

# UniWRights

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**Advisor:** Pr. Carole Doueiry Verne

**Topic:** Developing Women's Rights within the workplace in the Lebanese Banking sector

**Division:** Graduate

**Audience:** Board of Directors of the Association of Banks in Lebanon (ABL)

## Sustainable Development Goal

SDG #5: Gender Equality Achieve Gender Equality and Empower all Women and Girls

## Executive Summary

Lebanon has made little progress in everything related to Gender Equality and Women's Empowerment. In fact, Lebanon is positioned 145 out of 153 countries on the World Economic Forum Global Gender Gap Index of 2020. Even though they possess all the capacities needed, women's presence within the workforce and managerial positions in the banking sector is still very low compared to men. The Lebanese Labor Law that was issued in 1965 states that men and women, who undertake the same job, must receive the same remuneration and rights. There are many basic rights that still have to be improved such as: equal pay to both genders, maternity/paternity leave, etc.

UniWRights, an NGO that fights for women rights, will face the board of directors of the Association of Banks in Lebanon while showing them that most banks are facing many forms of gender inequality within the workplace. We will argue the fact that women and men should be treated equally by giving women their basic rights in the Lebanese banks in order to end discrimination in the workplace.

Throughout this presentation, we will discuss the legal, financial and ethical aspects of gender equality in the Lebanese banking sector and suggest our recommendations, such as: (a) audit teams that control the salaries and wages of the employees who occupy the same position and (b) develop training plans for the Human Resource department in terms of parental leave, recruitment, and women occupying managerial positions. We believe that these recommendations will end gender discrimination and improve the commitment towards the Sustainable Development Goals in all banks in Lebanon.