



20
24

BEDAYATI IMPACT REPORT

www.bedayati.org



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MESSAGE FROM THE CHAIR

Reimagining our new space in Ras Beirut, renovating it, and finally moving in, marked the first six months of 2024. Little did we know that the remainder of 2024 would not only draw our skills training activities to a halt but entirely hurl us back into humanitarian relief.

From one day to the next, internally displaced families arrived by the hundreds of thousands, and schools were transformed overnight into shelters. At Bedayati, we quickly switched gears, repurposing our new venue. Our small team of five youth quickly grew into a team of twenty, sometimes thirty. For the next sixty days, volunteers showed up every morning to prepare hot meals, organize recreational and skills training activities in shelters, and sort through clothes and books for distribution.

What is striking about these solidarity efforts is that they were not driven by donor funding, but were fully citizen-led initiatives. Our volunteers were often themselves displaced. Others could not just stay home or sit still, so they came to Bedayati instead. A couple volunteered to drive down from the mountains just to pick up our organic waste. Other youth volunteered to drop off food, even in the nighttime and in less safe areas, using informal coordination mechanisms that had been set up by collectives. One of our advisory board members used her programming skills to build an aidbot that matched displaced families with aid more efficiently.

What was happening at Bedayati was not unique, but was also happening in other community kitchens and solidarity initiatives across the country.

This kind of citizen-led leadership in the face of crisis, despite deep political polarization at the national level and devastating destruction, reassured us that we as citizens have the skills, resourcefulness, and leadership to navigate through a crisis like this one. At Bedayati, almost half of the funding we received came from individual donors and Lebanese businesses, both in Lebanon and abroad. But more important than skills and resources, it was the commitment to serve across dividing lines that saw us through the crisis.

Since our establishment in 2020, we have seen the political in Lebanon continuously hijack the personal, starting with the triple crisis in 2019. These events remind us that we as third-sector organizations cannot do “empowerment” as if operating on a *tabula rasa*. To act on social and economic inclusion, we must address the power structures that keep the country hijacked and keep a part of our youth excluded, and to do so we must sustain the same level of civic engagement, collaboration, and solidarity initiatives that shone through during this crisis.

The exodus of displaced families out of Beirut was as quick as their influx into the city, but it was with this renewed awareness of the prevailing power structures and the urgency to combat them that we switched back from relief to development, resuming our skills training, economic empowerment, and catering activities. In 2025, we hope we can continue to work with the same determination that drove us in 2024, and we look forward to widening our social impact, our partnerships, and our community, to deliver on our mission towards a more inclusive and just society.

Ghia Osseiran

IMPACT TO DATE

2020 to present

1

Skills Training

Trained 770 women and youth:

- English: 177
- Digital literacy: 135
- Entrepreneurship: 51
- Soft skills training: 337
- Vocational culinary: 54
- Web development: 16

2

Bedayati Kitchen

- Launched in 2020
- Began catering in mid 2021
- Kitchen not yet financially profitable (net profit)
- 150,000 meals offered to the most vulnerable
- Cash-for-work opportunities for 101 women and youth
- Two fixed-term staff
- HACCP in two locations

3

Entrepreneurship

- Provided zero-interest loans and grants to eight entrepreneurs
- Repayment rate for loans is 56.3% (ongoing)
- Total loans and grants disbursed \$6,000
- Provided one grant (\$1.5k) in partnership with Bel Group/Kiri

4

Inclusion Advocacy

- Developed an Inclusive Employer Pledge in 2020
- Eight businesses signed the Pledge including leading multinationals such as Bel Group and leading local employers such as Cafe Younes and FDC

ABOUT BEDAYATI

**WE BELIEVE DECENT EMPLOYMENT IS THE MOST
EFFECTIVE WAY TO EXIT POVERTY AND ACHIEVE
FINANCIAL AUTONOMY**

VISION

We champion an **inclusive world of work**, advocating an economy and society where everyone can participate and make a difference. We believe that no one's life journey should be diminished because of lack of access to economic and decent work opportunities.

MISSION

Our mission is to **empower women and youth** through **widening access to skills training and economic opportunities** and **advocating inclusion and decent work for all**.



UPSKILL

Enhance entrepreneurial, technical, and core employability skills



ENABLE

Widen access to employment, self-employment, and income-generating opportunities



ADVOCATE

Mobilize the private sector to act on inclusion in the labor market

WE WORK TO ENSURE EVERYONE IS IN

CORE VALUES AND ETHICAL PRINCIPLES:

**INTEGRITY | INCLUSION | INNOVATION
NON-HARM | LEARNING | PARTICIPATION**



PROGRAMS

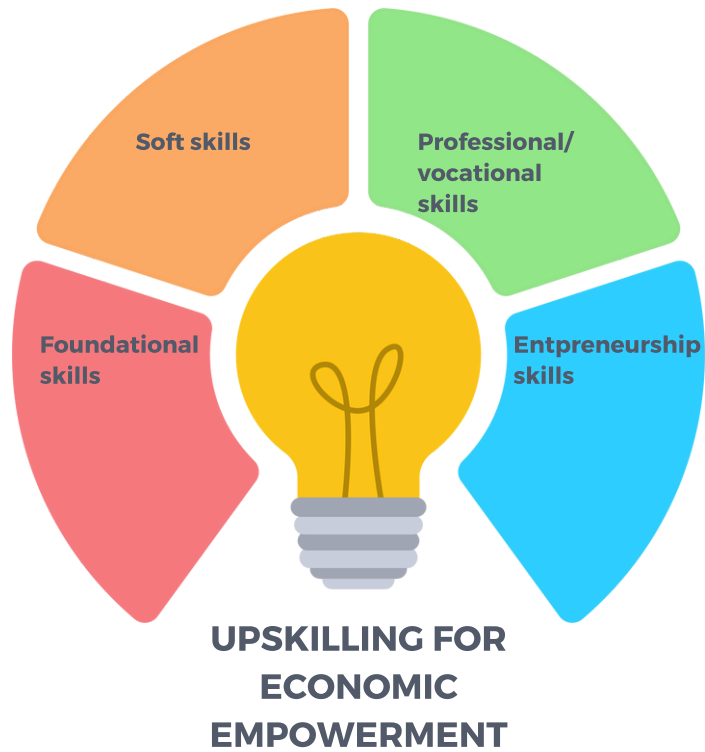
2024 HIGHLIGHTS

I. UPSKILL

SKILLS TRAINING ACTIVITIES

UPSKILLING PROGRAM

Our upskilling program reached 211 women and youth in 2024, including internally displaced women and youth.



► CULINARY TRAINING

94 students completed vocational culinary trainings (45 hours) and short culinary workshops

► DIGITAL LITERACY

25 students

► ENTREPRENEURSHIP

26 students attended our Culinary Entrepreneurship training (25 hours) and bookkeeping workshop

► SOFT SKILLS

86 students joined our activities which included a personal development/well-being day in nature and a Healthy Body/Healthy Mind Workshop.

► ENGLISH

45 students completed English courses

CULINARY TRAINING

- Short (30-hour) professional training in pastry making in partnership with the Diet Center, a wellness and weight control center and catering service
- 15-hour on-the-job training required for completion of the training
- Assessment: practical test at the end of the course and pre and post-tests



CULINARY ENTREPRENEURSHIP

- Bedayati developed and piloted a culinary entrepreneurship training in partnership with Bel Group in 2024.
- Students who completed the training had the opportunity to develop a business plan and pitch their business idea for seed funding.

FOOD INNOVATION CHALLENGE

- 12 participants were shortlisted for a live dessert competition using Kiri products
- This program, launched in partnership with Bel Group, aims to empower micro-entrepreneurs in the culinary sector through skills training and business incubation to promote inclusive growth in Lebanon

BEDAYATI IN QUOTES



"I had a dream but was scared to begin. I love cooking. I joined this pastry training to enhance my baking skills and launch my project."

Suzanne (pastry trainee)

"I've learned that no matter how weak a person may feel, they should never give up. I didn't know English well but I've learned a little and plan to learn more. I loved the cooking course."

Zeina (culinary trainee)

"You have many opportunities here, such as enhancing your language and digital skills, or opening a business."

Aisha (entrepreneurship graduate and grantee)

"Sometimes, I sit and think, what if Bedayati didn't exist during the war? What would I've done? I can't find an answer. Most likely, I would've been depressed. Bedayati gave me the chance to help people during the crisis and do something useful."

Jana (volunteer)

"Bedayati is a second home for me."

Madelaine (digital literacy trainee)

II.ENABLE

ECONOMIC EMPOWERMENT ACTIVITIES

FOOD FOR GOOD

Naya is a catering service provided by the Bedayati Kitchen. With every meal purchased from the Bedayati Kitchen, we distribute a meal to those who need it the most

To date, the Kitchen has provided two fixed-term job opportunities and over 100 cash-for-work opportunities.

We have also distributed over 150,000 hot meals in Beirut, including during the Beirut blast and the internal mass displacement crisis in 2024.





ABOUT NAYA

You can find our daily specials on Instagram and Toters.



@bedayatikitchen



Bringing people together through exceptional flavors and heartfelt service, our catering kitchen transforms every event into a memorable experience. With fresh locally sourced ingredients and a passion for perfection, we continue the culinary tradition of our elders that delights and inspires.

Private Events

01



02



Daily Specials

03



04



Corporate Catering

Frozen Items

BOOK RELEASE

In print and on Amazon Kindle

Olive Trail

Mediterranean Cooking

Olive Trail is a collaboration between Bedayati and Meet My Mama, our partner in Paris, which explores the Mediterranean food trail. It is a celebration of the oral culinary traditions that have been transmitted and passed down through generations, sometimes withstanding displacement and exile.

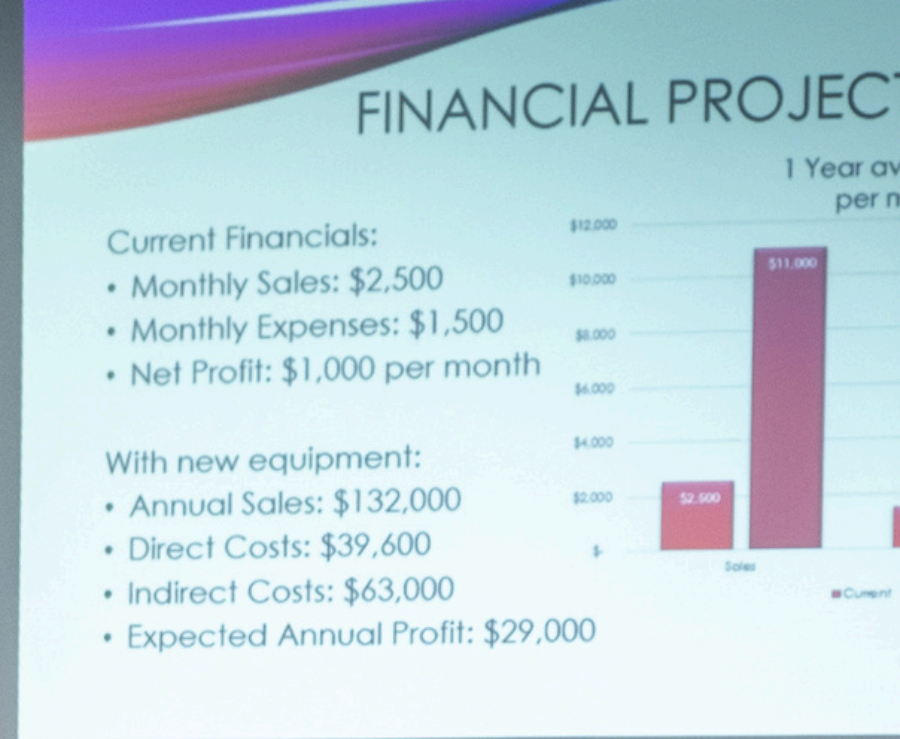
Food brings us to the same table, and it is this cultural exchange that inspired Bedayati and Meet My Mama to document some of these stories and recipes. Proceeds from this book will contribute to the programs of Bedayati and Meet My Mama as they work to support women and youth to launch their entrepreneurial and culinary careers.

This cookbook was sponsored by J-MED Support Youth in the Mediterranean, an initiative of the Principality of Monaco and the French Ministry for Europe and Foreign Affairs, in partnership with IECD.





PLEASE
ENSURE THE DOOR
CLOSES BEHIND YOU



ENTREPRENEURSHIP

- Students who complete our entrepreneurship program develop a business plan and pitch their business idea in front of a jury of business coaches and experts
- Bedayati provides zero-interest loans and/or grants to the best business ideas
- Alice Mouawad, founder of Home Baked Yummies, won a \$1,500 grant sponsored by Bel Group



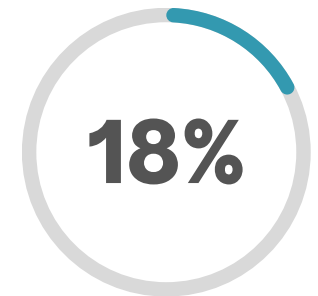
Hassan Hassan, carpenter



I attended English, digital literacy, soft skills and entrepreneurship courses at Bedayati for about a year. Bedayati also gave me the opportunity to intern as a carpenter at Mike's workshop. After finishing my entrepreneurship course, Bedayati lent me some money to buy tools to start my own carpentry business. I am very grateful because I am now able to professionally personalize and make invoices, fluently communicate with others in English, attract customers, and advertise my business.



Loan 1 repayment
(\$1,564)



Loan 2 repayment
(\$1,092)

III. ADVOCATE

**BUILDING A MOVEMENT TOWARDS AN INCLUSIVE
WORLD OF WORK**

Sign the Pledge

Inclusive Employer Pledge

Join a growing movement of Lebanese businesses who commit to help build a more inclusive and sustainable economy and society

<https://bedayati.org/inclusive-employer-pledge/>

INCLUSIVE EMPLOYER PLEDGE

We believe that building an inclusive economy that promotes decent work opportunities for all is a shared responsibility. By signing the Pledge, we join a growing movement of organizations using our work and workplaces to help build a fairer and more sustainable society.

ACCESS

We will promote fair recruitment practices, widening access to decent employment and training opportunities for all.

LEADERSHIP

We will work with our leadership team and staff to develop and implement strategies and action plans to foster diversity, equity and inclusion in the workplace.

PARTNERSHIPS

We will partner with education and training providers, civil society and other organizations to promote the employability of talented youth in Lebanon.

New signatories



UDIVERSITY: Culinary Academy for Special Needs

The Diet Center signed the Inclusive Employer Pledge in 2024, demonstrating its commitment to inclusion through Udiversity, a culinary academy it launched in 2020, which specializes in training people with special needs for careers in the culinary sector. Instead of emphasizing disability, Udiversity celebrates ability, creating a safe and supportive working environment for people with diverse abilities. Students are accompanied over a period of three years, where they are equipped with the basic culinary skills to enter the food sector. Several Udiversity graduates are now employed full time with the Diet Center, in a targeted effort by the latter to equalize opportunities for people with disabilities in the labor market.

IV.COMMUNITY

BECAUSE INCLUSION IS AT THE HEART OF WHAT WE DO

Bedayati served displaced families in 20 schools and informal shelters with a focus on shelters in the Ras Beirut and Clemenceau areas

EMERGENCY RESPONSE

FOOD SECURITY

- 71,261 hot and cold meals in and outside formal shelters
- 80 monthly food parcels

KITCHEN EQUIPMENT

- Upgraded two kitchens
- Provided cooking utensils for four kitchens in shelters

DONATIONS

- Donated over 2,000 books and clothing items
- Donated books and built a bookshelf for JASS Ras Beirut First Public School

SKILLS AND RECREATIONAL

- English courses in Ecole St Vincent
- Food safety and hygiene sessions
- Recreational activities for children



SUZANNE'S STORY AT BEDAYATI

When the war broke out in Beirut, the neighborhood of Burj al-Barajneh was subject to relentless Israeli airstrikes. Suzanne Farhat, who lived all of her life in the area, was forced to seek refuge elsewhere. This is when she got to know Bedayati and the Naya kitchen.

After arriving in Hamra, where Suzanne stayed during the war, she applied to Bedayati's pastry training program. Bedayati wanted to accommodate Suzanne but could not as the course was already full.

Instead of letting this be the final word, Suzanne decided to become part of Bedayati in another way: through volunteering. For two months, during the hardest phase of the war, Suzanne stood alongside the kitchen in Hamra, where Bedayati's team and volunteers prepared emergency relief meals for over 400 people every day. Suzanne continued to show up, working for long hours to ensure that displaced families had something to eat.

All the while, her Burj al-Barajneh neighborhood kept being bombarded. One afternoon at Bedayati, Suzanne talked about her childhood in the area.

"When I was a kid, Burj al-Barajneh was full of mulberry and guava trees. It had a lot of gardens. At that time, in the 1970s, it was a mixed neighborhood, with Christians and Muslims. When the war started a few years later, more and more people arrived from the south and the Bekaa."



Like many others in Burj al-Barajneh, Suzanne grew up in an old house with a garden. "There were no high buildings at the time. We used to play racket in spring, and eat a plant known as homayda, which grows in the wild. We used to feel like we lived in a village."

Suzanne took up her phone and showed videos filmed at her street. Many houses had just been hit by the Israeli airstrikes, destruction was everywhere.

"Look, they hit all the streets around my house. This used to be a hospital, and these are schools." Suzanne could only begin to imagine how it was for those that lost their homes.

"A home is more than just walls and roofs. Every nook and corner carries memories. Everything in a house reminds you of different people: your uncle, your brother. It doesn't matter if a home looks beautiful or not, it is dear to you because it has memories of your loved ones."

When the hardest phase of the war stopped, Suzanne did not leave Bedayati. She took advantage of every skills training program offered, and enrolled in courses to improve her command of baking and food photography, and connect with others in the food industry. With each step on the way, she continued to develop visions for the future.

STRATEGY AND IMPACT METRICS

2022-2026

STRATEGIC PLAN 2022-2026



U P S K I L L

- Upskill 1,000 women and youth by 2026 including:
 - 200 in culinary skills
 - 150 in digital and tech skills
 - 250 in English
 - 300 in soft skills and financial literacy
 - 100 in entrepreneurship



E N A B L E

- Incubate 50 home-based businesses by 2026
- Create short-term livelihood opportunities for 200 women and youth and fixed-term employment for five staff
- Get ISO 22000 certification
- Make the kitchen financially sustainable
- Transition to a zero-waste kitchen



A D V O C A T E

- Get 100 businesses to sign the Inclusive Employer Pledge by 2026
- Produce bi-annual inclusion advocacy and policy briefs reaching 1,000 readers
- Ten companies partner with Bedayati through their CSR programs

TARGETS 2025



UPSKILL

- Upskill 300 women and youth in 2025 including:
 - 70 in culinary skills
 - 40 in digital\tech skills
 - 150 in soft skills and financial literacy
 - 50 in entrepreneurship
- A majority of students participating in group trainings (70% minimum) report enhanced skills and satisfaction with the quality of the training(s)
- Provide career guidance support to all vocational trainees



ENABLE

- Incubate/expand 15 home-based businesses
- Ensure that at least 60% of Bedayati trainees are employed, start their own business, or access remote work opportunities
- Get external HACCP food safety and hygiene certification for new kitchen & start ISO 22000 process
- Diversify clients and make the kitchen financially profitable
- Compost all organic waste



ADVOCATE

- 42 new businesses sign the Inclusive Employer Pledge in 2025
- Two inclusion advocacy and policy briefs are published and disseminated
- 5 companies partner with Bedayati through their CSR programs

2024 Target

2024 Actual

Notes



Upskill 250 women and youth

284 (211) women and youth
upskilled



211 participants if we don't
count persons attending
multiple trainings twice



Incubate 15 home-based businesses

Financed seven entrepreneurs



Could hold one not two
entrepreneurship trainings
and pitches due to war



Create cash-for-work opportunities
for 15 women and youth, and fixed-
term employment for two staff

Created 15 cash-for-work
opportunities and one fixed-term
employment opportunity



Second fixed-term
employment was provided
in Q1 of 2025



Get HACCP certification for food
safety and hygiene

Got internal HACCP for the new
location



External HACCP in 2025



Make the kitchen financially
sustainable

Gross profit \$10,978
Net profit before tax \$-7,036



Kitchen shifted to relief
during the war period



24 businesses sign the Inclusive
Employer Pledge

Two businesses signed the Inclusive
Employer Pledge



We did not prioritize
advocacy efforts in 2024
due to the country
situation and limited
human resources

2024 INCOME STATEMENT

KEY HIGHLIGHTS

2024 INCOME & EXPENSES

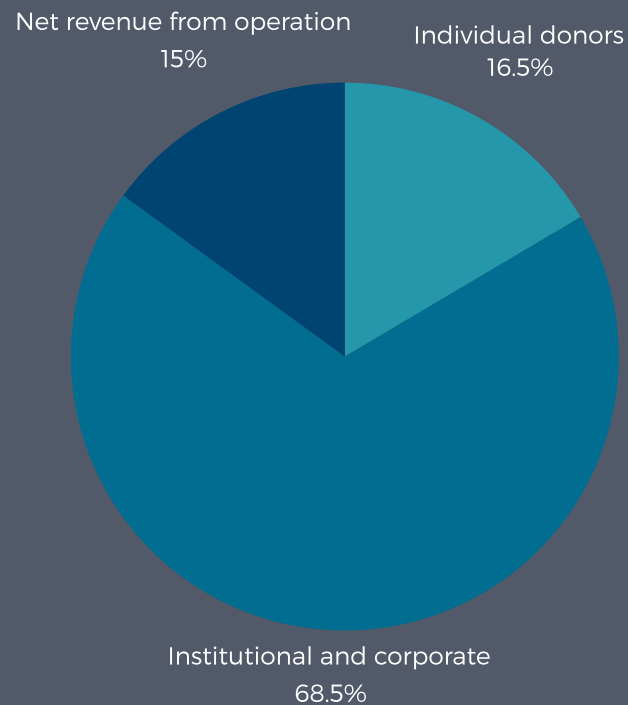
Total income: \$216,432

- Individual donors: \$35,711
- Institutional and corporate donors: \$148,259
- Net revenue from operations: \$32,461

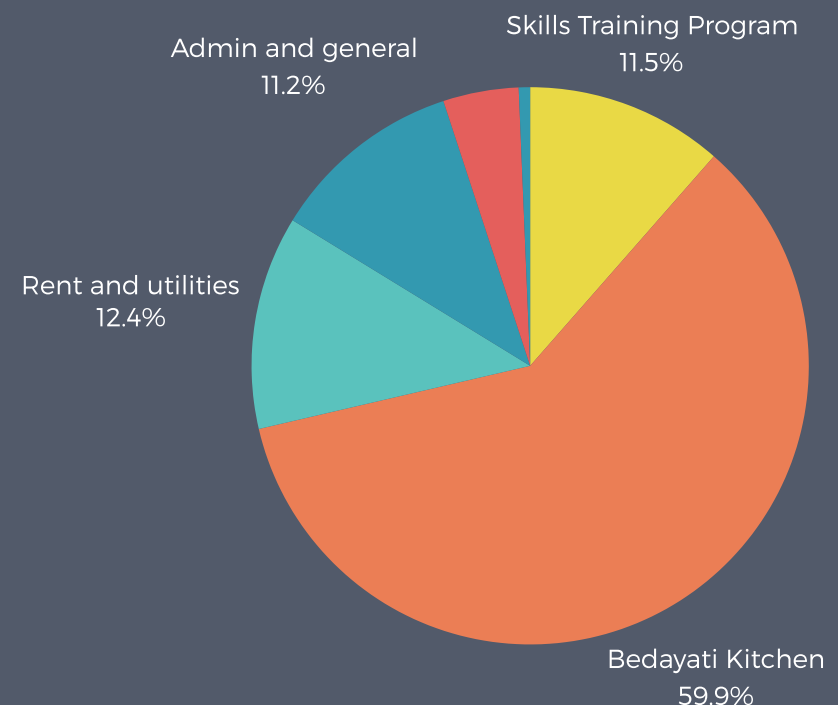
Total expenses: \$172,642

2025 forecast: \$200,000/year

INCOME



EXPENSES



2024 INCOME STATEMENT



Consolidated income statement	2024 (USD)	2023 (USD)	2022 (USD)	2021 (USD)	2020 (USD)
Revenue					
Academic staff				4,908	1,400
Sponsorship/fundraising	183,970	37,749	33,430	25,491	27,560.67
Kitchen revenue	32,461	30,743	33,044	4,651	
Total revenue	216,431	68,493	66,475	35,050	28,961
Operating expenses					
Accounting and audit	1,602	600	1,565	493	618
General expenses	47,220	14,223	10,270	3,300	2,363
Kitchen staff	14,003	12,278	10,312	3,474	3,368
Kitchen groceries	15,285	14,861	28,999	10,739	7,290
Kitchen, other expenses	67,349*	8,128	2,468	14,513	3,470
Skills Training Program	19,784	5,923	2,180	2,021	4,576
Depreciation, amortization	6,461	5,188	4,149	104	-
Finance expenses	1,135	660	405	203.64	87.03
Total expenses	172,839	61,861	60,348	20,537	21,773
Surplus (deficit) of the period	43,592	6,631	6,127	14,513	7,188

*Crisis response

PARTNER WITH US

SUPPORT OUR MISSION

TOGETHER FOR INCLUSION

DONORS



IMPLEMENTING PARTNERS



RELIEF RESPONSE



TOGETHER FOR INCLUSION

NETWORKS BEDAYATI IS A MEMBER OF



SIGNATORIES OF INCLUSIVE EMPLOYER PLEDGE



k a l e i



MEET THE TEAM

BOARD OF TRUSTEES



DANIA
SHAMMAH



GHIA
OSSEIRAN



HADY
KHALAF



HANIA
ZAATARI



TOUFIC
MAJDALANI

GENERAL ASSEMBLY



AMAL
EL ZEIN



CATHERINE
MOURTADA



CONSTANTIN
SALAMEH



JENNY
GUSTAFSSON



KARIM
CHEDID



KHALIL
HIBRI



LAMA
MAKAREM



NADIA
KHOURI



REEM
AKL



ROULA
MAJDALANI

SUPPORT OUR MISSION

BEDAYATI (LEBANON)
BLOM BANK S.A.L
SWIFT CODE: BLOMLBBX
ACCOUNT NUMBER: 018/02/353/1268362/1/3
IBAN: LB81 0014 0000 1802 3531 2683 6213

BEDAYATI UK (CIO)
HSBC
SORT CODE: 401156
ACCOUNT NUMBER: 10998583

THANK YOU

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