



EUROPEAN WOMEN'S
LOBBY
EUROPEEN DES FEMMES

**DOCUMENTS FOR EWL
GENERAL ASSEMBLY
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4.1. Draft EWL Work Programme 2021

To: EWL General Assembly
For: Approval
Agenda item: 4.1

4.1. Draft EWL Work Programme 2021: internal and external aims

Purpose of this document: This paper presents the draft EWL Work Programme for 2021 which sets out our priority areas and focus for 2021. Due to the COVID-19, we currently do not have an approved new Strategic Framework¹. Our 2021 Work Programme, therefore, is based on our current framework, and includes proposals for developing the implementation plans and monitoring frameworks for the new strategic framework once adopted.

The draft work programme was put together based on EWL's current [Strategic Framework](#) and success indicators, EWL's [Members' Engagement Strategy](#), our [Financial Resilience and Sustainability Plan](#), EWL's [manifesto for the European elections](#), input from EWL members via an online survey carried out in June 2020, work streams identified by the various working structures of EWL (Observatory on VAW, Working Groups and Taskforces), feedback and input from EWL Executive Committee members and EWL staff, as well as the existing funding framework with the European Commission (2018-2021), and our various funders (Chanel on Gender budgeting, Novo-Tides on Combatting Prostitution, New Venture Fund for Beijing+25 processes and membership support).

While it is our intention to implement this work programme in 2021, the COVID-19 pandemic has shown that 'anything can happen'. We have also seen the increasing demand on EWL to react and respond in support of emerging opportunities and crises and therefore, we need to be mindful of this and be flexible to adapt to new circumstances and make decisions in a rapidly changing world.

Context

In the current global context of the COVID-19 pandemic, the European Women's Lobby (EWL) recognises the significant and long-term impacts this health, economic and social crisis will have for all across Europe and beyond, and that this will disproportionately be shouldered by women and girls. The deepest impact of the crisis will be on those women and girls who face multiple forms of discrimination on the basis of sex compounded with other factors including race or ethnic origin, religion or belief, disability, age, sexual orientation, class, and/or migration status.

In this moment there are particular women and girls who are made vulnerable by our current system: women who are the sole caretaker of their household, and those in situations of isolation and economic insecurity; women who are at risk of intimate partner violence at home, those who do not have a safe home or are living in shelters, or those who are affected by prostitution including victims of trafficking for sexual exploitation; women who are living in facilities where self-isolation is impossible such as shelters,

¹ EWL's next strategic framework will be developed to reflect our collective understanding of the context and future trends, defining EWL's approach, strategy and priorities for the coming years.

sub-standard asylum seeking camps or centres while their experiences of male violence are intensified; women who may already be experiencing exclusion or reclusion in our societies such as older women, including those living in nursing homes, Roma women, migrant and/or undocumented women, homeless women, women with disabilities, women with precarious, undeclared and badly paid jobs such as maids/domestic workers, care-workers, women in prisons, and women who require care and assistance.

It has become clear that EU Member States and the European Commission should step up to act in solidarity across the continent and to protect women from bearing the burden of the crisis and to use this moment to realise a turning point for our societies. Our [COVID-19 policy brief](#) clearly sets out our analysis, our demands and our recommendations to the EU Members States and the European Commission on how to protect women across Europe and we must push our agenda where relevant and work with our allies to strengthen our calls.

We anticipate that this coronavirus pandemic will not end soon and the current crisis we are in will only get worse as the economy suffers. We see this as a threat whereby the social and economic impacts on women will even be further exacerbated by the financial crisis that is currently hitting many countries. Women's funding and support will run the risk of further being cut as one of the seen low priorities for investment, as well as gender budgeting. Already the European Commission almost slashed its funding for civil society at 20% of current value had it not been for our pro-active lobbying and advocacy together with our allies to stop this from happening.

With pressure on jobs and the very future of work, coming alongside the urgent need to address climate change and the digital divide, there will be a restructuring of the economy and society that may lead to increasing pressure on women to revert to traditional roles in the home, as well as becoming even further exposed to exploitation and violence. Women of colour, migrant women, disproportionately affected young and older women, women experiencing poverty and women with disabilities are particularly heavily impacted by unemployment, precarious and badly paid jobs and increasing inequality, reductions in essential public services, and the erosion of social protection, welfare and pension schemes.

As space opens up to rethink and redesign our economic model to build back better societies, we must rise up to the challenge to increase our support to our members and partners while continuing the crucial work we are already doing, and strategically identify opportunities and spaces for leveraging and influencing. As we increasingly experience the tension and power dynamics between the Member States and the EU, we must identify opportunities to strengthen Member States' calls specifically advantageous for women's rights, and where needed, support EU level actions that serve to protect and promote women's rights across Europe.

The increasing polarisation of the political debate in most parts of Europe will continue to create a challenging environment for our work, as some political forces push for a more traditional and conservative roles for women and girls, and a retreat from international frameworks for women's human rights, including the Istanbul Convention (specially around its 10th anniversary of opening for signatures) often taken as a pretext to conceptual confusions which the EWL should contribute to clarify swiftly. At the same time the neo-liberal agenda continues to advance across Europe considerably weakening the structural

capacity of the EU and Member States for substantive equality of women. In a context of political volatility, the EWL must fight to ensure real equality between women and men and the advancement of a feminist agenda by linking up with allies to push for effective institutional mechanisms to monitor the implementation of the EU's Gender Equality Strategy: and in particular eliminating all forms of violence against women and girls, promoting women's socio-economic independence and rights, and Gender Mainstreaming, including Gender Budgeting, as enshrined in the EU Treaties. We will also work to advance our demands for a comprehensive legal framework on male violence against women and girls, particularly towards an EU Directive on VAWG. We must seize every opportunity to lift up and share our collective vision for a feminist Europe - including our demands for feminist economics based on care, social rights and equality, based on our [Purple Pact](#). We will work with members and allies to build upon a growing critical mass around the concept of "care" together with qualified and dignified caring as a central part of the story of the Future of Europe.

In 2021, UN Women, France and Mexico will host the delayed "Generation Equality Forum". As EWL has been selected for the leadership position of the Action Coalition on Gender-based violence, members will have an opportunity to engage in designing and delivering actions to accelerate progress on the Beijing Declaration and Platform for Action as reflected in the EWL's implementation framework for the Beijing+25 processes. As it will be the 40th anniversary of CEDAW, we can seek innovative ways to further highlight that ground breaking Convention in our work.

Although the COVID-19 pandemic impacted all areas of EWL's work in 2020, we are committed to continue to influence the environment we work in throughout 2021, namely to (a) defend and promote women's human rights and equality between women and men currently under erosion; (b) step up efforts to collectively support and resource EWL Members to become resilient, more visible and effective at engaging in public discourse and political debates at the national and European level; and (c) develop a new long term EWL Strategy Framework for the coming years.

In summary, in 2021 EWL will be investing time and resources on the following:

1. Advocating for effective and properly resourced institutional mechanisms for the implementation and monitoring of the EU Strategy on Gender Equality, and including in particular **gender mainstreaming and gender budgeting**;
2. Building on EWL's Purple Pact, developing recommendations and advocating for a "**Care Deal for Europe**";
3. Advocating for a **comprehensive legal framework on male violence against women and girls**, particularly towards an **EU Directive on VAWG**, including sexual exploitation and online violence;
4. **Strengthening and increasing the visibility and voice of EWL members** through capacity strengthening, mutual learning and resource mobilization
5. Approval of EWL's next **Strategic framework** and the development of implementation and monitoring processes for that framework

I. Transforming society EXTERNAL strategic aims

1. To ensure sustainable & strong institutional mechanisms for equality between women & men at EU level

By the end of 2021, the EWL would have:

- **Effectively engaged and influenced EU decision-makers in implementing the EU Strategy on Gender Equality through advocacy on policies, support and monitoring mechanisms, in particular to ensure concrete implementation of gender mainstreaming and gender budgeting, through the following actions:**
 - Raised to EU decision-makers specific situations of women in COVID-19 context and ensure inclusion of specific EWL demands and recommendations on the EU's responses (as per our COVID-19 policy brief) in all EWL papers and interactions;
 - Regular dialogues on political positions and key recommendations in sections 2 to 4 below with the **European Commission**, in particular with the **Commissioner for Equality and key Commissioners on Finance, Economics, Employment, Digital Affairs and Cohesion** throughout the year;
 - Worked with the Presidencies Task Force, recommendations were presented to the **EU Presidencies** (Portugal and Slovenia 2021), to relevant stakeholders in the European Council; in partnership with key EU institutions (such as EIGE); and
 - Developed and implemented a plan for engaging with the **European Parliament** through influencing relevant Reports and Resolutions, engagements with Committees, Secretariats, Political Advisors and MEPs as relevant, particularly with the FEMM Committee.
- **Taken strategic leadership in influencing work and conclusions in international inter-governmental decision-making processes, and linking back the process to the EU level:**
 - Engaged in the **Beijing+25 process** and in the **leadership of the Action Coalition on Gender-based violence**, in alignment with our work towards the European Union;
 - Influenced conclusions in the **CSW65**, and promote both CEDAW and the Beijing Declaration and Platform for Action as reference women's human rights instruments in Europe; and
 - Implemented an effective visibility strategy for EWL and EWL members' in the Beijing+25 processes, especially for the **Generation Equality Forum (GEF) in France in 2021**.

2. To put an end to all forms of male violence against women and promote a society of peace, human security and dignity

By the end of 2021, the EWL would have:

- **Organised actions to influence governments to ratify and implement the Istanbul Convention (please note that this is an evolving situation which may require actions to maintain the IC rather than progressively moving forward):**
 - Engaged and lobbied the EU and its Member States towards the ratification and implementation of the **Istanbul Convention**, and support EWL members' actions in fighting for the ratification or in keeping commitments to the IC, taking in consideration the European Court of Justice opinion of 2021 and latest attacks in several countries (e.g. Poland and Turkey);
 - Advocated for a **comprehensive legal framework on violence against women and girls**, particularly towards an **EU Directive on VAWG**; on the basis of the EWL **analysis and a legal assessment of current EU legislation and EU Legal basis**;
 - Integrated advocacy and analysis on **online male violence against women and girls** in the framework of our work on ending the continuum of violence; and
 - Continued work with EWL Members on the male violence against **asylum seeking and refugee women and girls** as they move through the European asylum systems.

- **Strengthened engagements of internal work structures and of external strategic partnerships towards ending the continuum of VAWG:**
 - Convened the EWL **Observatory on VAWG** and the **European Coalition to end VAWG**, as relevant;
 - Supported the work of the **Observatory**, particularly on the implementation of the Istanbul convention in view of key moments throughout the year;
 - Facilitated the work of the **Taskforce on SRHR and Sexual Exploitation** in the development and implementation of policies and advocacy tools for the EWL, including the feminist glossary on SRHRSE; and
 - Rolled out an EWL **strategy on SRHR** reframing the concept from a feminist perspective, including in EWL positions and actions on prostitution, pornography, surrogacy, sex education.

- **Implemented strategies and activities towards a Europe free from prostitution:**
 - Coordinated the **Brussels' Call** network to successfully implement visibility strategies and a work-plan for the '**Brussels' Call: Together for a Europe Free from Prostitution**' campaign, delivered messages, and effectively reaching our targeted audience; and
 - Developed a **national-level mapping** to work towards EU legislative reform.

3. To promote the feminist transformation of a sustainable economy based on new economic models based on equality, well-being, care, and social justice

By the end of 2021, the EWL would have:

- **Coordinated the implementation of activities to address key issues identified in the Purple Pact, specifically on Care:**
 - Coordinated and facilitated key actions of the feminist economics working group with a particular focus on developing recommendations for a Care Deal for Europe;
 - Developed recommendations for a **Care Deal for Europe** and advocated key EU and national decision-makers to consider adopting them;
 - Engaged in policy, legislative developments and advocacy on **pay transparency** and the gender pay/pension/poverty/care gaps; and
 - Monitored the implementation of the recommendations of the **Purple Pact** especially in relation to the **Post Europe 2020 Strategy** i.e. the future macro-economic framework.

- **Delivered on our commitments to influence EU institutions and the philanthropic community to channel resources to women's rights and women's organisations:**
 - Organised dialogues and meetings on how to **ensure gender budgeting in policies and investments** with key decision-makers in EU institutions;
 - Contributed to the **development of EWL knowledge and learning** pages to support the increase and use of digital toolkits on EWL's website; and
 - Successfully launched the **digital platform** featuring gender budgeting resources and on-line toolkits.

- **Continued engagements with members and other civil society actors, on ensuring a gender perspective is incorporated in EC economic and social proposals and policy documents:**
 - Continued monitoring and actions in partnership with other NGOs and social partners to ensure gender mainstreaming into the **European Semester process**;
 - **Partnered with other civil society actors**, especially through Social Platform and followed up EC proposals for the implementation and strengthening of the **European Pillar of Social Rights**, to advance the social and economic rights of women and girls; and
 - Worked closely with members and partners in monitoring the implementation of the **Work-Life-Balance Directive**.

4. To position women at the heart of political, social and economic participation and decision-making

By the end of 2021, the EWL would have:

- **Continued to promote women and girls in all leadership and decision-making in the EU:**
 - Coordinated and supported the **Women in Politics working group** in playing a central role in achieving our targets for women in leadership;
 - Monitored and engaged with the **Future of Europe Conference**, when relevant, in order to enshrine in EU law the principle of equal representation of women in all EU institutions; and
 - Where relevant, implemented an advocacy strategy for the **Women on Boards Directive**.

II. Building our movement INTERNAL strategic aims

1. To raise more, better and sustainable funding for women

By the end of 2021, the EWL would have:

- **Achieved its Financial Resilience and Sustainability targets with the following results:**
 - Negotiated and closed an approved **Framework Partnership Agreement for 2022-2025 with the European Commission (EC)** for the award of Operating Grants (OP);
 - **Secured 75%** of EC co-funding for 2022;
 - **Increased financial reserves by at least 50%** from its current level; and
 - **Diversified funds with a Mainframe Proposal (MFP)** commitment from at least 3 new donors with a mix of annual and multi-annual grants in support of our agreed work programme.
- **Implemented internal funding and financial accountability and oversight mechanisms:**
 - The **EWL Ethical Funding Guidelines** are approved and implemented through the Finance and Funding Committee;
 - Finalise **new decision-making guidelines and protocols** in channeling financial resources to members; and
 - Prepare a **plan for the resourcing** of the new Strategic Framework period 2022 – 2025.

- **Strengthened EWL’s collective potential through successful resource mobilisation strategies:**
 - Test piloting of the internal resource mobilisation mechanism, the ‘**Membership and Activities Support Fund’ (MASF)**, aimed at supporting members’ organisational and activities needs with a minimum annual fund of € 100,000.00;
 - Developed a **solidarity/emergency fund mechanism** for members to support urgent;
 - **Multiplied current level of approved national projects and joint programmes** with at least 2 successful joint programmes and 10 supported national fundraising efforts; and
 - **Rolled out and test piloted a EWL Growing Together capacity strengthening and skill-sharing programme** with at least 2 successful twinning projects and 5 national capacity building projects;

- **Strategically engaged and influenced European institutions and the philanthropic community in ensuring funding for women’s rights and women’s rights organisations:**
 - **Influenced European Institutions**, including the European Commission (e.g. the Rights and Values programme), seeking more transparency in funding women’s rights, and in light of the European Court of Auditors on gender mainstreaming funding and on gender budgeting; and
 - EWL is a **member of the advisory group for the women’s fund** launched by Fondation Chanel.

2. To work together effectively at different levels and in different contexts: local, national, EU and international

By the end of 2021, the EWL would have:

- **Successfully streamlined internal strategic frameworks and planning processes enabling EWL governance structures, members, work structures, and staff to work together in synergy and effectively across our areas of work:**
 - Approved the **EWL Strategic Framework 2022 – 2025**;
 - Developed the **monitoring framework and implementation plans for the Strategic Framework**, namely:
 - ✓ Resilient and sustainably resourced feminist Europe plan clearly setting out a plan for replenishment of funds and resource mobilisation;
 - ✓ Membership engagement and strengthening plan;
 - ✓ Communications and outreach plan laying out effective internal and external plans to effectively deliver our messages and effectively reach our target audiences;
 - ✓ Policy and campaign plan clearly identifying our political priorities and targeted impact
 - ✓ Inclusion, Diversity, Equality Plan that will include a comprehensive plan on how to ensure an EWL that is inclusive, diverse, and equal; and

- ✓ Young women's engagement plan that will set out how EWL will ensure young feminist women have increased within the EWL movement; and a plan to organise Young women's summer school firmly rooted in EWL's values and positions.
- **Advanced a culture of feminist governance that embraces care, dialogue, inclusion, and conflict resolution:**
 - **Governance meetings** observed including in the 2021 European Women's Forum and meetings of the EWL Board and the Executive Committee;
 - Inductions are organised for **new Board members, new GA representatives, new Executive Committee members, and staff** to continue improving ways of working to strengthen women's and girls' human rights knowledge on norms and standards, collective leadership, ensure mutual transparency and accountability, including an induction process for staff organised by the Strategic Management Team; and
 - Developed **guidelines for holding effective feminist governance meetings and events** in line with the principles of inclusion, diversity, and equality.
- **Enabled spaces for reflection, to capture impacts, and share knowledge across EWL:**
 - Developed the **EWL Feminist Knowledge and Learning framework** and pilot tested spaces on the EWL website for online toolkits (e.g. #HerNetsHerRights, gender budgeting online toolkits, fundraising toolkits, training on women's human rights and equality between women and men);
 - Enabled spaces for **sharing good practices and create joint strategies** with members at regional level through the activities of the Central Eastern European, the Balkan and Baltic States (CEEBS) taskforce and Mediterranean taskforce; and
 - Pilot tested **Feminist Framework (FemFrame)** and implementation tools to nurture, monitor, and capture impact, knowledge and learning from programmes and projects across EWL.

3. To promote and debate diversity, advancing consensus and strengthen our collective voice

By the end of 2021, the EWL would have:

- **An Inclusion, Diversity, and Equality Policy finalised by the IDE Committee is approved together with implementation plans that would clearly support IDE in all areas of our work:**
 - Designed an internal policy for **inclusion and accessibility for mothers and partners/minders/carers;**
 - **Enabled spaces for reflection and dialogue in order to ensure that EWL as a movement** recognises, leads, and protects women and girls' rights, racial justice, women and girls with disabilities, women and girls living in poverty, older women, women and girls living in rural

- areas, women and girls with lower education, women and girls from minorities, migrant and refugee women and young women leaders;
 - Ensured improved ways of working, support, strategies, and tools to enable **inclusion and accessibility for women with disabilities**;
 - A **comprehensive implementation plan** that encompasses outreach, movement building, alliances and network engagements, culture, recruitment, communications, mobilising, campaigning; and
 - **Increased meaningful engagements and participation of members by addressing language barriers** through increased support for translations into various languages with a priority to translate key decision-making materials and communication materials into English and French.
- **Worked towards developing a plan to ensure an agreed process in reviewing and finalising EWL rules, regulations, and policies:**
 - An approved sustainable financial commitment rolled out across the membership with a **new Membership Fees Policy** developed by the Membership Committee and approved by the GA;
 - Drawing on the reflections gathered in the strategic planning process, the Statutes Review Committee will present a **process document for the amendment of EWL's statutes and/or internal rules** to the Board together with guidelines for consultation and engagement across EWL in 2021; and
 - The **draft EWL policy on gender identities will be presented to the Board/GA for approval in June 2021**, after being brought through a **process of consultation and dialogue**, together with other working groups, Board and relevant members.
- **Expanded our political analysis and strategies in addressing the impacts of COVID-19 as per our policy brief:**
 - **Monitored and identified emerging issues across Europe**, specifically in countries where we have membership, and respond to arising issues impacting women as needed;
 - Developed **mitigation measures and quick responses** to identified political, economic, and social risks to members and to our key advocacies and campaigns;
 - Continued presenting to Member States and the EU to address our calls and recommendations as articulated in our COVID-19 policy brief;
 - **Organised quick reaction teams**, as needed, comprised of members, Executive Committee, Board and staff; and
 - **Increased funds and support for members** either through the MASF or through an established solidarity/emergency funds.