

5. EWL Work Programme 2023

This paper presents the EWL Work Programme for 2023 which sets out our priority areas and focus for 2023.

Context

Our 2023 Work Programme is based on the [STRATEGIC FRAMEWORK 2022 2026](#) and includes prioritising organisational time and efforts for developing implementation plans and monitoring frameworks.

While it is our intention to implement this work programme in 2023, the COVID-19 pandemic and the war in Ukraine have shown that nothing is carved in stone and that we need to be flexible. We witnessed an increasing demand on EWL to react and respond to crises, challenges and emerging opportunities. We have also seen the effects and consequences on our resources, both human and financial in 2021 and 2022. We realised the urgent need to review existing management structures and the way of working with ExCo considering the New Belgian Code.

After reviewing & updating the Strategic Framework as our driving force, we will continue contributing to that change in a constantly challenging environment – to name just a few of these challenges: the consequences and aftermath of the COVID-19 pandemic, which will disproportionately affect women and girls and impacted our work as well; the war in Ukraine, climate change, and the shrinking space for women's rights and civil society.

We plan thus to increase our support to our members and partners by 2023, while continuing the crucial work we are already doing. We will be developing more robust processes and mechanisms to ensure members are feeling better informed about upcoming plans and priorities; that we have more cohesion between working structures' plans; but most importantly we will rebuilt EWL financial sustainability and financial resilience. Last, but not least we will design and implement 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.

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 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 the EU Directive on all forms of VAWG. We will continue to challenge the patriarchal narrative and to empower women to fight patriarchy. We will place a stronger focus on gender mainstreaming in the digital dimension and the climate change context by 2023.

In summary, in 2023 EWL will be investing time and resources on the following:

1. Reviewing and updating the Strategic Framework - *Women Changing Europe: Building a Feminist Vision for the Future of Europe (2022-2026)*, implementing and monitoring its processes
2. Promoting feminist transformation of economy - Feminist Economics
3. Acting for the equal political participation of women and the effective implementation of gender mainstreaming
4. Advocating for a comprehensive legal framework on **Violence Against Women and Girls**
5. Combatting **Sexual Exploitation** and **Trafficking** / advocating for **Sexual Reproductive Health and Rights**
6. Preparing and participating in International Processes
7. **Resourcing** the delivery of the Work Programme in 2023

1. Reviewing and updating the Strategic Framework - *Women Changing Europe: Building a Feminist Vision for the Future of Europe (2022-2026)*, implementing and monitoring its processes

These processes will include work, procedures, and mechanisms on:

- (a) reviewing and updating the Strategic Framework
- (b) reviewing, updating, and ensuring the fulfillment of our internal and external strategies
- (c) ensuring accordingly the effective implementation of our internal and external actions
- (d) develop an internal policy for a rapid response to a changing external context
- (e) adapting and re-prioritising plans in the course of the year

Within the **Monitoring, evaluation, accountability, and learning** (MEAL) framework, the Executive Committee and Secretariat **ensure 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. Moreover, within the **MEAL** framework, which includes a set of indicators for each area for the **Strategic Framework 2022 – 2026**, the following areas will be covered:

- **A resilient and sustainably resourced feminist Europe plan for EWL** and the development of the Resource development and Risk management strategies, including a **new membership fee policy**, for the revised and updated **Strategic Framework period 2022 – 2026**
- **Policy, advocacy and campaign plans** clearly identifying our political priorities and targeted impact, and mechanisms to achieve them and an **Inclusion, Diversity,**

Equality Plan that will include a comprehensive plan on how to ensure an EWL that is inclusive, diverse, and equal

- **Membership development plan** that includes strategies for increased joint cooperation and collaboration between members and for members' strengthening, capacity building, and skill-shares. It will also involve exploring options on how to include Ukraine and Moldavia as new EWL members in the near future
- **Communications** strategy to (a) deliver our messages and reach our target audiences through modern, interactive and engaging communications tools; (b) to establish the Communications Hub as the means to be more proactive, recognizable and attractive to potential funders and stakeholders; (c) to enhance the outreach reflexes and our relationship with the press; (d) to be interactive with our members with improved internal communications
- **Governance** meetings: the 2023 GA and meetings of the EWL Board and the Executive Committee
- Continuing to develop and enhance **online methods** for **meeting** and **decision-making** while finding the mechanisms for physical meetings and presence at the office(s)
- 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;
- 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
- Continue to improve transparency of communication between different EWL bodies

2. Promoting feminist transformation of economy - Feminist Economics

- Continue to develop and finalise a proposal for a Care Deal for Europe to advocate in the EU policy framework (i.e. European Care Strategy)
- Pay transparency – follow legislative proposal
- European Pillar of Social Rights (EPSR) – follow-up on different proposals that have emerged (minimum wages, EU Child Guarantee, ...) to ensure there is a women's rights/gender equality perspective
- Gender Budgeting

- Explore the possibility of a 'task force' (within the Feminist Economics working group) to prepare for the future MFF

3. Acting for the equal political participation of women and the effective implementation of gender mainstreaming

- Continue advocating for the equal representation of women in decision-making positions (politics and companies) in collaboration with the WiP WG
- Strategise on women's equal representation in politics ahead of the 2024 European elections
- Continue mainstreaming gender equality in EU policies, in particular laying the groundwork for a future EWL's position on mainstreaming gender in EU climate policies, digitalization and Peace building - Preparing for post conflict

4. Advocating for a comprehensive legal framework on Violence Against Women and Girls

- Continuous advocacy for the ratification and implementation of the Istanbul Convention at the EU level, supporting our members in keeping the commitments of the IC in countries that face backlash
- Advocacy for swift implementation of the Commission Proposal for a Directive on Violence against Women and Domestic in the European Parliament and in the Council including a strong digital dimension
- Strengthening engagements of internal working structures that have an advisory function towards ending the continuum of VAWG, especially the EWL Observatory on VAWG and continuous work with external strategic partnerships like the European Coalition to end VAWG

5. Combatting Sexual Exploitation and Trafficking / advocating for Sexual Reproductive Health and Rights

- Resuming and co-coordinating the work of the Task Force on SRHR and SE in the view of finalising ongoing processes such as our SRHRSE policy paper, the gender identity process and the finalisation of the advocacy document resulting from the research on prostitution if this one cannot be done by end of 2022
- Continuing reporting on the implementation of our commitments made at the Generation Equality Forum (monthly reports on the Living Room, annual report to UN Women) and contributing to all related events to report on EWL's work and views

- Continuing attending and contributing to the EU anti-trafficking/anti-sexual exploitation agenda to report on EWL's work and views (EU Civil Society Platform + OSCE).
- Coordinating the "Her Future is Equal" campaign and if round 2 cannot be launched by the end of 2022, will be done in 2023. In parallel, also coordinating 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.

6. Preparing and participating in International Processes

- Participating in CSW67
- Beginning preparations for EWL report (with members) on Beijing +30 (2025) to ensure that the Beijing Platform for Action remains the reference women's human rights instrument in Europe
- Lobbying for the EU to support the implementation of the **United Nations Security Council Resolution 1325 on Women, peace and security**
- **Developing a 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 2023 firmly rooted in EWL's values and positions.
- Engaging 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

7. Resourcing the delivery of the Work Programme in 2023

- Securing the award of the 2023 Operating Grant with the European Commission under the Citizens, Equality, Rights and Values Programme
- **Diversification of funding sources** to reduce dependence on a single source
- **Develop**, within a fundraising & development strategy, **a plan for Earned Income (contracted services and events)**
- Raising the external funding necessary to secure the EC 2023 Operating Grant
- **Increasing financial reserves**
- Rolling out internal resource mobilisation programmes to support members' needs: Increase support for the '**Membership and Activities Support Fund' (MASF)**, aimed at supporting members' organisational and activities needs

