities</p> <p>-Supporting entities</p>

<p>-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</p> <p>-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</p>			<p>the dispensaries and governmental hospitals, and their geographical distribution (districts and rural areas/ cities)</p> <p>-The number of sessions and awareness campaigns and their geographical distribution, conducted by civil society organizations and the Ministry of Health, urging women and girls to use the centers that provide health services and medical follow-up</p> <p>-The number of sessions and workshops conducted by civil society organizations and the Ministry of Health to raise awareness on psychological health and the importance of addressing it</p>	
<p>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</p>	<p>3- -Limiting the rate of physical and psychological diseases among the poorest women and those most in need of</p>	<p>3- -Benefitting the biggest number of poor and marginalized women of quality medical/health services</p>	<p>3- -The number of elderly women, sex workers, migrant workers and refugees who have benefitted from the services that dispensaries</p>	<p>3- -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations</p>

	physical and psychological care		and governmental hospitals provide, and their geographical distribution -The number of civil society organizations that provide these services, and their geographical distribution	-The National Commission for Lebanese Women (NCLW) -The municipalities -Supporting entities -The UN Higher Commission for Refugees -The Central Administration of Statistics
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 -The level of collaboration and coordination among dispensaries and governmental hospitals	4- -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 experts and centers that provide services in the sector of health				
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>

<p>1-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations -The municipalities 	<p>1-</p> <ul style="list-style-type: none"> -The unavailability of the needed support -The unresponsiveness of ministries; and their failure to do their job on this issue -Not relying on statistical data about the needs and their geographical distribution 	<p>1-</p> <ul style="list-style-type: none"> -Activities ongoing to provide the services in all regions of Lebanon 	<p>1-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The National Commission for Lebanese Women (NCLW) -The Ministry of Social Affairs 	<p>1-</p> <ul style="list-style-type: none"> -Financial, material, human and technical support
<p>2-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations -The municipalities -Supporting entities 	<p>2-</p> <ul style="list-style-type: none"> -The unavailability of the needed support -The failure of ministries to do their job on this issue 	<p>2-</p> <ul style="list-style-type: none"> -Activities ongoing to secure the needed geographical coverage 	<p>2-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The National Commission for Lebanese Women (NCLW) -The Ministry of Social Affairs 	<p>2-</p> <ul style="list-style-type: none"> -Financial, material, human and technical support
<p>3-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations -The municipalities -Supporting entities -The UN Higher Commission for Refugees 	<p>3-</p> <ul style="list-style-type: none"> -The unavailability of the needed support -The failure of ministries to do their job on this issue -The unavailability of the needed support from international parties/entities involved in 	<p>3-</p> <ul style="list-style-type: none"> -Activities ongoing 	<p>3-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The National Commission for Lebanese Women (NCLW) -The Ministry of Social Affairs 	<p>3-</p> <ul style="list-style-type: none"> -Financial, material, human and technical support

	<p>supporting the Syrian crisis and the Syrian and non-Syrian migration to Lebanon</p> <p>-The unavailability of data and statistics</p>			
<p>4-</p> <p>-The Ministry of Public Health</p> <p>-The Ministry of Social Affairs</p> <p>-Civil society organizations</p> <p>-The municipalities</p>	<p>4-</p> <p>-The failure of the relevant ministries to play their respective roles in achieving this networking</p> <p>-The unresponsiveness of dispensaries and governmental hospitals</p>	<p>4-</p> <p>-During the first year</p>	<p>4-</p> <p>-The National Commission for Lebanese Women (NCLW) with the help of two civil society organizations active in this sector</p>	<p>4-</p> <p>-Technical support and expertise</p>

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				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1-</p> <p>-Integrating the syllabus on life skills focusing on reproductive health and the prevention from sexually-transmitted diseases, in education curricula</p>	<p>1-</p> <p>-Increasing the percentage of the youth sensitized to the importance of reproductive health, how to maintain it, and how to avoid sexually-transmitted diseases</p>	<p>1-</p> <p>-Raising the awareness of the upcoming generation on reproductive health, and its importance, and how to maintain it</p>	<p>1-</p> <p>-The number of educational levels that have integrated the life skills syllabus focusing on reproductive health in their curricula</p> <p>-The number of civil society organizations urging the stakeholders in</p>	<p>1-</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Higher Education</p> <p>-The Ministry of Public Health</p> <p>-The Ministry of Social Affairs</p>

			charge to implement this integration	<ul style="list-style-type: none"> -Civil society organizations -Public and private schools -The National Commission for Lebanese Women (NCLW) -Supporting entities
<p>2-</p> <ul style="list-style-type: none"> -Conducting national media campaigns on women's health -Conducting national and local awareness campaigns to sensitize on some of the prevalent diseases in women, and respective preventive methods as well as the importance of early detection -Conducting national and local awareness campaigns on the psychological diseases, and the importance of treating them and following up on them by specialists -Organizing awareness campaigns on issues of family planning and contraceptive methods 	<p>2-</p> <ul style="list-style-type: none"> -Media that is active and engaged in the national awareness campaigns -Better and more comprehensively highlighting the different health issues related to women 	<p>2-</p> <ul style="list-style-type: none"> -More widespread awareness on the issue of women's health and the importance of prevention and early detection 	<p>2-</p> <ul style="list-style-type: none"> -The number of media campaigns -The number and kind of media that contribute to the awareness campaigns on women's health -The number of national campaigns sensitizing to prevalent diseases in women, and psychological diseases -The number of local campaigns sensitizing to prevalent diseases in women, and psychological diseases, and their geographical distribution -The number of beneficiaries of local campaigns sensitizing to 	<p>2-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The Ministry of Social Affairs -The Ministry of Information -Civil society organizations -The National Commission for Lebanese Women (NCLW) -Municipalities, particularly women committees within municipalities -Institutions specialized in monitoring media programs

			<p>prevalent diseases in women, and psychological diseases, and their geographical distribution</p> <p>-The number of civil society organizations that provide these services and their geographical distribution</p>	
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
<p>1- -The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Higher Education</p> <p>-The Ministry of Public Health</p> <p>-The Ministry of Social Affairs</p>	<p>1- -The absence of political will to achieve this integration; or not implementing it in reality because of social and religious beliefs and traditions</p> <p>-The resistance of some groups in Lebanon to this integration, and considering it Western invasion of the conservative Arab culture</p> <p>-The difficulties that teachers might face while teaching the syllabus and implementing it</p> <p>-The unresponsiveness</p>	<p>1- -The first 18 months of the action plan's timeline</p>	<p>1- -The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Public Health</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>1- -Financial, material, technical and human support</p> <p>-Expertise</p>

	of the institutions in charge; and their failure to execute the required tasks			
<p>2-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The Ministry of Social Affairs -The Ministry of Information -Civil society organizations -The National Commission for Lebanese Women (NCLW) 	<p>2-</p> <ul style="list-style-type: none"> -The failure of the ministries to implement their tasks in this sector -The unavailability of the required support -The failure to broadcast the media messages in peak viewing times 	<p>2-</p> <ul style="list-style-type: none"> -Campaigns organized annually, and throughout the three years of the action plan's timeline 	<p>2-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The National Commission for Lebanese Women (NCLW) 	<p>2-</p> <ul style="list-style-type: none"> -Financial, material, technical and human support

Fourth Objective: Building the capacity of the workers in the sector of health care provision for women and girls, including farmers working in the agriculture and food processing sector

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1-</p> <ul style="list-style-type: none"> -Regular training and rehabilitation of workers in mobile clinics and dispensaries, ; and supervision of their work -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 	<p>1-</p> <ul style="list-style-type: none"> -Mobile clinics' and medical centers' staff rehabilitated and trained to provide quality services 	<p>1-</p> <ul style="list-style-type: none"> -The benefit of women and girls from quality medical/health services in the different regions, no matter which center is providing them 	<p>1-</p> <ul style="list-style-type: none"> -The number of training and rehabilitation sessions for workers in mobile clinics and their geographical distribution -The number of training sessions for the medical staff in the different medico-social centers and their 	<p>1-</p> <ul style="list-style-type: none"> -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations -The National Commission for Lebanese Women (NCLW) -Municipalities

			<p>geographical distribution</p> <p>-The number of participants in these training sessions, and their geographical distribution</p> <p>-An established mechanism to supervise and monitor the work of medical staff in the different medico-social centers and the mobile clinics</p>	<p>-Supporting entities</p>
<p>2-</p> <p>-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</p> <p>-Training teachers in public and private schools on the implementation of the syllabus, and on delivering its concepts smoothly and clearly to students</p>	<p>2-</p> <p>-Enhancing the capacities of teachers to implement and teach this syllabus</p> <p>-Increasing the number and capacities of the teaching staff trainers</p>	<p>2-</p> <p>-A teaching staff capable of implementing the syllabus and delivering its concepts to students clearly and easily</p>	<p>2-</p> <p>-The availability of a Training of Trainers' module</p> <p>-The number of training of trainers' sessions</p> <p>-The number of trainers who benefitted from these sessions</p> <p>-The number of training sessions for the teaching staff</p> <p>-The number of teachers who have participated in these sessions, and their geographical distribution, as well as their distribution between public</p>	<p>2-</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Higher Education</p> <p>-The Ministry of Public Health</p> <p>-The Ministry of Social Affairs</p> <p>-Civil society organizations</p> <p>-Public and private schools</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Supporting entities</p>

			and private schools -The number of civil society organizations that provide these services and their geographical distribution	
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	3- -The Ministry of Public Health -The Ministry of Social Affairs -Civil society organizations -The National Commission for Lebanese Women (NCLW) -Supporting entities
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The Ministry of Public Health	1-	1- -Activities ongoing	1- -The Ministry of Public Health	1- -Financial, material, technical

<p>-The Ministry of Social Affairs</p> <p>-Civil society organizations</p>	<p>-The unavailability of the needed support</p> <p>-The failure of ministries to conduct their work in this field</p> <p>-The unresponsiveness of mobile clinics' staff</p>		<p>-The Ministry of Social Affairs</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>and human support</p>
<p>2-</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Higher Education</p> <p>-The Ministry of Public Health</p> <p>-The Ministry of Social Affairs</p>	<p>2-</p> <p>-Difficulties that the teachers might face while teaching the syllabus and implementing it</p> <p>-The unavailability of the material, financial and human resources needed for the training</p> <p>-The failure of the relevant institutions to execute its required tasks</p>	<p>2-</p> <p>-The first 18 months of the action plan timeline</p>	<p>2-</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Public Health</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>2-</p> <p>-Expertise</p> <p>-Financial and technical support</p>
<p>3-</p> <p>-The Ministry of Public Health</p> <p>-The Ministry of Social Affairs</p> <p>-Civil society organizations</p>	<p>3-</p> <p>-The failure of the ministries to implement what is requested of them in this field</p> <p>-The unavailability of the needed support</p> <p>-The unresponsiveness of the medical</p>	<p>3-</p> <p>-Annual training sessions</p>	<p>3-</p> <p>-The Ministry of Public Health</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The Ministry of Social Affairs</p>	<p>3-</p> <p>-Experts/ specialists</p> <p>-Financial and technical support</p>

	centers and/or their staff			
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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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- -Seeking the approval of a national plan to combat poverty, that includes:</p> <p>A)Providing a retirement salary for elderly men and women who have no income</p> <p>B)Providing health insurance for elderly men and women</p>	<p>1- -The availability of a national plan to combat poverty among elderly men and women, and to provide them with health insurance</p>	<p>1- -Providing the human right to life in dignity for elderly men and women who have no supporters</p>	<p>1- -The number of civil society organizations working on urging the people in charge to approve the plan to combat poverty</p> <p>-The number of meetings held by civil society organizations with the relevant stakeholders at the different levels</p> <p>The number of elderly men and women beneficiaries of</p>	<p>1- -The Ministry of Social Affairs (MoSA)</p> <p>-The Ministry of Public Health (MoPH)</p> <p>-The National Social Security institution</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p>

			the medical security, and their geographical distribution	
2- -Developing and implementing entertainment and cultural programs for elderly men and women	2- -The availability of entertainment and cultural programs for elderly men and women	2- -Guaranteeing the right of elderly men and women to entertainment and to fill the void in their lives	2- -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	2- -The Ministry of Social Affairs (MoSA) -The National Commission for Lebanese Women (NCLW) -The private sector -Civil society organizations
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The Ministry of Social Affairs (MoSA) -The Ministry of Public Health (MoPH) -Civil society organizations -The cabinet	1- -Not allocating the necessary resources in the budget of the Ministry of Social Affairs, to enable it to provide these services -The influence of administrative corruption on the process of aid distribution	1- -Activity ongoing until the plan is approved	1- -The National Commission for Lebanese Women (NCLW)	1- -Human, financial and technical resources -Experts
2- -The Ministry of Social Affairs (MoSA)	2- -The unavailability of the needed funds	2- -Activity ongoing throughout the plan's timeline	2- -The National Commission for	2- -Human, financial and technical resources

-Civil society organizations	to develop and execute the entertainment program		Lebanese Women (NCLW) -Civil society organizations	
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Second Objective: Providing protection programs for vulnerable families supported by women				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- -Conducting or Updating the surveys or studies on:</p> <p>a) The number or percentage of women considered below the poverty line, and their geographical distribution</p> <p>b) The number or percentage of families supported by women considered below the poverty line, and their geographical distribution</p>	<p>1- -The availability of the knowledge on the size of the population of women that should be targeted</p> <p>-The availability of knowledge/data on the number/ or percentage of families supported by women considered below the poverty line</p>	<p>1- -The availability of the scientific knowledge that represents the basis of effective plans, activities and programs</p> <p>-The availability of the scientific knowledge that helps in developing plans to aid families supported by women below the poverty line</p>	<p>1- -The publication of statistics on:</p> <p>a)The number/ or percentage of women considered below the poverty line, and their geographical distribution</p> <p>b)The number/ or percentage of families supported by women considered under the poverty line and their geographical distribution</p>	<p>1- -The Ministry of Social Affairs</p> <p>-The Central Administration of Statistics</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-The supporting entities</p>
<p>2- -Working to provide financial aid for families supported by women below the poverty line</p>	<p>2- -The availability of financial aid for poor families supported by women</p>	<p>2- -Enabling poor families supported by women to fulfill their basic life needs</p>	<p>2- -The number of poor families supported by women benefitting from this aid</p>	<p>2- -The Ministry of Social Affairs</p> <p>-The National Commission for</p>

			-The number of civil society organizations working on providing these services	Lebanese Women (NCLW) -The private sector -Civil society organizations -The supporting entities
3- -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	3- -Poor and vulnerable communities are granted their rights to health benefits	3- -Securing the right of poor families to medical security and the prevention of diseases	3- -The number of families benefitting from medical insurance/security, and their geographical distribution -The number of civil society organizations working on providing these services	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
4- -Working to urge the private sector to contribute to the protection programs by: A)Giving financial aid to vulnerable communities (women supporting their families, elderly men and women with no income) B)Securing jobs for women supporting their families	4- -The availability of protection and assistance programs for vulnerable communities	4- -The benefit of families considered under the poverty line, and of elderly men and women from protection	4- -The number of families beneficiaries of assistance and their geographical distribution -The number of women beneficiaries and their geographical distribution -The number of elderly men and	4- -The Ministry of Social Affairs -The Ministry of Public Health -The National Commission for Lebanese Women (NCLW) -The private sector

C)Funding entertainment programs for elderly men and women			women beneficiaries and their geographical distribution -The number of civil society organizations working on providing these services	-Civil society organizations -The supporting entities
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The Ministry of Social Affairs -The Central Administration of Statistics	1- -The unavailability of the financial and material support to conduct the comprehensive studies -The unresponsiveness of the ministries , and their failure to undertake their role, due to the absence of the political will	1- -During the first year of the action plan timeframe (It will be updated every 2 to 3 years)	1- -The Ministry of Social Affairs -The National Commission for Lebanese Women (NCLW)	1- -Human, technical and financial resources -Experts
2- -The Ministry of Social Affairs -Civil society organizations	2- -Not allocating the required resources in the budget of the Ministry of Social Affairs, to allow it to provide these services -The absence of the political will to address the issue of poverty among women	2- -Activities ongoing	2- -The Ministry of Social Affairs -Civil society organizations -The National Commission for Lebanese Women (NCLW)	2- -Human, technical and financial resources

<p>3-</p> <p>-The Ministry of Social Affairs</p> <p>-Civil society organizations</p> <p>-The National Social Security Fund (NSSF)</p>	<p>3-</p> <p>-Not allocating the required resources in the budget of the Ministry of Social Affairs, to allow it to provide these services</p> <p>-The absence of the political will to address the issue of poverty among women</p>	<p>3-</p> <p>-Activities ongoing</p>	<p>3-</p> <p>-The Ministry of Social Affairs</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>3-</p> <p>-Human, technical and financial resources</p>
<p>4-</p> <p>-The Ministry of Social Affairs</p> <p>-Civil society organizations</p>	<p>4-</p> <p>-Not allocating the required resources in the budget of the Ministry of Social Affairs, to allow it to provide these services</p> <p>-The unresponsiveness of the private sector</p>	<p>4-</p> <p>-Activities ongoing</p>	<p>4-</p> <p>-The Ministry of Social Affairs</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>4-</p> <p>-Human, technical and financial resources</p>

Third Objective: Providing protection programs for people with special needs				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1-</p> <p>-Working on the following:</p> <p>A)The implementation/enforcement of all articles within Law 220 for people with special needs</p>	<p>1-</p> <p>-The Law 220 implemented and enforced, including all its clauses; and adding the required amendments to</p>	<p>1-</p> <p>-Benefitting the biggest number of people with special needs, and securing their rights, in a way that aligns with international conventions</p>	<p>1-</p> <p>-Establishing implementation and enforcement mechanisms; and supervising the adherence of all stakeholders to it</p>	<p>1-</p> <p>-The Ministry of Social Affairs</p> <p>-The National Commission for Lebanese Women (NCLW)</p>

<p>B)Amending the Law 220 to include psychological diseases (identified and specified by the World Health Organization – WHO)</p>	<p>guarantee that it matches international standards</p>			<p>-Civil society organizations working on this issue</p> <p>-The parliament</p> <p>-The parliamentary committee for Human Rights</p>
<p>2- -Working on finding and locating protected workshops and workspaces for people with special needs</p>	<p>2- -Providing job opportunities for people with special needs</p> <p>-</p>	<p>2- -Securing the right of people with special needs to job opportunities and to benefitting from a regular steady income</p>	<p>2- -The number of established workshops/workspaces and their geographical distribution</p> <p>-The number of beneficiaries and their geographical distribution</p> <p>-The number of civil society organizations working to provide these services and their geographical distribution</p>	<p>2- -The Ministry of Social Affairs</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working on this activity</p> <p>-The supporting entities</p>
<p>3- -Developing training of trainers' modules and programs to rehabilitate professionally people with special needs</p> <p>-Training people with special needs and rehabilitating them professionally</p>	<p>3- -Building the capacity of people with special needs, to help them integrate in the job market</p> <p>-Providing specialized training</p>	<p>3- -People with special needs who are able to enter the job market, and to secure a personal income</p>	<p>3- -The number of sessions of training of trainers</p> <p>-The number of trainers who have benefitted from the sessions</p> <p>-The number of rehabilitation and professional</p>	<p>3- -The Ministry of Social Affairs</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working on this activity</p>

			<p>training sessions for people with special needs, and their geographical distribution</p> <p>-The number of beneficiaries from the professional training, and their geographical distribution</p>	-Vocational training schools
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
<p>1- -The Ministry of Social Affairs</p> <p>-The parliament</p>	<p>1- -The unresponsiveness of the decision makers when it comes to amending clauses of the law</p> <p>-Diluting the enforcement of the law</p> <p>-The unavailability of material and financial resources to enforce the law</p>	<p>1- -Activity ongoing throughout the timeline of this action plan</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working on this issue</p>	<p>1- -Human, technical, financial and material capacities</p>
<p>2- -The Ministry of Social Affairs</p> <p>-Civil society organizations</p>	<p>2- -The unavailability of the necessary funds to establish the workshops/ workspaces</p> <p>-The absence of the political will</p>	<p>2- -Activity ongoing throughout the timeline of this action plan</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p>	<p>2- -Human, technical, financial and material resources</p>

	-The difficulty to recruit the target groups			
3- -The Ministry of Social Affairs -Civil society organizations	3- -The unavailability of the necessary funds to conduct the trainings -The unavailability of the specialized trainers to conduct the rehabilitation and training	3- -Activity ongoing throughout the timeline of this action plan	3- -The National Commission for Lebanese Women (NCLW) -Civil society organizations	3- -Human, technical, financial and material resources -Experts/ Specialties

Fourth Objective: Building the capacity of women in combatting poverty

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Conducting sessions to: a) eradicate illiteracy b) eradicate electronic illiteracy	1- -Building the capacity of women, and opening the labor market to them	1- -Ensuring women's right to education and labor	1- -The number of sessions and their geographical distribution -The number of beneficiaries and their geographical distribution -The number of civil society organizations providing these services, and their geographical distribution	1- -The Ministry of Social Affairs -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in this sector -The supporting entities

<p>2- -Professional training sessions for poor and jobless women</p>	<p>2- -Enabling women to enter the labour market</p>	<p>2- -Ensuring women’s right to labour</p>	<p>2- -The number of sessions and their geographical distribution -The number of beneficiaries and their geographical distribution -The number of civil society organizations providing these services, and their geographical distribution</p>	<p>2- -The Ministry of Social Affairs -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in this sector</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>1- -The Ministry of Social Affairs -Civil society organizations working in this sector</p>	<p>1- -The unavailability of the required financial and human capacities to conduct the training sessions</p>	<p>1- -Activity ongoing throughout the timeline of this action plan</p>	<p>1- -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in this sector</p>	<p>1- -Human, technical, financial and material resources</p>
<p>2- -The Ministry of Social Affairs -Civil society organizations working in this sector</p>	<p>2- -The unavailability of the required funds to conduct the training sessions - The unavailability of the human</p>	<p>2- -Activity ongoing throughout the timeline of this action plan</p>	<p>2- -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in this sector</p>	<p>2- -Human, technical, financial and material resources</p>

	capacities to conduct the professional trainings			
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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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Working on urging the decision-makers to adopt all the proposed amendments on the following: A) The Labor law (to include women workers in the agricultural sector,	1- -Laws cleared of all discrimination against women in the labor and economic participation sectors	1- -Laws that guarantee equality in labor rights	1- -The number of laws and regulations that were amended -The number of civil society organizations demanding the amendments of the laws	1- -The ministries involved in the laws -The involved parliamentary committees -The Parliament -The Cabinet

<p>and domestic workers) B) Social Security C) The Law of Commerce 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)</p> <p>-Working on providing the texts of the proposed amendments</p>			<p>-The number of the finalized drafts of the amended laws</p>	<p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p>
<p>2- -Urging the people in charge to develop and adopt a law that criminalizes sexual harassment in the workplace and in public spaces</p>	<p>2- -Banning sexual and gender-based harassment in workplaces, and in public spaces</p>	<p>2- -A work environment free from violence and discrimination against women</p>	<p>2- -The passing of the law</p> <p>-The seriousness of the complaint mechanism, follow up and the penalties for harassers</p>	<p>2- -The Ministry of Labor</p> <p>-The private sector</p> <p>-Civil society organizations working in this sector</p> <p>-The Parliamentary Committee for Women’s Affairs</p> <p>-The National Commission for Lebanese Women (NCLW)</p>
<p>3- -Urging the Ministry of Labour to revive the</p>	<p>3- -Putting effective complaint</p>	<p>3- -Guaranteeing a serious handling of</p>	<p>3- -The gender distribution of</p>	<p>3- -Civil society organizations</p>

<p>mechanism of complaint against sexual harassment in the workplace</p> <p>-Urging the Ministry of Labour and the Labour Arbitration Councils to disseminate the labor cases and particularly those related to gender</p>	<p>mechanisms in place and guaranteeing that complaints are processed</p> <p>-Ensure the gender distribution of complaints</p>	<p>complaints of gender based discrimination in workplaces</p>	<p>work complaints presented to the Ministry of Labor, and the Labor Arbitration Courts</p> <p>-Establishing mechanisms, and the level of the adherence of involved parties, to these mechanisms</p>	<p>working in this sector</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The Ministry of Labor</p> <p>-Labor Arbitration Councils</p>
<p>4-</p> <p>-Urging liberal professions' unions to review its laws and regulations, and to amend them to lift any discrimination against women</p> <p>-Urging the syndicates to facilitate women's participation and their access to decision making positions</p>	<p>4-</p> <p>-Unionizing that is free from discrimination against women; and the active participation of women in the union/syndical decision-making</p>	<p>4-</p> <p>-Achieving equality between men and women in union work, particularly at the leadership level</p>	<p>4-</p> <p>-The number of unions that reviewed their laws and regulations, and lifted discrimination off them</p>	<p>4-</p> <p>-The Ministry of Labor</p> <p>-Liberal Professions Unions</p> <p>-Unions' federations</p> <p>-Civil society organizations working in this sector</p> <p>-The National Commission for Lebanese Women (NCLW)</p>
<p>5-</p> <p>-Urging the authorities to activate the role of the National Employment Office (NEO) in professional orientation that targets women</p>	<p>5-</p> <p>-More interest and attention from the institution to issues of women's labor</p>	<p>5-</p> <p>-A functional and effective national institution, working on empowering women to actively participate in the labor sector</p>	<p>5-</p> <p>-The number of professional orientation and training sessions organized by the institution for women and girls</p> <p>-The number of women beneficiaries of these services</p>	<p>5-</p> <p>-The National Employment Office</p> <p>-Civil society organizations working in this sector</p> <p>-The National Commission for</p>

			provided by the institution	Lebanese Women (NCLW)
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The ministries involved -The parliament The cabinet	1- -The absence of the political will to abolish discrimination against women, due to cultural, social and religious beliefs and ideologies	1- -Activities ongoing until the required amendments are approved	1- -The National Commission for Lebanese Women (NCLW) -Civil society organizations	1- - Human, technical and financial resources -Experts in drafting law proposals
2- -The Ministry of Labor -Civil society organizations working in this sector -The parliamentary committee for Women's Affairs	2- -The absence of the political will to abolish discrimination against women, due to cultural, social and religious beliefs and ideologies -Ineffective implementation/ enforcement mechanisms	2- -Activities ongoing until the law is adopted, and its implementation decrees published	2- -The National Commission for Lebanese Women (NCLW) -Two civil society organizations active in this sector	2- - Human, technical and financial resources -An expert in drafting law proposals
3- -The Ministry of Labor -Labor Arbitration Courts	3- -The authorities' hesitation to enforce the mechanism for complaints presented by women -The unavailability of the will or capacities to categorize/divide	3- -Activities ongoing until discrimination is eradicated from the workplace	3- -The National Commission for Lebanese Women (NCLW) -Two civil society organizations active in this sector	3- -Human and financial resources

	the complaints by gender			
4- -The Ministry of Labor -Liberal professions' unions -Unions' federations	4- -The unresponsiveness of liberal professions' unions and unions' federations	4- -Activities ongoing until the laws and regulations of unions and federations are amended	4- -The National Commission for Lebanese Women (NCLW) -Two civil society organizations active in this sector	4- -Human and financial resources
5- -The National Employment Office -Civil society organizations active in this sector	5- -The unresponsiveness of the National Employment Office	5- -Activities ongoing until the National Employment Office becomes operational and effective in this sector	5- -The National Commission for Lebanese Women (NCLW) -Two civil society organizations active in this sector	5- -Human and financial resources

Second Objective: Sensitizing women to their rights at work and the available opportunities				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Developing and publishing a simplified guide about: A) The Labor Law B) The Social Security Law C) The Law of Trade -Awareness campaigns for working women around their rights at work, and	1- -Sensitizing women about their rights and duties in the employment and work sector	1- -Empowering women to refuse discrimination against her and to demand her rights	1- -The publication of the simplified guide on the laws pertaining to women at work -The number of editions disseminated in each of the regions	1- -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in the human rights field -The Human Rights Institute at

<p>around the complaints' mechanism at the Ministry of Labor</p>			<p>-The number of campaigns promoting this guide in the media</p> <p>-The number of awareness sessions to sensitize working women on their rights, and their geographical distribution</p> <p>-The number of beneficiaries from these sessions, and their geographical distribution</p>	<p>the Beirut Bar Association</p>
<p>2- -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)</p>	<p>2- -Increasing the number of women who are aware of the economic environment, and of the available opportunities and potential</p>	<p>2- -The availability of the knowledge that helps women to make informed decisions about the quality of their economic participation</p>	<p>2- -The number of sessions and workshops and their geographical distribution</p> <p>-The number of women beneficiaries from these sessions</p>	<p>2- -Civil Society organizations</p> <p>-The institutions involved in the economy</p> <p>-The National Commission for Lebanese Women (NCLW)</p>
<p>3- -Sensitizing women to success stories of businesswomen and women entrepreneurs</p>	<p>3- -Highlighting the success stories that could become examples to be followed</p>	<p>3- -Encouraging women to venture in the business world</p>	<p>3- -The number of civil society organizations that have worked on highlighting the stories of women entrepreneurs I business</p> <p>-The number of media institutions</p>	<p>3- -Civil society organizations active in this sector</p> <p>-The media</p> <p>-Private institutions</p>

			that have highlighted these stories	-Institutions specialized in monitoring media shows -The National Commission for Lebanese Women (NCLW)
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
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	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	1- -Publishing the guide during the first year of the action plan timeline -The awareness campaigns: ongoing	1- -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in the human rights field	1- -Legal experts -Financial and technical resources
2- -Civil society organizations -Institutions involved in the economy -The National Commission for Lebanese Women (NCLW)	2- -The unavailability of the required funds to conduct the sessions and workshops -The unresponsiveness of the institutions involved in the economy	2- -The sessions are ongoing throughout the three years	2- -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in this field	2- -Financial, human and technical resources
3-	3-	3-	3-	3-

<p>-Civil society organizations working in this sector</p> <p>-The media</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>-The unresponsiveness of the media in broadcasting the success stories in peak viewing times</p> <p>-Highlighting experiences of women who do not represent a wide section of Lebanese women</p>	<p>-The activities are ongoing throughout the years of the plan</p>	<p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p>	<p>-Financial, human and technical resources</p>
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<p>Third Objective: Building the capacity of women to activate their participation in the economic activity</p>				
<p><u>Activities/Interventions</u></p>	<p><u>Outcomes</u></p>	<p><u>Expected Impact</u></p>	<p><u>Indicators</u></p>	<p><u>Stakeholders</u></p>
<p>1-</p> <p>-Conducting studies to identify the market needs of the professions that could be conducted by women, in the different regions</p>	<p>1-</p> <p>-The women and girls looking for work opportunities, know of the demanded and available jobs in the geographical areas near them</p> <p>-Rationalizing the process of professional orientation and training for women in the different regions</p>	<p>1-</p> <p>-Facilitating the process of women’s entry into the job market in the different regions</p>	<p>1-</p> <p>-The publication of studies on the market needs of the professions that can be conducted by women in the different regions</p> <p>-The number and kind of media used to disseminate the results of the study among civil society organizations, and the stakeholders involved</p> <p>-The number of civil society</p>	<p>1-</p> <p>-Civil society organizations working in the sector of women’s economic empowerment</p> <p>-The economic institutions working in the different regions</p> <p>-The National Employment Office (NEO)</p> <p>-The Chambers of Trade, Industry, and Agriculture</p> <p>-Vocational training schools</p>

			organizations, or institutions that used the study results to develop professional orientation and training programs for women and girls	-The National Commission for Lebanese Women (NCLW) -The supporting entities -Economic research centers
2- -Conducting orientation and professional training sessions for women and girls -Rehabilitation and training sessions and programs for women who have been out of the market	2- -Building the capacity of women and girls to enter the job market, or to return to it	2- -Enhancing and improving the opportunities of women and girls to get work opportunities	2- -The number of civil society organizations that provide these sessions and their geographical distribution -The number of sessions, and their geographical distribution -The number of beneficiaries and their geographical distribution	2- -Civil society organizations -The National Employment Office (NEO) -Vocational training schools -The National Commission for Lebanese Women (NCLW)
3- -Implementing technical and professional training programs on the development and management of economic projects	3- -Building the capacity of women in developing and managing economic projects	3- -Encouraging and rehabilitating women venture in the world of business, equipped with knowledge	3- -The number of civil society organizations that provide this training and their geographical distribution -The number of beneficiaries of these training sessions and their geographical distribution	3- -Civil society organizations -The National Commission for Lebanese Women (NCLW) -Faculties of business in universities -The supporting entities

<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
<p>1-</p> <ul style="list-style-type: none"> -Civil society organizations working in the sector of women’s economic empowerment -The economic institutions working in the different regions -The National Employment Office (NEO) -The Chambers of Trade, Industry, and Agriculture -Vocational training schools -The National Commission for Lebanese Women (NCLW) 	<p>1-</p> <ul style="list-style-type: none"> -Not recruiting the competent experts to develop the suitable research design and methodology, to ensure the best results and data -The unresponsiveness of economic institutions -The unavailability of the financial and human resources to conduct the study 	<p>1-</p> <ul style="list-style-type: none"> -During the first year of the action plan timeline 	<p>1-</p> <ul style="list-style-type: none"> -The National Commission for Lebanese Women (NCLW) -Two civil society organizations 	<p>1-</p> <ul style="list-style-type: none"> -Financial, material, technical and human resources -Experts
<p>2-</p> <ul style="list-style-type: none"> -Civil society organizations -The National Employment Office (NEO) -Vocational training schools -The National Commission for Lebanese Women (NCLW) 	<p>2-</p> <ul style="list-style-type: none"> -Orientation and training on professions and jobs that exceeds the need of the market -The unavailability of the resources to conduct the trainings 	<p>2-</p> <ul style="list-style-type: none"> -Ongoing activities 	<p>2-</p> <ul style="list-style-type: none"> -The National Commission for Lebanese Women (NCLW) 	<p>2-</p> <ul style="list-style-type: none"> -Human, financial, technical and material resources -Experts
<p>3-</p> <ul style="list-style-type: none"> -Civil society organizations 	<p>3-</p> <ul style="list-style-type: none"> -The unavailability of resources 	<p>3-</p> <ul style="list-style-type: none"> -Ongoing activities 	<p>3-</p> <ul style="list-style-type: none"> -The National Commission for 	<p>3-</p> <ul style="list-style-type: none"> -Financial, material, technical

-Faculties of business in universities	-The weak coordination of the involved stakeholders to provide the needed expertise to develop the training programs		Lebanese Women (NCLW)	and human resources -Experts in business management
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Fourth Objective: Providing incentives to enhance women’s participation in the economy				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- -Working to provide consultations, with reasonable and accessible conditions, to enable women to:</p> <p>A) Launch new economic initiatives</p> <p>B) Or advance their already established economic projects</p>	<p>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</p>	<p>1- -Sensitizing business women to the possibility of benefitting from the available opportunities, and avoiding the risks</p>	<p>1- -The number of civil society organizations that facilitate women’s access to these services</p> <p>-The number of women beneficiaries from these services, and their geographical distribution</p>	<p>1- -Civil society organizations</p> <p>-Institutions specialized in providing these consultations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Financial institutions</p> <p>-The supporting entities</p>
<p>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)</p>	<p>2- -Assisting women employees in surpassing one of the major obstacles in the way of their effective economic participation</p>	<p>2- -Reducing the physical and psychological burden on women employees</p>	<p>2- -The number of civil society organizations working to urge major economic institutions to provide services that support women employees</p>	<p>2- -Civil society organizations</p> <p>-The Ministry of Labor</p> <p>-Major economic institutions</p>

			-The number of responsive institutions	-The National Commission for Lebanese Women (NCLW)
<p>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</p> <p>-Working to urge municipalities in the different regions to provide incentives that motivate women to conduct economic projects</p>	<p>3- -Enhancing women's opportunities and capacities to get more jobs</p> <p>-Improving women's opportunities and abilities to contribute to the economic development of their regions</p>	<p>3- -Activating the role of women, and motivating them to economically develop their regions</p>	<p>3- -The number of civil society organizations urging the ministries and public and financial institutions to integrate gender and women's issues in their budgets and economic programs</p> <p>-The number of ministries and institutions that have gender-sensitive budgets and economic programs</p> <p>-The number of civil society organizations that urge the municipalities in the different regions to provide incentives motivating women to conduct economic programs</p> <p>-The number of municipalities that provide incentives to women in this field</p>	<p>3- -The ministries and public institutions</p> <p>-The financial institutions and banks</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The municipalities</p>

			-The number of women beneficiaries from these incentives	
4- -Providing loans for women to facilitate their launching of economic programs	4- -Increasing the number of women that conduct economic programs	4- -Decreasing the intensity and difficulty of the financial obstacles that women face when conducting economic programs	4- -The number of civil society organizations working to provide these services, and their geographical distribution -The number of women beneficiaries of the loans and their geographical distribution	4- -Civil society organizations -The National Commission for Lebanese Women (NCLW) -Banks -The supporting entities -Crediting institutions
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
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

<ul style="list-style-type: none"> -The involved ministries -The National Commission for Lebanese Women (NCLW) 				
<ul style="list-style-type: none"> 3- -Civil society organizations -The National Commission for Lebanese Women (NCLW) -The municipalities 	<ul style="list-style-type: none"> 3- -The weak capacities of municipalities -Lack of or weak responsiveness of the municipalities 	<ul style="list-style-type: none"> 3- -Ongoing activities 	<ul style="list-style-type: none"> 3- -The National Commission for Lebanese Women (NCLW) 	<ul style="list-style-type: none"> 3- -Human and material resources
<ul style="list-style-type: none"> 4- -Civil society organizations -The National Commission for Lebanese Women (NCLW) -The supporting entities -The banks -The crediting institutions 	<ul style="list-style-type: none"> 4- -The unresponsiveness of stakeholders in providing facilitation loans -The unavailability of resources matching the demand 	<ul style="list-style-type: none"> 4- -Ongoing activities 	<ul style="list-style-type: none"> 4- -The National Commission for Lebanese Women (NCLW) 	<ul style="list-style-type: none"> 4- -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)

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>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</p> <p>-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:</p> <p style="padding-left: 40px;">A) The speaker of Parliament</p>	<p>1- -Guaranteeing that women reach representative councils in numbers that ensure the activation of their role inside local and national representative councils</p> <p>-Guaranteeing the right of women, from various socio-economic backgrounds, to run in elections on equal footing to the rest of the candidates</p> <p>-The participation of women in developing the electoral law that implicates and represents them,</p>	<p>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</p> <p>-Mobilizing wide popular and political support for women's demands by involving women in decision making positions</p>	<p>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</p> <p>-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...</p>	<p>1- -The Parliament</p> <p>-Political parties' leadership</p> <p>-Religious leaders</p> <p>-Civil society organizations</p> <p>-Youth organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The supporting entities</p> <p>-The media</p>

<p>B) The office of the prime ministry, and the ministers</p> <p>C) Political parties' leadership</p> <p>D) Religious leaders</p> <p>E) The parliamentary committees of Women's Affairs, and Human Rights</p> <p>-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.</p> <p>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</p>	<p>just like it represents men</p> <p>-Broadening the support base of women's demands by involving women in decision-making positions</p>		<p>-The passing of the law and the adoption of the required quota</p> <p>-The number of campaigns organized and implemented</p>	
<p>2-</p> <p>-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:</p> <p>-Presenting an official demand to the Ministry of Interior in this regard</p> <p>-Holding meeting with the Minister of Interior</p> <p>-Holding meetings with the members of parliament</p>	<p>2-</p> <p>-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)</p>	<p>2-</p> <p>-Avoiding misleading results reached due to including some men (who hold names common between the two genders) in the count of women candidates</p>	<p>2-</p> <p>-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.</p> <p>-The number of meetings that civil society organizations</p>	<p>2-</p> <p>-The Parliament</p> <p>-The presidents of parliamentary blocs</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The supporting entities</p>

			<p>hold to demand this</p> <p>-Ensuring that the electoral law obligates the inclusion of the candidate's gender in the local and national candidacy application</p>	
<p>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</p>	<p>3- -Achieving equality between men and women (men do not relocate their personal registries upon marriage)</p>	<p>3- -Encouraging women in the age of marriage to run for municipal/local elections</p>	<p>3- -The number of civil society organizations urging decision makers to include this text in the local electoral law</p> <p>-The number of meetings held by civil society organizations to advocate for this demand</p> <p>-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</p>	<p>3- -The Parliament</p> <p>-The Cabinet/Ministry of Interior</p> <p>-The presidents of parliamentary blocs</p> <p>-Political parties' leadership</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The supporting entities</p>
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>

<p>1- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The Parliamentary Committee for Women's Affairs</p>	<p>1- -The absence of the political will to give women justice in this field</p> <p>-The unwillingness of men to give up 30% of the seats in parliament for women</p> <p>-A widespread belief in women's inability to defend the sects' interests, particularly in times of crisis</p>	<p>1- -Activities ongoing until the needed women's quota is passed and approved</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p>	<p>1- -Financial, material and human resources</p>
<p>2- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The Parliamentary Committee for Women's Affairs</p>	<p>2- -The lack of awareness of the importance of categorizing candidates based on gender</p>	<p>2- -Activities ongoing until the demand is achieved</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p>	<p>2- -Financial, material and human resources</p>
<p>3- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The Parliamentary Committee for Women's Affairs</p>	<p>3- -The absence of the political will to achieve equality due to social traditions</p>	<p>3- -Activities ongoing until the demand is achieved</p>	<p>3- - The National Commission for Lebanese Women (NCLW)</p>	<p>3- -Financial, material and human resources</p>

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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- -Urging decision-makers to ensure the representation of women in the cabinet and in high administrative positions, at a rate of at least 30%, by increasing meetings and discussions with:</p> <p>A) The speaker of the parliament B) The presidents of parliamentary blocs, and members of parliament C) The prime ministry and ministers D) The leadership of political parties E) The religious leaders F) The Parliamentary Committee for Women’s Affairs; and the Parliamentary Committee for Human Rights</p>	<p>1- -Securing the representation of women in the cabinet and high administrations in numbers that guarantee the activation of their role in the process of decision-making within these institutions</p>	<p>1- -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</p>	<p>1- -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%</p> <p>-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, and religious leaders, etc...</p> <p>-The representation of women in higher numbers in future cabinets</p>	<p>1- -The Parliament</p> <p>-The presidents of parliamentary blocs</p> <p>-Political parties’ leadership</p> <p>-Religious leaders</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Supporting entities</p> <p>-The media</p> <p>-Civil Service Council</p>
2-	2-	2-	2-	2-

<p>-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</p>	<p>-The participation of women in putting the foundations of internal and external policies</p>	<p>-Securing the women's right to participate in all the decisions that influence their lives as citizens</p>	<p>- 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...</p> <p>-The number of women participating in diplomatic missions, and in internal and external negotiations, and national dialogue sessions</p>	<p>-The Parliament</p> <p>-The presidents of parliamentary blocs</p> <p>-The Cabinet</p> <p>-The Ministry of Foreign Affairs</p> <p>-Political parties' leadership</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Supporting entities</p> <p>-The media</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>1- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The Parliamentary Committee for Women's Affairs</p>	<p>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</p> <p>-A widespread belief in women's inability to defend the sects' interests,</p>	<p>1- -Activities ongoing until the required women's quota is passed</p>	<p>1- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>1- -Financial, material and human resources</p>

	particularly in times of crisis			
2- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	2- -The absence of the political will to bring women justice in this field -A widespread belief in women's inability to defend the sects' interests, particularly in times of crisis	2- -Ongoing activities	2- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	2- -Financial, material and human resources

Third Objective: Ensuring women reach leadership positions in political parties, syndicates and students' councils				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Working to urge political parties to adopt a women's quota of at least 30% in: A) Their leadership positions B) Nominating their representatives in local and national elections C) Appointing their candidates for positions in the cabinet and high administrations	1- -A bigger participation of women in the political party's decision-making, and in the representation of the party in the local and national decision-making process	1- -Equality between men and women in the right to reach leadership positions in political parties	1- -The number of civil society organizations urging political parties to adopt a women's quota -The number of political parties contacted by civil society organizations -The number of meetings or workshops held/organized with the women members of parties to urge them to demand a bigger role for women in their parties	1- -Civil society organizations -The National Commission for Lebanese Women (NCLW) -Political parties, and women's committees within them -The Ministry of Interior and Municipalities -The supporting entities

			<p>-The number of women participating in these meetings</p> <p>-The number of women who were nominated by their parties for positions in the cabinet or for a high administrative position; or who were nominated for local, national or syndicate elections</p>	
<p>2- -Working to urge women’s committees within political parties to:</p> <p>A) Demand women’s right to be in leadership positions</p> <p>B) Encourage and support women’s candidacy to the party’s elections</p>	<p>2- -Increasing the number of women in leadership positions within the party</p>	<p>2- -A change in women’s perception of their roles and positions in the political parties, and a bigger participation of women in developing the party’s politics</p>	<p>2- -The number of civil society organizations urging women’s committees within political parties to demand their rights within the parties</p> <p>-The number of sessions or workshops with women members in political parties, to urge them to demand a bigger role for women in the parties</p> <p>-The number of participants in these sessions</p> <p>-The number of women running in the parties’ elections to reach</p>	<p>2- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Women’s committees within political parties, and women members of parties</p> <p>-The supporting entities</p>

			leadership positions	
<p>3-</p> <p>-Urging syndicates to adopt a women’s quota of at least 30%, in their leadership positions</p> <p>-Working to urge women to run in syndicates’ elections</p>	<p>3-</p> <p>-Increasing the number of women in leadership positions in syndicates</p>	<p>3-</p> <p>-A change in women’s perceptions of their roles and positions in syndicates; and a wider participation of women in developing the syndicates’ politics</p>	<p>3-</p> <p>-The number of civil society organizations urging women within syndicates to advocate for their rights in the syndicate</p> <p>-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</p> <p>-The number of women participants in these meetings</p> <p>-The number of women who have run for leadership positions in the syndicate elections</p>	<p>3-</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The women members of syndicates</p> <p>-The supporting entities</p> <p>-The media</p>
<p>4-</p> <p>-Organizing meetings with students in universities to urge them to nominate and support girls in students councils elections</p> <p>-Seeking the adoption of universities of a 50% women’s quota in their students councils electoral system</p>	<p>4-</p> <p>-An increase in the number of girls in leadership positions in students’ councils</p>	<p>4-</p> <p>- 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</p>	<p>4-</p> <p>-The number of civil society organizations urging women university students to participate in students councils</p> <p>-The number of meetings or</p>	<p>4-</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-University students</p>

		-A real-life leadership training for girls	workshops with the different universities to urge women students to run for students' councils elections -The number of participants in these meetings -The number of girls who have run for students' councils elections -The number of universities that adopted the quota in their students' elections	-Universities' administrations -The Ministry of Higher Education -The supporting entities -The media
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	1- -The unresponsiveness of political parties' leadership due to the prevalent patriarchal concepts and the dominance of families on some political parties	1- -Ongoing activities	1- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	1- -Financial, material and human resources
2- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	2- -Women's perception of their roles and positions inside parties -The effects of women's familial commitments and	2- -Ongoing activities	2- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	2- -Financial, material and human resources

	duties on the time she can dedicate to party work			
3- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	3- -Women's perception of their roles and positions within syndicates -The effects of women's familial commitments and duties on the time she can dedicate to syndicate work	3- -Ongoing activities	3- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	3- -Financial, material and human resources
4- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	4- -Girls' perception of political work	4- -Ongoing activities	4- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	4- -Financial, material and human resources

Fourth Objective: Sensitizing the general public to the importance of women's political participation, and women's presence in the different decision-making positions				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Conducting general public awareness sessions about the importance of women in representation councils and in the cabinet, and high administration positions; and the	1- -Increasing the percentage of supporters among the different sections of the population, of women in political	1- -Building a culture of equality and belief in women's ability to lead, just like men	1- -The number of civil society organizations working on public awareness in this field, and their	1- -Civil society organizations -The National Commission for Lebanese Women (NCLW)

<p>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</p>	<p>and administrative decision-making positions, in numbers that ensure their effective participation</p>		<p>geographical distribution</p> <ul style="list-style-type: none"> -The number of awareness sessions and workshops organized by civil society organizations and their geographical distribution -The number of participants in these sessions and workshops and their geographical distribution -The number of public awareness campaigns in the media -The increase in voting rates for women candidates in national and local elections, compared to the previous elections 	<ul style="list-style-type: none"> -The media -The Parliament -The Cabinet -The supporting entities
<p>2- -Urging the authorities in the Ministry of Higher Education and the Center for Educational Research and Development (CERD) to:</p> <p style="padding-left: 40px;">A) Integrate in the educational curricula, subjects that promote the concept of equality</p>	<p>2- -Increasing the percentage of youth who believe in the equality between men and women in rights and leadership abilities</p>	<p>2- -Building a culture of equality among the new generation</p>	<p>2- -The number of civil society organizations urging the authorities to integrate the subject of leadership in school curricula</p> <p>-The number of meetings held by</p>	<p>2- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Public and private schools</p>

<p>in reaching leadership positions</p> <p>B) Include leadership training in extra-curricular activities</p>			<p>civil society organizations and the National Commission for Lebanese Women (NCLW) with the authorities, regarding this issue</p> <p>-Supporting the youth to nominate girls and women for students' councils elections in schools and universities</p>	<p>-The Center for Educational Research and Development (CERD)</p> <p>-The Ministry of Higher Education</p>
<p>3- -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</p>	<p>3- -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</p>	<p>3- -A generation of young men and women trained on dialogue, and on accepting the other, and on constructive criticism and accountability</p>	<p>3- -The number of civil society organizations preparing and implementing these sessions; and their geographical distribution</p> <p>-The number of dialogue sessions held and their geographical distribution</p> <p>-The number of men and women participants in these dialogue sessions and their geographical distribution</p>	<p>3- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Student clubs of all types/kinds</p> <p>-Universities</p> <p>-The supporting entities</p> <p>-The media</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>1-</p>	<p>1-</p>	<p>1- -Ongoing activities</p>	<p>1-</p>	<p>1-</p>

-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		-The National Commission for Lebanese Women (NCLW)	-Technical, human, material and financial resources
2- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	2- -The unresponsiveness of authorities in the Ministry of Education and in the Center for Educational Research and Development (CERD)	2- -Ongoing activities	2- -The National Commission for Lebanese Women (NCLW)	2- -Technical, human, material and financial resources -Experts/ Specialists
3- -Civil society organizations -The National Commission for Lebanese Women (NCLW) -Students' clubs -Universities	3- -The unresponsiveness and lack of participation of the youth -A weak moderation and facilitation of the sessions that might overthrow its primary objective	3- -Ongoing activities	3- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	3- -Technical, human, material and financial resources -Specialists in moderation and facilitation of sessions

Fifth Objective: Building the capacity of women to reach decision making positions, and activate their participation in these positions				
Activities/Interventions	Outcomes	Expected Impact	Indicators	Stakeholders

<p>1- -Providing training programs for women willing to run for local, national, party or syndicate elections on the following subjects:</p> <ul style="list-style-type: none"> A) The kinds of elections and their mechanisms B) The role of the parliament, municipalities, syndicates and political parties in the political process C) Preparing and electoral campaign D) Preparing and promoting an electoral platform and agenda E) The available means to fund the electoral campaign F) Communication skills and the development of political speeches 	<p>1- -A higher number of women acceding to decision making positions through elections</p>	<p>1- -Empowering and encouraging a higher number of women to venture in elections, systematically and effectively</p>	<p>1- -The number of training sessions and programs conducted by civil society organizations, and their geographical distribution</p> <p>-The number of participants in these sessions</p>	<p>1- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The supporting entities</p> <p>-The media</p>
<p>2- -Encouraging the establishment of sectorial networks or collectives, with the purpose of enhancing capacities, improving skills and exchanging experiences</p> <p>-Encouraging the establishment of a network among women in political decision making positions, and among women entrepreneurs in the business sector</p>	<p>2- -Increasing the capacities and skills of women willing to work in politics or leadership in their fields</p>	<p>2- -A women's bloc capable of providing all kinds of support for its members</p>	<p>2- -The number of civil society organizations encouraging women to build these networks and collectives</p> <p>-The number of networks or collectives, and their sectorial distribution</p>	<p>2- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The women willing to play leadership roles in their chosen sectors</p>

-Exploring the possibilities of securing support for the women candidates' electoral campaigns				-The supporting entities
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	1- -The failure of the required number of women to reach decision-making positions, due to the nature of the current electoral process -The failure to adopt an electoral law that guarantees the effective equality in opportunities among candidates	1- -Activities ongoing, particularly in the periods of preparation for the different elections	1- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	1- -Financial, material, technical and human resources -Experts
2- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	2- -Weak responsiveness of the women involved in the networking issue	2- -Activities ongoing	2- -Civil society organizations -The National Commission for Lebanese Women (NCLW)	2- -Financial, material, technical and human resources -Experts

Sixth Objective: Guaranteeing that the adoption of women's quota in decision-making positions is realistic and possible

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- -Conducting a scientific, objective and realistic study to identify:</p> <p>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)</p> <p>B) The electoral law(s) that is (are) most suitable to adopt the quota, and surpass obstacles</p> <p>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</p>	<p>1- -Providing the scientific and methodic base to approaching the subject of the quota, and raise the rate of its acceptance among those involved</p>	<p>1- -A scientific, realistic, and more effective approach to the process of advocating for the women's quota</p> <p>-Delivering and activating women's voices and their opinions on the different electoral issues that affect them as citizens and not only as women</p>	<p>1- -Publishing the study</p> <p>-The number of civil society organizations participating in the intensive discussion sessions to elaborate on the results of the study</p> <p>-The number of civil society organizations that have adopted the results of the study</p> <p>-The number of the official stakeholders that have received the study</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p> <p>-The Lebanese Council for Women (LCW)</p> <p>-The supporting entities active in the field of electoral reform</p> <p>-Civil society organizations working in the field of electoral reform and in securing women's representation</p> <p>-Research centers</p> <p>-The Parliament</p> <p>-The Cabinet</p> <p>-Political parties leadership</p> <p>-Religious leaders</p>

<p>2- -Promoting the suggested law through meetings and/or intensive discussion sessions with:</p> <ul style="list-style-type: none"> 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) 	<p>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</p> <p>-An increase in decision makers who support the quota</p>	<p>2- -Creating a critical mass capable of influencing, and of surpassing the political, party and sectarian divides</p>	<p>2- -The number of civil society organizations supporting the suggested law</p> <p>-The number of women committees within parties, that support the suggested proposal</p> <p>-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</p> <p>-The number of supporting entities that provide support in this field</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p> <p>-The Lebanese Council for Women (LCW)</p> <p>-The supporting entities active in the field of electoral reform</p> <p>-Civil society organizations working in the field of electoral reform and in securing women's representation</p> <p>-Research centers</p> <p>-The Parliament</p> <p>-The Cabinet</p> <p>-Political parties leadership</p> <p>-Religious leaders</p> <p>-The media</p>
<p>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</p>	<p>3- -Enhancing the opportunities for the adoption of the quota to guarantee women's participation in the councils elected locally and nationally</p>	<p>3- -Public and realistic acknowledgment of the role of the National Commission for Lebanese Women (NCLW), in mainstreaming gender in laws and</p>	<p>3- -The number of meetings held with the different entities</p> <p>-Calling on the National Commission for Lebanese Women</p>	<p>3- -The National Commission for Lebanese Women (NCLW)</p> <p>-The Lebanese Council for Women (LCW)</p>

<p>society organizations working in this field) through:</p> <ul style="list-style-type: none"> 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 		<p>in local and national policies</p>	<p>(NCLW), and a specialist representing civil society organizations to participate in the discussions to identify the law that satisfies the majority of the stakeholders</p> <ul style="list-style-type: none"> -The number of public awareness campaigns -The number of signatories on the petitions 	<ul style="list-style-type: none"> -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
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<ul style="list-style-type: none"> 1- Experts -The National Commission for Lebanese Women (NCLW) -The Lebanese Council for Women (LCW) 	<ul style="list-style-type: none"> 1- 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 	<ul style="list-style-type: none"> 1- One month and a half; Two months 	<ul style="list-style-type: none"> 1- The National Commission for Lebanese Women (NCLW) 	<ul style="list-style-type: none"> 1- Experts/ specialists (2) -Material, financial, human and technical support

<p>-The supporting entities active in the field of electoral reform</p> <p>-Civil society organizations working in the field of electoral reform and in securing women's representation</p>	<p>inability to agree on a unified vision of the most effective law to adopt the women's quota</p> <p>-The unavailability of support to conduct the study</p> <p>-The entities negatively affected by the study attack its results and question its objectivity on political and sectarian grounds</p>			
<p>2-</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The Lebanese Council for Women (LCW)</p> <p>-The supporting entities active in the field of electoral reform and supportive of the women's proposal</p> <p>-Civil society organizations working in the field of electoral reform and in securing women's representation</p>	<p>2-</p> <p>-The entities negatively affected by the study attack its results and question its objectivity on political and sectarian grounds</p> <p>-Some actors within civil society organizations are swayed by the campaigns of those negatively affected and influence the positions of their organizations</p> <p>-The inability of some civil society organizations to get rid of the explicit or implicit</p>	<p>2-</p> <p>-Ongoing activities</p>	<p>2-</p> <p>-The National Commission for Lebanese Women (NCLW); along with representatives of civil society (The Lebanese Council of Women)</p>	<p>2-</p> <p>-Material, financial, human and technical support</p>

	<p>dominance of some political leaders</p> <p>-The lack of support of women members of parliament, and of the Parliamentary Committee for Women's Affairs for the work of civil society in this field</p>			
<p>3-</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The Lebanese Council for Women (LCW)</p> <p>-Civil society organizations working in the field of electoral reform and in securing women's representation</p>	<p>3-</p> <p>-The patriarchal mindset rooted in women, as well as men</p> <p>-Decision makers not taking the position and role of the National Commission for Lebanese Women (NCLW) seriously</p> <p>-The weakness of the role and influence of women in political parties and in parliament</p> <p>-The opposition of political parties and religious leaders</p> <p>-The failure of civil society organizations to mobilize the required popular support (namely among women)</p>	<p>3-</p> <p>-Ongoing activities</p>	<p>3-</p> <p>-The National Commission for Lebanese Women (NCLW); along with representatives of civil society (The Lebanese Council of Women)</p>	<p>3-</p> <p>-Popular, financial, material, human and technical resources</p> <p>-Collaboration of media institutions and media professionals</p>

7. The Sector of combatting 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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- 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</p> <p>-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</p> <p>B - Urging the Lebanese legislator to introduce the required amendments on</p>	<p>1- -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</p> <p>-Providing the proposed texts of the required amendments</p>	<p>1- -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</p> <p>-A comprehensive, non-fragmented approach to legal reform in this field</p>	<p>1- -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</p> <p>-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</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p> <p>-The Bar Association</p> <p>-The supporting entities</p> <p>-Civil society organizations and research centers working in the field of legal reform</p> <p>-The Parliament</p> <p>-The Prime Ministry</p> <p>-The media</p> <p>-The specialized ministries</p>

<p>the enforced laws, and to adopt a law criminalizing sexual harassment in the workplace and in public spaces</p> <p>-Working to urge the Lebanese legislator to put a modern gender-sensitive law to regulate prisons, that also considers juveniles</p>				
<p>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:</p> <p>A) A unified sheet of demands on the laws that need to be amended</p> <p>B)The adoption of a new law that criminalizes sexual harassment in the workplace and in public spaces</p> <p>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</p>	<p>2- -A unified demands sheet that includes all the laws and articles that require amendment</p> <p>-Saving the time, efforts, and resources wasted on conducting similar studies; or on focusing advocacy efforts in certain sectors while excluding others</p> <p>-Shifting from the fragmented approach to a comprehensive approach to the required legal amendments</p>	<p>2- -Creating a wide and effective pressure mass through unifying the demands, and coordinating the effort and work</p>	<p>2- -The number of civil society organizations adhering to the unified demands sheet, and coordinating their work</p>	<p>2- -Civil society organizations working on women’s issues</p> <p>-The National Commission</p> <p>-The supporting entities active in the field of legal reform and women’s rights</p> <p>-The parliamentary committees of Women’s Affairs, and Human Rights</p> <p>-The entities supporting legal reform</p>
<p>3- -Working to promote the demands mentioned above at the level of decision-makers through:</p> <p>A) Holding meetings with:</p>	<p>3- -Delivering a unified voice in advocating for the required reforms</p>		<p>3- -The number of meetings and testimonies</p>	<p>3- -The National Commission for Lebanese Women (NCLW)</p>

<ul style="list-style-type: none"> -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 <p>B) Presenting testimonies in front of the parliamentary committees</p> <p>C) Securing media coverage for these activities</p>	<ul style="list-style-type: none"> -Putting on the public debate platform the issue of the role of laws in encouraging or facilitating violence 		<ul style="list-style-type: none"> -The number of media that cover these activities -The number of laws that were amended or adopted 	<ul style="list-style-type: none"> -Civil society organizations working in this field -The Parliamentary Committee for Women’s Affairs -The media -The media monitor
<p>4-</p> <ul style="list-style-type: none"> -Urging the authorities and decision makers to establish a specific multi-sectorial mechanism, and providing the necessary funding for it, to survey the implementation of the family violence law; and filing regular reports to the parliament based on the results of meetings conducted by these mechanisms with the plaintiffs/survivors of violence, the advocates, lawyers, general prosecutors, police, judges, and service providers, regarding the access of violence survivors to the judicial system, and the degree of effectiveness of justice, including the obstacles that certain populations of women face 	<p>4-</p> <ul style="list-style-type: none"> -Guaranteeing the effectiveness of the law in achieving it objectives -Guaranteeing that law enforcement entities are fulfilling their duties 	<p>4-</p> <ul style="list-style-type: none"> -Limiting the incidents of violence against women and other family members 	<p>4-</p> <ul style="list-style-type: none"> -Establishing the mechanism and securing the necessary funding to enable it to conduct its work 	<p>4-</p> <ul style="list-style-type: none"> -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)
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>

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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Working on ending legal illiteracy among women and girls through:	1- -Increasing the number of women	1- -Ending the exploitation of women's ignorance	1- -The number of laws that have	1- -The National Commission for

<p>A) Preparing and publishing booklets simplifying relevant laws, and highlighting women’s rights within them</p> <p>B) Disseminating these booklets among the highest number possible of women and girls in the different regions</p> <p>C) Developing and broadcasting TV spots on these laws and the procedures that need to be taken in case these were violated</p> <p>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</p> <p>E) Engaging the highest number possible of men in these activities</p> <p>F) Encouraging playwrights, tv series and programs’ script writers to address the issue of violence against women and girls, including the suffering of</p>	<p>and girls aware of their legal rights</p> <p>-Increasing women’s capacity to resist the violence perpetrated against them, by sensitizing them to their rights guaranteed by the laws</p>	<p>of their rights secured by the laws, to subject them to violence</p>	<p>simplified booklets</p> <p>-The number of versions of these booklets that were disseminated and their geographical distribution</p> <p>-The number of civil society organizations that conduct workshops and awareness sessions for women about their rights</p> <p>-The number of workshops and awareness sessions, and the number of beneficiaries of these sessions, and their geographical distribution</p> <p>-The number of civil society organizations that prepare tv spots about violence, and the number of media institutions that broadcast them</p> <p>-The number of tv series, plays and programs that address the issue of violence against women and girls</p>	<p>Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p> <p>-The Bar Associations</p> <p>-TV series and programs’ writers, and playwrights, particularly the women among them</p>
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<p>domestic workers and how to address it</p> <p>G) Developing and broadcasting short documentaries on social media about gender based violence, and its consequences and ways to address it</p>			<p>-The number of short documentaries broadcasted on social media</p>	
<p>2- -Working on the following:</p> <p>A) Integrating concepts of combatting gender-based violence, and non-violent conflict resolution in school and university curricula</p> <p>B) Training teachers on delivering these concepts in class and in extra-curricular activities</p> <p>C) Sensitizing students that reporting incidents of violence and sexual harassment that they might encounter is an active tool to end this violence</p> <p>D) Holding sessions and workshops in schools and universities to raise awareness around these issues</p> <p>E) Holding sessions and workshops for</p>	<p>2- -Increasing the number of young men and women aware of the forms of violence, its consequences, and ways of ending it</p>	<p>2- -Building a culture against violence and particularly gender based violence among the new generations</p> <p>-Removing the label of “taboo” from the issues of family violence and sexual harassment</p>	<p>2- -The number of subjects that were introduced in educational curricula around issues of fighting violence and gender-based violence</p> <p>-The number of training sessions for teachers on delivering these concepts to students in class and extra-curricular activities</p> <p>-The number of teachers beneficiaries of these sessions and their geographical distribution</p> <p>-The number of sessions and workshops that were held in schools and universities to sensitize on these issues, and the number of</p>	<p>2- -The Ministry of Higher Education</p> <p>-The Center for Educational Research and Development (CERD)</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p> <p>-The supporting entities</p>

<p>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</p>			<p>beneficiaries of these sessions and their geographical distribution</p> <p>-The number of sessions and workshops held for girls in the age of dating and marriage, and the number of beneficiaries of these sessions and their geographical distribution</p>	
<p>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.</p> <p>-Urging media institutions to highlight incidents of gender-based violence, and its consequences; as well as the importance of the required legal amendments</p>	<p>3- -Raising public awareness around this issue</p>	<p>3- -Building a culture against violence</p>	<p>3- -The number of civil society organizations conducting these sessions</p> <p>-The number of municipalities collaborating in this field</p> <p>-The number of sessions and workshops and their geographical distribution</p> <p>-The number of beneficiaries of these activities and their geographical distribution</p> <p>-The number of media that responds to the call to highlight incidents of gender based</p>	<p>3- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-The Ministry of Interior/The Directorate of Municipalities</p> <p>-The General Directorate of the Internal Security Forces</p> <p>-Municipalities</p> <p>-Student clubs</p> <p>-The supporting entities</p> <p>-The media monitor</p>

			violence and its consequences	
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The National Commission -Civil society organizations -Legal experts	1- -Weak resources to conduct the required activities	1- -Ongoing activities	1- -The National Commission	1- -Financial, material, human and technical resources; as well as expertise in the law
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)	2- -The unavailability of financial and material resources to conduct the activities on a large scale -The dominance of the patriarchal mindset among decision makers	2- -The integration process in educational curricula, and the development of training programs: 12 – 18 months -Ongoing awareness activities	2- -The National Commission for Lebanese Women (NCLW)	2- -Financial, material, human and technical resources
3- -Civil society organizations -The municipalities	3- -The weak responsiveness of municipalities -The patriarchal mindset -The lack of/weak resources	3- -Ongoing activities	3- -The National Commission for Lebanese Women (NCLW)	3- -Financial, material, human and technical resources

Third Objective: Building the capacity of the units that process and handle violence incidents

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1-Security Forces</p> <p>-Creating new units or advancing already existing police units specialized in the sector of violence against women, and providing the sufficient funding for its functioning and the specialized training for its staff;</p> <p>-Working on increasing the number of women members of the security forces, and deploying with alongside men to deal with cases of gender based violence</p> <p>-Guaranteeing the deployment of sufficient numbers of women members in the different regions</p> <p>-Securing the adherence of the internal security forces to the instructions on the communication and interaction with women victims of violence, and on addressing the family violence complaints, which are mentioned the service memo #164</p>	<p>1-</p> <p>-Raising the capacity the internal security forces to deal with and effectively process cases of gender-based violence</p> <p>-Guaranteeing the rights of victims of violence to quick and effective help</p>	<p>1-</p> <p>-Raising the level of actual deterrence, and the capacity to limit the proliferation of this phenomenon</p>	<p>1-</p> <p>-The number of newly created units; or the procedures aiming to build the capacity of already existing units</p> <p>-Increasing the number of women members of the internal security forces and their geographical distribution</p>	<p>1-</p> <p>-The Ministry of Interior/The General Directorate of the Internal Security Forces</p> <p>-Civil society organizations working in this field</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The supporting entities</p> <p>-The High Commissioner for Human Rights</p>
<p>2-The Judiciary and the courts</p>	<p>2-</p> <p>-The increase in the number of</p>	<p>2-</p> <p>-Raising the level of actual deterrence</p>	<p>2-</p> <p>-The procedures adopted by the</p>	<p>2-</p> <p>-The Ministry of Justice</p>

<p>-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.</p> <p>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...)</p> <p>-Integrating the concepts of gender and gender-based violence in the curricula of the Institute of Judicial Studies</p> <p>-Collaboration with the two bar associations to ensure training of their members on the concepts of gender and gender-based violence</p>	<p>women and girls asking for justice in courts, in cases of violence against them</p>	<p>through seriousness and effectiveness in penalizing perpetrators</p>	<p>judicial authorities to facilitate and activate the determination of complaints, and that adhere to international standards</p> <p>-Integrating concepts of gender based violence in the curricula of the Institute of Judicial Studies</p> <p>-The number of training sessions for lawyers</p>	<p>-The two Bar Associations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-The supporting entities</p> <p>-The Higher Commissioner for Human Rights</p>
<p>3- Civil Society</p> <p>-Urging decision makers to allocate specific budget for</p>	<p>3-</p> <p>-Enhancing the capacities of civil</p>	<p>3-</p>	<p>3-</p> <p>-Allocating budgets for civil</p>	<p>3-</p> <p>-The Cabinet</p>

<p>non-governmental organizations to enable them to conduct specific activities, and provide services to victims of gender based violence and/or family violence</p> <p>-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</p> <p>-Increasing the number of shelters and protection centers and ensuring its adequate geographical distribution</p> <p>-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</p> <p>-Urging the authorities to provide hotlines in the different regions, linked to a central line for receiving complaints of violence against women</p> <p>-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</p> <p>-Preparing a booklet on the procedures that need to be</p>	<p>society organizations fighting gender-based violence; and increasing the effectiveness of the activities and services provided by these organizations</p> <p>-Motivating the youth to join civil society organization active in fighting violence</p>	<p>-A civil society that is capable of playing the needed role</p> <p>-A young generation that is aware of the reasons and risks of gender-based violence</p>	<p>society organizations working in this field</p> <p>-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</p> <p>-The number of beneficiaries of these training sessions</p> <p>-The increase in the number of shelters and protection centers, and their geographical distribution</p> <p>-The increase in the number of hotlines, and their geographical distribution</p> <p>-The increase in the number young men and women volunteering in civil society organizations</p> <p>-Publishing a booklet of procedures and disseminating it among organizations and institutions that</p>	<p>-The involved ministries (telecom, public health, social affairs, interior and municipalities)</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in refugee camps</p> <p>-Universities, and vocational training schools</p> <p>-The supporting entities</p>
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<p>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...)</p> <p>-Disseminating the booklet among the organizations and institutions that provide services to violence victims in all Lebanese regions</p> <p>-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</p>			<p>provide services to victims of family violence and of violence against women</p>	
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>1- -The Ministry of Interior/ The General Directorate of Internal Security Forces</p> <p>-Civil society organizations</p>	<p>1- -The absence of political will</p> <p>-The unavailability of the required financial, human and material resources</p>	<p>1- -Throughout the first year of the action plan timeline</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p>	<p>1- -Financial, material, human and technical resources</p>
<p>2- -The Ministry of Justice</p> <p>-Civil society organizations</p> <p>-The two bar associations</p>	<p>2- -The absence of the political will</p> <p>-The unavailability of the required</p>	<p>2- -Throughout the first year of the action plan timeline</p> <p>-The training activity ongoing</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p>	<p>2- -Financial, material, human and technical resources</p>

	financial, material and human resources			
<p>3- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The supporting entities</p>	<p>3- -The absence of the political will</p> <p>-The weak responsiveness of the target groups</p> <p>-The unavailability of the required financial, material and human resources</p>	<p>3- -Activities ongoing</p>	<p>3- -The National Commission for Lebanese Women (NCLW)</p>	<p>3- -Financial, material, human and technical resources</p>

Fourth Objective: Supporting the survivors of violence, and empowering them to pursue their lives normally				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- -Developing support programs for women victims of violence, stressing on the following:</p> <p>A) Providing hotlines to receive complaints in all regions</p> <p>B) Providing listening, counseling, shelters, protection, free psychotherapy and medical care in case of need</p> <p>C) Ending illiteracy and/or electronic illiteracy among women survivors</p>	<p>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</p>	<p>1- -Weakening the control of the patriarchal mindset on women's perception of their roles and positions within the family and society</p>	<p>1- -The number of civil society organizations that provide all these programs and services; and the geographical distribution of their work</p> <p>-The number of beneficiaries of these programs and services, and their geographical distribution</p> <p>-Creating the fund, and the</p>	<p>1- -The Ministry of Public Health</p> <p>-The Ministry of Social Affairs</p> <p>-The Ministry of Justice</p> <p>-The Ministry of Telecommunications</p> <p>-The General Directorate of the Internal Security Forces</p> <p>-Civil Society organizations</p>

<p>of violence; or helping them to continue their education</p> <p>D) Providing them with professional training, and collaborating with the private and public sectors to find jobs for those who want</p> <p>E) Providing pro-bono legal consultations, services and assistance, and sensitizing women to their rights</p> <p>F) Guaranteeing the serious and effective enforcement of restraining orders for perpetrators</p> <p>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.</p> <p>H) Increasing in the number of shelters and providing effective protection and security of these</p>			<p>number of its beneficiaries</p> <p>-The increase in the number of shelters and protection houses, and their geographical distribution</p>	<p>working in this sector</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The supporting entities</p> <p>-The Higher Commissioner for Human Rights</p>
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shelters, and ensuring the protection of victims of violence				
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -Civil society organizations -Security Forces -The Judiciary -The Ministries of Public Health, and Social Affairs	1- -Weak/Lack of resources to conduct the required activities	1- -Activities are ongoing	1- -The National Commission for Lebanese Women (NCLW)	1- -Financial, material, human and technical resources

Fifth Objective: Providing scientific data on the scope and extent of the phenomenon of gender-based violence, and its forms and geographical distribution				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
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	1- -Scientific and unified documentation of gender-based violence cases and of the cases of family violence -Providing a scientific, trusted and credible base, that serves to rationalize the programs and policies designed to end this phenomenon	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 -Rationalizing the policies and programs to make them more effective in addressing and	1- -Creating and adopting the template and disseminating it among all involved stakeholders to adhere to it -Setting up an electronic software, and disseminating the ways to use it -The standard procedures to ensure that	1- -The Ministry of Public Health -The Ministry of Social Affairs -The General Directorate of the Internal Security Forces -The Central Administration for Statistics (CAS) -Hospitals Owners Syndicate

<p>the witness – if any, etc... (ensuring the anonymity of the survivors)</p> <p>-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</p>	<p>-Providing a database that contributes to the national statistics</p> <p>-Rationalizing the studies and research on this issue</p>	<p>ending this phenomenon</p>	<p>involved institutions are committed to the mandatory reporting of the violence incidents they receive</p>	<p>-The administration of governmental hospitals and dispensaries</p> <p>-Civil Society organizations working in this sector</p> <p>-The National Commission for Lebanese Women (NCLW)</p>
<p>2-</p> <p>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</p> <p>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</p>	<p>2-</p> <p>-The increase in the number of studies adopting a scientific methodology when addressing the subject</p> <p>-Enhanced capacity in suggesting viable solutions</p>	<p>2-</p> <p>-Enhanced capacity in suggesting viable solutions</p>	<p>2-</p> <p>-The number of published research studies on the topics of gender-based violence and family violence</p>	<p>2-</p> <p>-Scientific research centers</p> <p>-Graduate students and teachers in universities</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The supporting entities</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>1-</p>	<p>1-</p>	<p>1-</p>	<p>1-</p>	<p>1-</p>

<ul style="list-style-type: none"> -The relevant ministries and directorates -Civil society organizations -The National Commission for Lebanese Women (NCLW) 	<ul style="list-style-type: none"> -The lack of responsiveness of involved stakeholders -The unavailability of human and material resources 	<ul style="list-style-type: none"> -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 	<ul style="list-style-type: none"> -The National Commission for Lebanese Women (NCLW) 	<ul style="list-style-type: none"> Technical, financial, human and material resources
<ul style="list-style-type: none"> 2- -Scientific research centers -Graduate students and teachers in universities -Civil society organizations -The National Commission for Lebanese Women (NCLW) -Supporting entities 	<ul style="list-style-type: none"> 2- -The lack of responsiveness of involved stakeholders 	<ul style="list-style-type: none"> 2- -Ongoing activities 	<ul style="list-style-type: none"> 2- -The National Commission for Lebanese Women (NCLW) 	<ul style="list-style-type: none"> 2- -Technical, financial, human and material resources

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

First Objective: Enhancing the position of women in the media and eradicating the stereotyping of women

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>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</p>	<p>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</p>	<p>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</p>	<p>1- -The number of civil society organizations working on achieving this objective -Creating a specialized committee -The number of media and advertising institutions that are monitored by this committee -The number of advertisements, TV programs and articles that were monitored and evaluated</p>	<p>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</p>
<p>2- -Working to urge decision-makers in media and advertising institutions to set internal regulations for</p>	<p>2- -An increase in the number of women in leadership positions in media institutions</p>	<p>2- -Women's participation in decision-making in the <u>media</u> sector</p>	<p>2- -The number of civil organizations working in this</p>	<p>2- -The Ministry of Information -The National Commission for</p>

<p>these institutions, to ensure:</p> <p>A) Equality between men and women; and to encourage the appointment in leadership positions within it</p> <p>B) The creation of a specialized unit to work on changing the stereotypes of women, with monitoring and follow up mechanisms</p>	<p>-Auto-monitoring and –follow up of the process of changing the stereotypes of women</p>		<p>sector to achieve this objective</p> <p>-The number of media and advertising institutions responding to these demands</p>	<p>Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p> <p>-Media and advertising institutions</p> <p>-The supporting entities</p>
<p>3-</p> <p>-Encouraging women working in the media sector to join the syndicates and unions of media and advertising professions</p> <p>-Encouraging them to engage in syndicates' elections to ensure their representation in leadership positions</p> <p>-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</p>	<p>3-</p> <p>-Increase in the number of women working in the media sectors, who are members of media professions' syndicates</p> <p>-An effective representation of women in media professions' syndicates</p>	<p>3-</p> <p>-Delivering women's voice in all the matters related to decision-making in media syndicates</p>	<p>3-</p> <p>-The number of civil society organizations working in this field to encourage women working and media an advertising to join the media and advertising professions' syndicates</p> <p>-The number of media and advertising professions' syndicates that respond to these demands</p> <p>-The number of women working in the media and advertising sectors, that have joined the syndicates</p>	<p>3-</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p> <p>-Media and advertising institutions</p> <p>-The supporting entities</p> <p>-Media and Advertising professions' syndicates</p>

			-The percentage of women in leadership positions in the media and advertising professions' syndicates	
<p>4- Urging the professionals in charge of programs in the different media to:</p> <p>A) Produce media programs that address women's issues and advocate for them</p> <p>B) Develop programs and dialogue sessions that refute the stereotypical roles of women, and highlight their role in the different sectors without discrimination</p>	<p>4- Increase in the number of programs that highlight women's issues</p> <p>-Limiting gender stereotyping of women in media and society</p> <p>-Public Awareness on women's issues</p>	<p>4- Public awareness</p> <p>-A change in women's image</p>	<p>4- The number of television and radio programs, and articles in the press that highlight women's issues and advocates for them</p>	<p>4- Media institutions</p> <p>-Programs' Production teams</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p> <p>-The supporting entities</p>
<p>5- Integrating the concepts of gender in the media and advertising faculties' curricula, and adopting mandatory syllabi on this matter</p>	<p>5- Increase in the number of youth media professionals, sensitized to the issues of gender and women</p>	<p>5- An upcoming generation of media professionals sensitized to the issues of women and gender, and the negative consequences of gender stereotyping</p>	<p>5- The number of the faculties of media and advertising that respond to this demand</p> <p>-The number of civil society organizations urging media faculties to integrate these subjects</p>	<p>5- Faculties of media and advertising in the different universities</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p> <p>-The supporting entities</p>

<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
<p>1-</p> <p>-The Ministry of Information</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p>	<p>1-</p> <p>-The unresponsiveness of the Ministry of Information</p> <p>-The lack of consensus among the members of the specialized committee on what constitutes material offensive to women</p> <p>-The unavailability of the needed resources</p>	<p>1-</p> <p>-Creating the committee: the first year of the action plan timeline</p> <p>-Programs' monitoring and evaluation: ongoing activity</p>	<p>1-</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>1-</p> <p>-Financial, material, human and technical resources</p>
<p>2-</p> <p>-The Ministry of Information</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p>	<p>2-</p> <p>-The unresponsiveness of media institutions</p> <p>-The sectarian and/or party allegiances of most media institutions in Lebanon</p>	<p>2-</p> <p>-Ongoing activities</p>	<p>2-</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>2-</p> <p>-Financial, material, human and technical resources</p>
<p>3-</p> <p>-The Ministry of Information</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations working in this field</p>	<p>3-</p> <p>-The unresponsiveness of the parties involved</p> <p>-The inaction of women media professionals in advocating for their rights</p>	<p>3-</p> <p>-Ongoing activities</p>	<p>3-</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>3-</p> <p>-Financial, material, human and technical resources</p>

4- -The Ministry of Information -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in this field	4- -The absence of the political will at the level of media institutions' authorities -Sectarian and/or party pressures on media institutions and professionals	4- -Ongoing activities	4- -The National Commission for Lebanese Women (NCLW)	4- -Financial, material, human and technical resources
5- -The Ministry of Information -The National Commission for Lebanese Women (NCLW) -Civil society organizations working in this field	5- -The absence of political will at the level of authorities in media faculties -Weak human resources	5- -Ongoing activities	5- -The National Commission for Lebanese Women (NCLW)	5- -Financial, material, human and technical resources

Second Objective: Building the capacity of media professionals on issues of women and gender				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
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 -The number of students	1- -Faculties of audiovisual arts in the different universities -The National Commission for Lebanese Women (NCLW)

<p>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)</p> <p>B) Encourage and support students to produce short films about women's issues</p> <p>C) Encourage and support the broadcasting of these films on social media</p>	<p>how to approach them in the media</p> <p>-The number of films advocating for women's issues on social media, contributing to public awareness on these matters</p>	<p>to approach them in the media</p>	<p>conducting internships in the organizations working in this field</p> <p>-The number of short films produced and broadcasted on social media</p>	<p>-Civil society organizations</p> <p>-The supporting entities</p>
<p>2- -Conducting training sessions for men and women media professionals on women and gender issues</p>	<p>2- -Increase in the number of men and women media professionals aware of gender and women issues, and of how to approach them</p>	<p>2- -Media that advocates for women and that do not promote gender stereotyping of women's image in the media</p>	<p>2- -The number of organizations that prepare and provide training sessions</p> <p>-The number of beneficiaries of these training sessions</p> <p>-The number of the media institutions of beneficiaries</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-The supporting entities</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>1- -Faculties of audiovisual arts in the different universities</p>	<p>1- -The unresponsiveness of the faculties and students</p>	<p>1- -Ongoing activities</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p>	<p>1- -Financial, technical, material and human resources</p>

-The National Commission for Lebanese Women (NCLW) -Civil society organizations				
2- -Civil society organizations	2- -Weak responsiveness of media professionals	2- -Ongoing activities	2- -The National Commission for Lebanese Women (NCLW)	2- -Financial, technical, material and human resources

Third Objective: Enhancing the position of women in the cultural sector				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Supporting women and highlighting their achievements and their contributions and publishing in the sectors of science, literature, theater, the arts, music and others	1- -Public awareness on the achievements of women particularly, outside the bounds of gender stereotyping of her role and image -Presenting and highlighting women role models to encourage young women	1- -Changing the stereotyped image of women -Urging young women to step out of the roles that are socially-assigned to them	1- -The number of women whose achievements were highlighted in the media -The number of women who have benefitted from the support and encouragement of their cultural productions -The number of programs that support women's cultural productions	1- -The National Commission for Lebanese Women (NCLW) -Civil society organizations -The Media institutions -Universities, research centers, and publishing houses -The supporting entities
2-	2-	2-	2-	2-

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

Fourth Objective: Conducting studies and research on the role of women in culture and media

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
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	1- -The increase of the number of scientific research studies on this topic	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	1- -The number of studies, and the subjects covered and addressed	1- -Faculties of media -Research centers -Civil society organizations -The National Commission for Lebanese Women (NCLW) -Supporting entities
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -Faculties of media -Research centers -Civil society organizations	1- -Lack of/weak resources	1- -Ongoing activities	1- -The National Commission for Lebanese Women (NCLW)	1- -Financial, material and human

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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1- -Guaranteeing the inclusion of women in official commissions and committees mandated to put environmental policies on the local and national levels	1- -Increasing the number of women in official commissions and committees mandated to put environmental policies on the local and national levels	1- -Securing the efficiency and effectiveness of the policies through benefiting from the expertise of women, as well as men, in this field	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	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
2- -Guaranteeing the participation of women in decision making in organizations and	2- -The increase of the number of women in decision making positions	2- -Benefitting from the experiences of women to guarantee that the	2- -The number of women in decision making positions in the	2- -Civil society and youth organizations working in the

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
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The Ministry of Environment -The Municipalities -The political parties	1- -The absence of political will	1- -Ongoing activities	1- -The National Commission for Lebanese Women (NCLW)	1- -Competent and qualified human resources
2-	2- -The unavailability of	2- -Ongoing activities	2- -The National Commission for	2- -Human resources

-The organizations and youth associations working 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				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>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</p> <p>-The importance of limiting the excessive consumption/use of water, and the risks of wasting it</p> <p>-The importance of ending the waste of all kinds of energy</p>	<p>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</p> <p>-Increase in the number of youth who are environmentally-aware, and who are sensitized to their roles in the protection of the environment</p>	<p>1- -Women and a society that is aware of the importance of protecting the environment</p>	<p>1- -The number of civil society organizations active in the environmental sector, and their geographical distribution</p> <p>-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</p> <p>-The number of trainings, sessions and workshops held</p>	<p>1- -The Ministry of Environment</p> <p>-The Ministry of Public Health</p> <p>-The Ministry of Interior/The General Directorate of Municipalities</p> <p>-The Municipalities</p> <p>-Civil society organizations, and organizations working in the environmental sector</p> <p>-The National Commission for Lebanese Women (NCLW)</p>

<p>-Environment pollutants, and how to decrease/limit them</p> <p>-The harms of the excessive use of chemical cleaning products to recycling and the consumption of water</p> <p>-Urging students to volunteer or undergo training sessions with environmental organizations</p>			<p>by civil society organizations in schools and universities on environmental issues, and their geographical distribution</p> <p>-The number of beneficiaries of these sessions and trainings</p> <p>-The subjects covered by these sessions, trainings and workshops</p>	<p>-The schools and universities</p> <p>-The supporting entities</p>
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
<p>1- -Civil society organizations</p> <p>-The Ministry of Environment</p>	<p>1- -The weak responsiveness of the involved stakeholders</p> <p>-The lack of funding for the activities</p>	<p>1- -Ongoing activities</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p>	<p>1- -Financial, material, human and technical resources</p>

Third Objective: Enhancing the knowledge of the role of women in the protection of the environment and sustainable development				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
1-	1-	1-	1-	1-

<p>-Conducting environmental studies and research from the gender perspective</p> <p>-Conducting studies on the extent of women's knowledge of environmental issues, and how to deal with them</p> <p>-Urging authorities in universities' faculties to encourage and support their students in graduate and doctoral departments, to conduct their researches in this sector</p>	<p>-Increase in the number of scientific studies on environmental subjects from the gender perspective</p> <p>-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</p> <p>-Increase in the number of young researchers interested in environmental issues</p>	<p>-Rationalizing the policies and programs that serve to raise awareness around environmental issues</p>	<p>-The number of studies on the topic of environment from the gender perspective</p> <p>-The number of the masters and doctorates on the environmental issues</p>	<p>-Civil society organizations</p> <p>-Research centers</p> <p>-The Ministry of Environment</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Universities</p> <p>-The supporting entities</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow-up</u></p>	<p><u>Resources</u></p>
<p>1-</p> <p>-Civil society organizations</p> <p>-Research centers and universities</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>1-</p> <p>-The unavailability of support for the studies</p> <p>-The weak responsiveness of the authorities in universities</p>	<p>1-</p> <p>-Ongoing activities</p>	<p>1-</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>1-</p> <p>-Financial, human, material and technical resources</p>

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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- -Working to increase and enhance the financial capacities of NCLW through: - 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</p> <p>-Increasing the financial allocations of the prime ministry for the NCLW</p> <p>-Diversifying the external funding sources of the NCLW</p>	<p>1- -Securing a budget for the NCLW that enables it to conduct the tasks assigned to it</p> <p>-Increasing the capacity to develop the administrative and technical departments, and to recruit human qualifications/ competencies</p> <p>-Increasing the capacity to conduct programs and projects that fall in the field of its work and specialization</p>	<p>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</p>	<p>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</p> <p>B)Increase in the annual budget of the NCLW</p> <p>C)The number of projects’ proposals that the NCLW presented and secured external funding for</p> <p>D)The number of internal and external entities that support the</p>	<p>1- The cabinet/the Prime Ministry</p> <p>-The Parliament</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-Supporting entities</p>

			<p>projects of NCLW</p> <p>E)The number of civil society organizations urging authorities to enhance the financial capacities of the NCLW</p>	
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
<p>1-</p> <p>-The cabinet/the Prime Ministry</p> <p>-The Parliament</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-Supporting entities</p>	<p>1-</p> <p>-The absence of the political will</p> <p>-The persistence of the parliamentary and governmental stagnation</p> <p>-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</p>	<p>1-</p> <p>-The first year of the action plan timeline</p>	<p>1-</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>1-</p> <p>-Financial resources</p> <p>-Political will</p>

Second Objective: Building the administrative and technical capacities of the NCLW

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- -Working on: - Developing and modernizing the administrative body and work at the NCLW</p> <p>-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</p> <p>-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</p> <p>-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</p> <p>-Reinforcing the administrative body of the NCLW by increasing the number of staff, and providing opportunities of trainings, internships and volunteering at NCLW</p>	<p>1- -Mechanisms that ensure the institutionalization of collaboration and coordination between the NCLW on the one hand, and civil society organizations on the other</p> <p>-Increasing the civil society organizations' acceptance of NCLW's position, role and authorities</p> <p>-An active monitor to survey the indicators related to the situation of women</p> <p>-Increasing the capacity to identify the needs, and to rationalize the NCLW and involved partners' process of setting policies and programs</p> <p>-Increase in the number of NCLW staff at low cost</p> <p>-Increase in the awareness and interest of the young generation of university students in women's issues</p>	<p>1- -A higher administrative and technical productivity and efficiency for the Commission</p>	<p>1- -Setting mechanisms of cooperation and coordination between the NCLW and civil society</p> <p>-Creating the monitor and feeding it with the required resources</p> <p>-Creating and broadening the database of information and studies</p> <p>-The number of universities that urge their students to volunteer or intern at the NCLW</p> <p>-The number of university students that volunteer or intern at the NCLW annually</p> <p>-The increase in the number of NCLW staff and their areas of specializations</p> <p>-A study prepared by one or more specialists/expert to restructure NCLW's</p>	<p>1- -The Prime Ministry</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-Supporting entities</p> <p>-Universities</p>

<p>-Urging universities to encourage its students to join the NCLW as volunteers or interns</p>			<p>administrative body and to modernize its ways of working</p> <p>-The number of coordination meetings with civil society organizations called for by the NCLW</p> <p>-The number of civil society organizations that participate in collaboration and coordination meetings, and that cooperate in identifying priorities and strategic planning</p>	
<p>2- -Working on: -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)</p> <p>-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</p>	<p>2- -The extensive knowledge in the ministries and public institutions and departments of the existence and role of gender focal points</p> <p>-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</p> <p>-Higher dedication and capacity of gender focal</p>	<p>2- -Active national mechanisms in securing women's rights, and mainstreaming gender in the programs, plans and policies</p>	<p>2- -Setting administrative mechanisms to secure an ongoing and active communication with the ministries and the public administrations</p> <p>-The number of ministries that issue memos related to the role and authorities of gender focal points</p> <p>-Approving and securing financial compensation for gender focal</p>	<p>2- -The cabinet</p> <p>-The Civil Service Council</p> <p>-The ministries and directors general</p> <p>-The Institute of Finance (Bassel Fuleihan)</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-Supporting entities</p>

<p>informing them of the appointment of these focal points and their authorities, and the importance of collaborating with them</p> <p>-Institutionalizing and guaranteeing that gender focal points reach decision making positions within their institutions</p> <p>-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)</p> <p>-Conducting sectorial training sessions for gender focal points on gender mainstreaming in the policies, programs and budgets of their institutions</p> <p>-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</p>	<p>points to undertake their jobs</p>		<p>points for their work</p> <p>-The number of sectorial training sessions prepared and conducted for gender focal points</p> <p>-The issuing of a decision to create the position of gender expert/ specialist in the ministries and institutions of the state</p>	
<p>3-</p> <p>-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)</p>	<p>3-</p> <p>-Increasing the capacity of the NCLW to connect with the civil society organizations engaged in women’s issues in all regions</p> <p>-Increasing the knowledge of the NCLW on the women’s issues that are being worked on, and</p>	<p>3-</p> <p>-Higher efficiency of the NCLW in undertaking the tasks assigned to it</p>	<p>3-</p> <p>-The availability of the map, and its comprehensiveness and coverage of the full information, and all its updating processes</p>	<p>3-</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-Supporting entities</p>

<p>-Working on categorizing organizations based on the sector of most of its activities and work</p>	<p>those that require more attention and consideration. This contributes to the empowering the NCLW to identify the priorities in the different fields</p>			
<p>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</p>	<p>4- -Regular meetings to present the results of the monitor's work, and the needs and priorities of work on women's issues</p>	<p>4- -Avoiding wasting time, money and effort -Encouraging the coordination among the supporting entities</p>	<p>4- -The number of meetings held -The number of programs and activities in the sector of the identified priorities, conducted by the NCLW and supported by the supporting entities -The number of supporting entities contributing to the support of the activities mentioned in the National Action Plan (NAP)</p>	<p>4- -The National Commission for Lebanese Women (NCLW) -Civil society organizations -Supporting entities -The involved ministries</p>
<p>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</p>	<p>5- -Increasing the knowledge and awareness of the successful examples/experiences, and the needed expertise -Reinforcing the position of the NCLW regionally and globally</p>	<p>5- -A higher efficiency in advocating to achieve/reach the goals</p>	<p>5- -The number of global and regional networks that the NCLW is part of -The number of regional and global activities and conferences that the NCLW participates in</p>	<p>5- -The National Commission for Lebanese Women (NCLW) -The Prime Ministry -Supporting entities</p>

<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
<p>1-</p> <p>-The supporting entities</p> <p>-The Prime Ministry</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>1-</p> <p>-The unavailability of required support</p> <p>-The absence of political will</p> <p>-The ongoing stagnation of the parliament and government</p>	<p>1-</p> <p>-Developing the administrative work and frame: throughout the first year</p> <p>-Training and volunteering: Ongoing activities throughout the three years</p>	<p>1-</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>1-</p> <p>-Financial, human, material and technical resources</p>
<p>2-</p> <p>-The ministers and the directors general</p> <p>-The Prime Ministry</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>2-</p> <p>-Low financial resources</p> <p>-Not considering the factor of merit and experience in the appointment of gender focal points</p> <p>-The unresponsiveness of authorities, and the absence of political will to mainstream gender in the policies, plans and programs</p>	<p>2-</p> <p>-Throughout the first year</p> <p>-Ongoing activities</p>	<p>2-</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>2-</p> <p>-Financial, human, material and technical resources</p> <p>-Political will</p>
<p>3-</p> <p>-The National Commission for Lebanese Women (NCLW), in collaboration and coordination with civil society organizations</p>	<p>3-</p> <p>-The unresponsiveness of some organizations</p> <p>-The difficulty in categorizing the majority of the organizations by fields, and by natures; and/or as</p>	<p>3-</p> <p>-Beginning of every year (2 months)</p>	<p>3-</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>3-</p> <p>-Financial, human, material and technical resources</p>

	a result of having organizations working in more than one sector			
4- -The National Commission for Lebanese Women (NCLW), in collaboration and coordination with civil society organizations	4- -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	4- -Every six (6) to eight (8) months	4- -The National Commission for Lebanese Women (NCLW)	4- -Financial, human, material and technical resources
5- -The National Commission for Lebanese Women (NCLW)	5- -The unavailability of the financial resources to participate	5- -Ongoing activities	5- -The National Commission for Lebanese Women (NCLW)	5- -Financial, human, and material resources

Third Objective: Building the capacity of civil society organizations working on women's issues				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
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	1- -The National Commission for Lebanese Women (NCLW) -Civil society organizations working on women's issues -Supporting entities

<p>-Relying on the results of the study to urge the supporting entities to allocate funds to cover these needs</p>			<p>satisfying these needs</p> <p>-The number of projects that build the capacity of civil society organizations, and their nature and kind</p> <p>-The number of civil society organizations benefitting from the support to build their capacities, and their geographical and sectorial distribution</p>	<p>-The Ministry of Social Affairs</p>
<p>2- -Holding annual meetings between civil society organizations working in the same sector to mainstream and exchange knowledge, information, experiences and successful experiences</p> <p>-The organizations publish or disseminate the studies and researches that they conduct among other organizations working in the same sector/field</p>	<p>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</p> <p>-Increase in the knowledge of organizations about the results of the studies and researches on women's issues</p>	<p>2- -Broadening the knowledge, and increasing the efficiency of the work</p>	<p>2- -The number of civil society organizations that publish their studies and research</p> <p>-The number of meetings held among organizations working in the same sector, and the number of organizations participating in these meetings</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-Supporting entities</p> <p>-The involved ministries and public administrations</p>
<p>3- -Civil society organizations working in</p>	<p>3-</p>	<p>3- -Providing the organizations</p>	<p>3- -The number of civil society</p>	<p>3- -The National Commission for</p>

<p>the same field, work on the following:</p> <p>A) Establishing alliances among each other, and unifying their demands to form a critical mass and pressure group</p> <p>B) Establishing a solid cooperation with private sector institutions and municipalities in the regions where they're active</p> <p>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</p> <p>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</p>	<p>-Increase in the efficiency of the advocacy efforts</p> <p>-Increase in the efficiency of the efforts of lobbying decision-makers</p> <p>-Increase in the number of youth that are aware of women's issues and advocating for them</p> <p>-Increase in the financial and material resources of the organizations</p>	<p>working on women's issues with the youth element</p> <p>-Reinforcing the position of the organizations in the regions where they're active</p> <p>-Enhancing the capacity of the organizations to conduct its activities by securing financial resources</p>	<p>organizations collaborating with the municipalities and the private sector</p> <p>-The number of civil society organizations engaging in alliances</p> <p>-The number of young men and women volunteers in the organizations</p>	<p>Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-The municipalities</p> <p>-The universities</p> <p>-The banks, financial institutions and capital holders</p>
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>1- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>1- -The unavailability of support for the study</p> <p>-The weakness of some organizations in</p>	<p>1- -The first three months after the development of the map of civil society organizations working on women's issues</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p>	<p>1- -Financial, human, material and technical resources</p> <p>-A specialist or more to draft the survey, analyze</p>

	<p>evaluating their needs or declaring them</p> <p>-Some organizations' weak trust in NCLW, and their resistance to fill in the survey</p>			<p>the results and write the report</p>
<p>2-</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>2-</p> <p>-Competition of organizations over resources</p> <p>-Some supporting entities limit the freedom of organizations to publish and disseminate the reports and studies</p>	<p>2-</p> <p>-Annual meeting</p> <p>-Publishing and disseminating the studies and research as soon as they're produced</p>	<p>2-</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>2-</p> <p>-Financial, material and technical resources</p>
<p>3-</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>3-</p> <p>-The influence of sectarian and political divides on the weakening the possibility of unifying the demands</p> <p>-The unresponsiveness of the private sector and municipalities</p> <p>-The weak capacity to mobilize and recruit the young generation</p>	<p>3-</p> <p>-Ongoing activities</p>	<p>3-</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>3-</p> <p>-Financial, human, material and technical resources</p>

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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>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:</p> <p>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</p> <p>B) Reconciliation committees and sessions among the disputing Lebanese political or military parties/entities</p> <p>C) The inclusion of women in the</p>	<p>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</p> <p>-Guaranteeing that these solutions consider the needs and aspirations of women, as well as men</p>	<p>1- -A match between the stipulations of the UN Security Council Resolution 1325, and the actual practice</p> <p>-The official acknowledgment of women as citizens equal to men in citizenship rights, duties and responsibilities</p>	<p>1- -The number of civil society organizations working on implementing all these activities</p> <p>-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</p> <p>-The meetings held by the National Commission for Lebanese Women (NCLW) with the authorities to follow up on</p>	<p>1- -The Cabinet</p> <p>-The Parliament</p> <p>-The involved ministries</p> <p>-The Ministry of External Affairs and Emigrants</p> <p>-Political parties</p> <p>-Municipalities</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Supporting entities</p>

<p>different commissions and committees formed on the national or local level to address the issues of the emigrants and displaced</p> <p>D) The inclusion of women in the different diplomatic committees and/or missions and international negotiations</p>			<p>achieving these objectives</p> <ul style="list-style-type: none"> -The number of civil society organizations collaborating with each other and with the National Commission for Lebanese Women (NCLW) on these advocacy activities -The number of women participating in the national dialogue sessions (nominated by the political parties and participating entities) -The number of women participating in reconciliation committees and sessions between Lebanese parties and entities -The number of women participating in commissions and committees on the national or local level to address the issue of emigrants and refugees -The number or percentage of women in diplomatic 	<p>-Higher Commission for Human Rights</p>
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			missions of the general number of members of these missions	
<p>2-</p> <p>A) Working on encouraging women to:</p> <p>-Getting involved in the different leadership positions, particularly in municipalities, ministries, the parliament, and public administrations working on disasters' and conflict management and resolution.</p> <p>-Getting involved in political parties, and advocating for their rights to assume leadership positions, and running for elections</p> <p>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</p> <p>C) Working on:</p> <p>-Enhancing the negotiations skills of women in leadership positions</p> <p>-Training them on the concepts and principles of non-violent conflict resolution</p>	<p>2-</p> <p>-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</p>	<p>2-</p> <p>-Effective participation of women in the resolution of the problems that their country faces and that reflect on their daily lives as citizens</p> <p>-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</p>	<p>2-</p> <p>-The number of civil society organizations working on all these activities</p> <p>-The number of beneficiaries of the activities of civil society organizations, and their distribution on the different kinds of governmental institutions</p> <p>-The number of women who are running for or serving in leadership positions in local and national governmental institutions working on disaster management</p> <p>-The number of women running for leadership positions in political parties and/or serving in these positions</p>	<p>2-</p> <p>-Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-Supporting entities</p>
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow-up</u>	<u>Resources</u>

<p>1- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>1- -The unresponsiveness of the entities involved in nominating women for participation (political parties, sectarian leadership, etc...)</p> <p>-The weakness of women in political parties in advocating for their right to represent the party and its interests, alongside men</p> <p>-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</p> <p>-The influence of the party and sect on the possibility of unifying the demands of civil society in this sector</p>	<p>1- -Ongoing activities until achieving the objectives is guaranteed</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p>	<p>1- -Financial, human, and technical resources</p>
<p>2- -Civil society organizations</p> <p>-The National Commission for Lebanese Women (NCLW)</p>	<p>2- -The difficulty of eradicating the patriarchal mindset that remains entrenched in women, just like men, regarding</p>	<p>2- -Ongoing activities</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p>	<p>2- -Financial, material, human, and technical resources</p>

	women's roles and positions in the public and political realms (men are better suited than women for political leadership and handling public affairs)			
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Second Objective: Building the capacity of women in taking preventive measures in armed conflicts and natural disasters				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
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	1- -Data and information on the nature and scope of risks, and their consequences on women and men -Improved capacity to plan and identify the needed interventions to address these risks and their effects; and to guarantee the availability of services for all groups and ages	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	1- -Preparing and publishing gender-disaggregated data and information -Disseminating the data and information among the involved entities/groups -The plans that are being set to address the risks; and the extent of women's participation in them and of their consideration of women's needs -The number of civil society organizations that have contributed to the collection of data and	1- -Disaster Management Unit -The involved ministries -Municipalities -Civil society organizations -Research centers working in this sector -The National Commission for Lebanese Women (NCLW) -Supporting entities -SGBV Task Force & Interagency Protection Working Group

			information; and to the planning to address the risks and threats of disasters	
<p>2- -Working on:</p> <p>A) Guaranteeing the availability of shelters and equipping 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</p> <p>-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</p> <p>-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</p> <p>-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:</p>	<p>2- -Shelters prepared and equipped with relief tools for emergencies</p> <p>-Increase in the number of women capable of managing situations and acting in shelters in cases of disasters</p>	<p>2- -A society that is capable of dealing with disasters, and their consequences</p>	<p>2- -The number of equipped shelters and their geographical distribution</p> <p>-The number of prepared and implemented training programs, and their geographical distribution</p> <p>-The number of civil society organizations working on putting, developing and implementing training programs</p>	

A) UNSCR 1325 B) How to act in cases of disasters; and procedures of prevention				
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
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				
<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>

<p>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:</p> <p>A) Survey or updating existing surveys to identify the number of displaced and refugees, categorized by gender, age, and geographical location</p> <p>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</p> <p>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</p> <p>D) A list of the Lebanese and non-Lebanese organizations</p>	<p>1- -Credible and trusted data on the number of women emigrants and refugees, and the risks and issues that they face</p> <p>-Scientific data on the problems that women in the host communities face as a result of the influx of emigrants</p> <p>-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</p>	<p>1- -Enhancing the effectiveness of the plans and programs designed to help displaced and emigrant women to surpass obstacles</p> <p>-Ending the waste of money, effort, and time</p>	<p>1- -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</p> <p>-Preparing and publishing field studies on the risks, threats and issues facing displaced and emigrant women, and women in host communities and their needs</p> <p>-Providing integrated and comprehensive plans, and adequate distribution of tasks/work</p>	<p>1- -The Lebanese and international civil society organizations working in this field</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The ministries and involved public institutions</p> <p>-International agencies and organizations working on the issue of migrants and displaced in Lebanon</p> <p>-Research and studies centers; as well as statistics companies interested in these issues</p> <p>-Supporting entities</p>
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<p>working on the issues of the displaced and refugees in Lebanon, and the activities they are conducting</p> <p>E) Plans that guarantee integration and comprehensiveness of services, and the provision of protection, as well as the ultimate benefit of the existing resources</p>				
<p><u>Responsible Parties</u></p>	<p><u>Existing or potential risks</u></p>	<p><u>Timeframe</u></p>	<p><u>Follow- up</u></p>	<p><u>Resources</u></p>
<p>1- -The Lebanese and international civil society organizations working in this field</p> <p>-The National Commission for Lebanese Women (NCLW)</p> <p>-The ministries and involved public institutions</p> <p>-International agencies and organizations working on the issue of migrants and displaced in Lebanon</p>	<p>1- -The unavailability of support</p> <p>-The absence of political will</p> <p>-The unresponsiveness of some entities with the cooperation and coordination demand</p> <p>-The inability to access accurate statistics</p>	<p>1- -The first eight months of the action plan timeline</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p>	<p>1- -Financial, human, material and technical resources</p>

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

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>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:</p> <p>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</p>	<p>1- -All authorities in ministries and public administrations are aware of the existence, functions, and responsibilities and authority of gender focal points</p> <p>-Increasing collaboration among authorities and decision makers within ministries and public administrations, with gender focal points</p> <p>-Clear foundations for the appointment of gender focal points</p>	<p>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</p>	<p>1- -Signing memorandums of understanding with ministers and directors general about the points mentioned in the “Activities/Interventions” section</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p> <p>-Ministers and directors general</p> <p>-Gender focal points</p>

<p>collaborating with them and providing them with the necessary information to implement their tasks</p> <p>-Setting the conditions and requirements that need to be present in a gender focal point</p>				
<p>2- -Urging decision-makers to:</p> <p>A) Allocate a special budget for the National Commission for Lebanese Women (NCLW) that enables it to undertake the tasks assigned to it</p> <p>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</p>	<p>2- -Enabling the National Commission to increase its financial, human and technical resources</p> <p>-Guaranteeing the presence of gender mainstreaming experts (in budgets, programs and policies)</p>	<p>2- -Activating the process of gender mainstreaming</p>	<p>2- -Allocating a special budget for the National Commission for Lebanese Women</p> <p>-Creating the position of gender expert in ministries and public administrations; and appointing the experts</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p> <p>-The Parliament</p> <p>-The Cabinet</p> <p>-The Civil Service Council</p> <p>-Civil society organizations</p>

<p>3- -Working on the following:</p> <p>A) Providing practical sectorial training for gender focal points on gender mainstreaming in the budgets, programs and policies of their institutions</p> <p>B) Urging the authorities to include the concept of gender in admissions test conducted by the Civil Service Council</p> <p>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</p> <p>D) Following up on the work of gender focal points, and on their achievements; and popularizing successful experiences to exchange learning</p> <p>E) Establishing a special website for gender focal points to facilitate interaction between them and</p>	<p>3- -Increase in the capacity of gender focal points to undertake the tasks assigned to them</p> <p>-Increase in the number of staff members aware of gender; and of the importance of mainstreaming it; and of the role of gender focal points in the this mainstreaming process</p>	<p>3- -An administrative culture that is accepting of the concept of gender and equality between the sexes</p>	<p>3- -The number of sectorial training sessions</p> <p>-The number of beneficiaries of these sessions</p> <p>-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</p> <p>-The number of sessions and/or workshops conducted to sensitize the staff on the notion of gender</p> <p>-The number of beneficiaries of these sessions, and workshops, and/or training programs</p> <p>-The decision of the Civil Service Council to include the concept of gender in the admission exams it conducts</p>	<p>3- -The National Commission for Lebanese Women (NCLW)</p> <p>-The Institute of Finance</p> <p>-The Ministries</p> <p>-The supporting entities</p> <p>-The Civil Service Council</p> <p>-Civil society organizations</p> <p>-Women's research centers</p>
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<p>the National Commission for Lebanese Women (NCLW) to exchange information and experiences</p> <p>F) Conducting gender analysis for some of the policies and programs; and publishing it on the gender focal points, and the ministries' websites</p>				
<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow-up</u>	<u>Resources</u>
<p>1- -The National Commission for Lebanese Women (NCLW)</p>	<p>1- -The unresponsiveness of the parties involved</p>	<p>1- -The first three months of the action plan timeline</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p>	<p>1- -Human resources with experience in negotiations and persuasion</p>
<p>2- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p>	<p>2- -The absence of political will</p> <p>-The unavailability of financial resources</p>	<p>2- -Activities ongoing until the demands are achieved</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p>	<p>2- Financial, material, and human resources</p>
<p>3- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-Women's Research centers</p> <p>-Supporting entities</p>	<p>3- -The unresponsiveness of the parties involved</p> <p>-The unavailability of resources</p>	<p>3- -During the first six months of the action plan timeline</p> <p>-Training is a required activity with every new appointment or change in gender focal points</p>	<p>3- -The National Commission for Lebanese Women (NCLW)</p>	<p>3- -Financial, material, human and technical resources</p>

Second Objective: Urging the private sector to mainstream gender in its policies, programs and activities

<u>Activities/Interventions</u>	<u>Outcomes</u>	<u>Expected Impact</u>	<u>Indicators</u>	<u>Stakeholders</u>
<p>1- -Holding meetings with the authorities in major private sector institutions/corporations to urge them to:</p> <p>A) Mainstream gender in the programs and activities of their institutions/corporations</p> <p>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</p>	<p>1- -Increase in the number of private sector institutions/corporations that are aware of the notion of gender, and working on mainstreaming it</p> <p>-Increasing the awareness of private sector employees on the notions of gender and the importance of mainstreaming it in the different sectors of work</p>	<p>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</p>	<p>1- -The number of private sector institutions/corporations that are:</p> <p>A) Working on mainstreaming gender in its programs and activities</p> <p>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</p> <p>C) The number of civil society organizations working to urge the private sector</p>	<p>1- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-Private sector institutions</p> <p>-Supporting entities</p>

			to conduct these activities	
<p>2- -Collaborating with research and studies' centers, and university faculties on the following:</p> <p>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</p> <p>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</p> <p>C) Urging the authorities in faculties to encourage their graduate students to conduct gender analysis of policies in the private sector, in all fields</p>	<p>2- -The number of studies and research revealing the importance of gender mainstreaming in the private sector</p> <p>-The number of studies that raise awareness on the importance of gender mainstreaming in media and advertising policies of private sector institutions/corporations</p> <p>-Increase in the number of young men and women researchers aware of the importance of mainstreaming gender in their fields of work</p>	<p>2- -A society that is aware of the importance of gender mainstreaming</p>	<p>2- -The number of civil society organizations working to urge research centers and university faculties, and collaborating with them to conduct these activities</p> <p>-The number of studies and research that provide gender analysis of the policies of some private sector institutions/corporations</p> <p>-The number of masters and/or doctoral theses that address the issue of gender in private sector policies</p>	<p>2- -The National Commission for Lebanese Women (NCLW)</p> <p>-Civil society organizations</p> <p>-The different faculties in universities</p> <p>-The private sector institutions/corporations involved in the studies</p> <p>-Supporting entities</p> <p>-Research and studies centers</p>

<u>Responsible Parties</u>	<u>Existing or potential risks</u>	<u>Timeframe</u>	<u>Follow- up</u>	<u>Resources</u>
1- -The National Commission for Lebanese Women (NCLW) -Civil society organizations	1- -Unresponsiveness due to the lack of awareness of the importance of gender mainstreaming in private sector institutions	1- -Ongoing activities	1- -The National Commission for Lebanese Women (NCLW)	1- -Financial, material, human and technical resources
2- -The National Commission for Lebanese Women (NCLW) -Civil society organizations	2- -The unresponsiveness of the parties involved -Weak/Lack of resources	2- -Ongoing activities	2- -The National Commission for Lebanese Women (NCLW)	2- -Financial, material, human and technical resources