

Final EWL Work Programme 2022

The EWL Work Programme 2022 was approved by the General Assembly on 5-6 June 2021

This paper presents the EWL Work Programme for 2022 which sets out our priority areas and focus for 2022. Due to the COVID-19, we currently do not have an approved new Strategic Framework. Our 2022 Work Programme, therefore, is based on our current framework, and includes prioritising organisational time and efforts for developing the implementation plans and monitoring frameworks for the new strategic framework once adopted.

The work programme was put together based on EWL's current [Strategic Framework 2016-2020](#) and input from EWL Board members at their meeting in April 2021, and input from EWL Executive Committee members and EWL staff, as well as the existing funding frameworks.

While it is our intention to implement this work programme in 2022, 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.

We should work on improving systems for rapid response to changing external context and also develop mechanisms for adapting and reprioritising plans in the course of the year. This will be especially important in the context of supporting the new organisational leadership to work to ensure that the workload for staff and members is realistic and manageable.

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.

This context will shape the development and delivery of EWL's Work Programme in 2022, both in terms of the political and policy response, and in terms of investing time and resources in strengthening our internal organisational development needs including our ways of working. 2022 will be a significant year where EWL will focus more time and resources for our internal

organisational development. With the election of a new Board, President and Executive Committee and the approval of our new Strategic Framework, we will need to invest time and resources in supporting transition in leadership and knowledge sharing in the Executive, the Board and the Secretariat.

In light of the above and from the experiences we have had with the COVID-19 pandemic, we will develop more robust processes and mechanisms to ensure members are informed about upcoming plans and priorities, have more cohesion between work structures' plans, and have enhanced mechanisms for rapid response when urgent needs arise for our collective actions which may impact on the delivery of our work programme and our capacity. This will mean incorporating process and timelines for evaluation of our work programme and a rapid response mechanism that will be put in place as needed, to revise and rework plans to keep within existing capacity and funding means.

We anticipate that the impact of the coronavirus pandemic will continue to be felt and may get worse as the economy suffers. This will impact heavily on women and especially on those women who are made vulnerable by the current system. Women's funding and support will run the risk of further being cut as one of the perceived low priorities for investment, as well as gender budgeting. Our effective lobbying in 2020 ensured that the European Commission funding for civil society has been maintained and additional funds for Civil Society coordination work for women's rights and gender equality have slightly increased for this funding period.

As space opens up to rethink and redesign our economic model to recover from COVID, 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. Our Purple Pact will shape our response to these threats and will be the basis for influencing EU policies to address women's poverty and developing a Care Deal for 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 which the EWL should continue to address. 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 all forms of VAWG.



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In summary, in 2022 EWL will be investing time and resources on the following:

1. Development of **planning, monitoring, implementation and monitoring processes** for EWL's next **Strategic framework** including work on developing a robust mechanism for rapid response to changing external context and also developing mechanisms for adapting and re-prioritising plans in the course of the year;
2. Advocating for the implementation and monitoring of commitments in the EU Strategy on Gender Equality, in the context of COVID including in particular **gender mainstreaming and gender budgeting in the EU budgets and recovery funds**;
3. Building on EWL's Purple Pact, developing recommendations and advocating for a **"Care Deal for Europe"**;
4. Advocating for a **comprehensive legal framework on male violence against women and girls**, particularly towards an **EU Directive on all forms of VAWG**, including sexual exploitation and online violence;



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1. Development of planning, monitoring, implementation and monitoring processes for EWL's next Strategic framework

1.1 New Strategic Framework: Planning and Implementation (PM), and monitoring, evaluation, accountability and learning (MEAL)

- Developed the PM plans and MEAL framework (which includes a set of indicators for each area) for the Strategic Framework 2022 – 2025 covering the following areas;
 - A plan for a resilient and sustainably resourced feminist Europe plan for EWL and an articulation of resourcing, including a **new membership fee policy**, for the new **Strategic Framework period 2022 – 2025**;
 - **2022 policy, advocacy and campaign plan** clearly identifying our political priorities and targeted impact, and mechanisms to achieve them;
 - **Membership development plan** that will include strategies for increased joint cooperation and collaboration between members and for members' strengthening, capacity building, and skill-shares;
 - **Communications plan** laying out effective strategy to effectively deliver our messages and reach our target audiences through modern and engaging communications tools, as well as how we reach women and girls under-represented and excluded from such technologies;
 - **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 in 2022 firmly rooted in EWL's values and positions.
- Within the PM and MEAL framework, the Executive Committee and Secretariat **ensures that a rapid response mechanism** and systems for monitoring and re-prioritisation of work streams aligned with the capacity and funding available, including developing mechanisms to manage the inclusion of Emergency Motions into the work programme
- All **working structures will develop annual work-plans** and implementing plans for the delivery of the new strategic framework; and
- Roll out orientation and induction on the feminist framework for PM/MEAL for the Executive Committee, the Board, and the Secretariat for broader understanding and implementation across the EWL.

1.2 How we work together

- **Governance meetings** observed including the 2022 GA and meetings of the EWL Board and the Executive Committee;
- Continuing to develop **online methods for meeting and decision-making**;



- Approved a collective understanding and agreement on a EWL Feminist Leadership Framework;
- Statutes Review Committee continue the process to **review the EWL Statutes and Internal Rules** started in 2018, using participative methods to ensure strong engagement of members throughout the governance review process, leading to approved revised Statutes and Internal at the GA in 2023 in compliance with the Belgian legal deadline for changing Statutes by 2024; and
- Approved audit and analysis of EWL ways of working that will help identify collective spaces (e.g. workshops/seminars/sharing) for **learning and sharing** on inter-generational leadership, racial justice, non-violent communication, unconscious bias.

1.3 Better internal communications

- Developed an **online calendar tool for members to engage** with forward plans.
- Improved internal communications to produce **shorter and easier to understand briefing papers** for the members, including increased support for **translation** into various languages.
- Continue to improve transparency of communication between different EWL bodies

2. **Advocating for the implementation and monitoring of the EU Strategy on Gender Equality, in the context of COVID and including in particular gender mainstreaming and gender budgeting in the EU budgets and recovery funds**

- 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 in the EC, EP and Presidencies in all EWL papers and interactions including in online spaces;
- Organised dialogues and meetings on how to **ensure gender budgeting in policies and investments** with key decision-makers in EU institutions;
- Continued socialisation **of EWL knowledge and learning** pages in particular the **digital platform** featuring gender budgeting resources and on-line toolkits;
- Coordinated and supported the **Women in Politics working group** in playing a central role in achieving our targets for women in leadership; and
- Monitored and engaged with the **Future of Europe Conference**, when relevant, in order to socialise further our key demands to the EU



3. Building on EWL's Purple Pact, developing recommendations and advocating for a *“Care Deal for Europe”*

- Continued advocacy for the recommendations of the **Purple Pact** and development of details recommendations from some of its key findings (as below);
- Coordinated and facilitated key actions of the **feminist economics working group** in line with the Purple Pact **within the increasingly important context of the EU Green & Digital Transitions**. There will be a particular focus on developing and disseminating recommendations for a Care Deal for Europe;
- Engaged in policy, legislative developments and advocacy on **pay transparency** and the gender pay/pension/poverty/care gaps;
- **Partnered with other civil society actors**, especially through Social Platform (EAPN, EDF, etc) and followed up EC proposals for tackling women's poverty including through 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. 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

- 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 **legislative action at EU level** on male violence against women and girls, particularly towards an EU Directive on all forms of VAWG including sexual exploitation and online violence;
- Engaged in the leadership of the **Action Coalition on gender-based violence against women and girls**, in line with EWL's positions on male VAWG and our work towards the European Union, in particular to strengthen and promote European and international commitments to eliminate all forms of male VAWG;
- Strengthened engagements of internal work structures and of external strategic partnerships towards ending the continuum of VAWG, especially the EWL



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Observatory on VAWG, the Taskforce on SRHR and Sexual Exploitation and the European Coalition to end VAWG;

- Completed an assessment of EWL's work on **SRHR through an intersectional framework** considering the specific needs of marginalised women and girls including those with disabilities, lesbians, migrant women and girls, women and girls of colour, with a clear position on so-called 'harmful practices';
- Build and implement an advocacy strategy towards the European Parliament on surrogacy; and
- 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.

5. Resourcing the delivery of the Work Programme in 2022

- Secured the award of the 2022 Operating Grant (OP.G.) with the European Commission;
- Raised 75% of the external funding necessary to secure the EC Operating Grant 2023;
- **Increased financial reserves by at least 50%** from its current level;
- **Diversified funds with a Mainframe Proposal (MFP)** commitment from at least 2 new donors with a mix of annual and multi-annual grants in support of our agreed work programme;
- Rolled out internal resource mobilisation programmes to support members' needs:
 - Increased support for the '**Membership and Activities Support Fund**' (MASF), aimed at supporting members' organisational and activities needs with a minimum annual fund of € 100,000.00; and
 - Test pilot a **solidarity/emergency fund programme** for members to support urgent/emergency needs with an initial target fund of € 25,000.00.

