



**LOBBY EUROPEEN DES FEMMES
EUROPEAN WOMEN'S LOBBY**

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**EUROPEAN WOMEN'S LOBBY
WORK PROGRAMME 2009**

December 2008

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Description

Founded in 1990, the European Women's Lobby (EWL) is the largest alliance of women's non-governmental organisations in the European Union with more than 2000 member organisations in all 27 Member States and the three candidate countries of the EU. With 30 national coordinations and 20 European-wide organisations, our influential voice makes a significant difference as we work together to achieve equality between women and men in all areas of public and private life; actively addressing issues of economic and social justice for women, women in leadership and decision-making, women's human rights, violence against women, and women's diversity.

EWL works within democratic, open and transparent procedures of communication, decision-making and accountability, including financial accountability.

The European Women's Lobby through its member organisations aims:

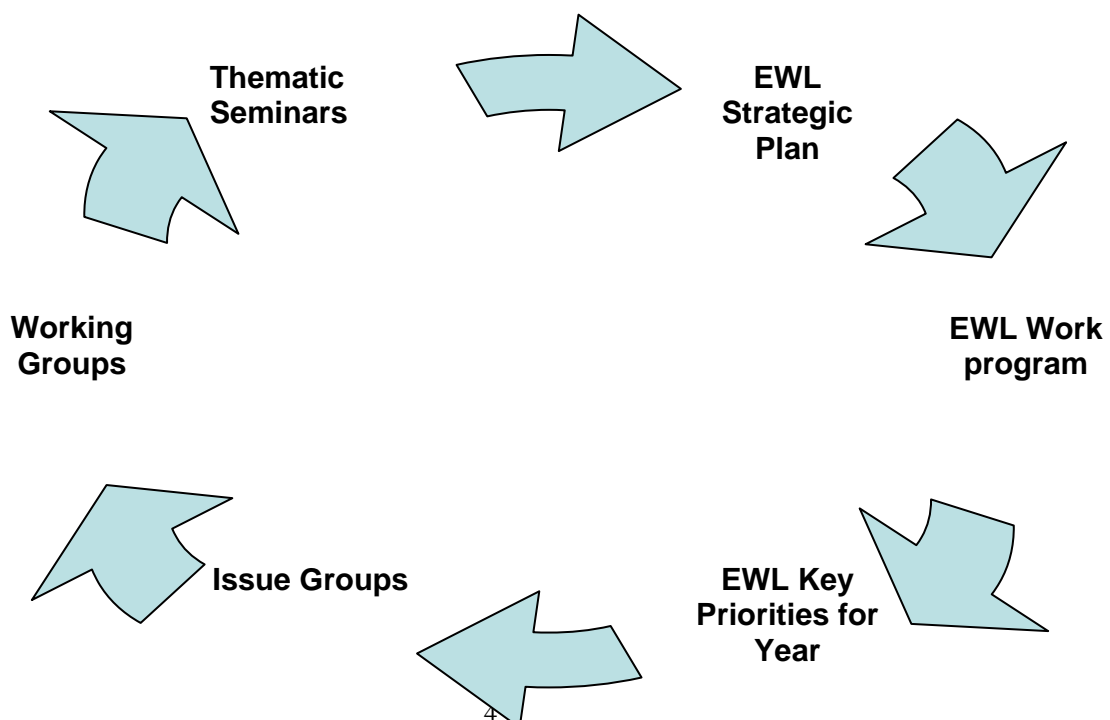
- To support the active involvement of women in working to achieve equality between women and men ensuring the representation of women from different parts of the European region.
- To support national members through information /lobbying resources and training to actively engage with EU policy shaping and implementation of legislation at national level.
- Through analysis, evaluation and monitoring to provide regular input on all areas of EU policy development and implementation that have an impact on women's lives and on the promotion of equality between women and men with specific reference to the Roadmap for equality between women and men, the United Nations Beijing Platform for Action and Convention on the Elimination of All Forms of Discrimination against Women.
- To monitor and raise awareness about the development and implementation of gender mainstreaming in order to ensure the full integration of women's rights, interests and perspective in all areas of EU policy.
- To take into account the needs and perspective of different groups of women, and the diverse experiences of women at all stages of their life cycle. These actions take place both in its internal policy and organisational development as well as in developing partnerships and joint working relationships with organisations that represent the many women that face multiple -discrimination in the European Union and globally.

Rationale

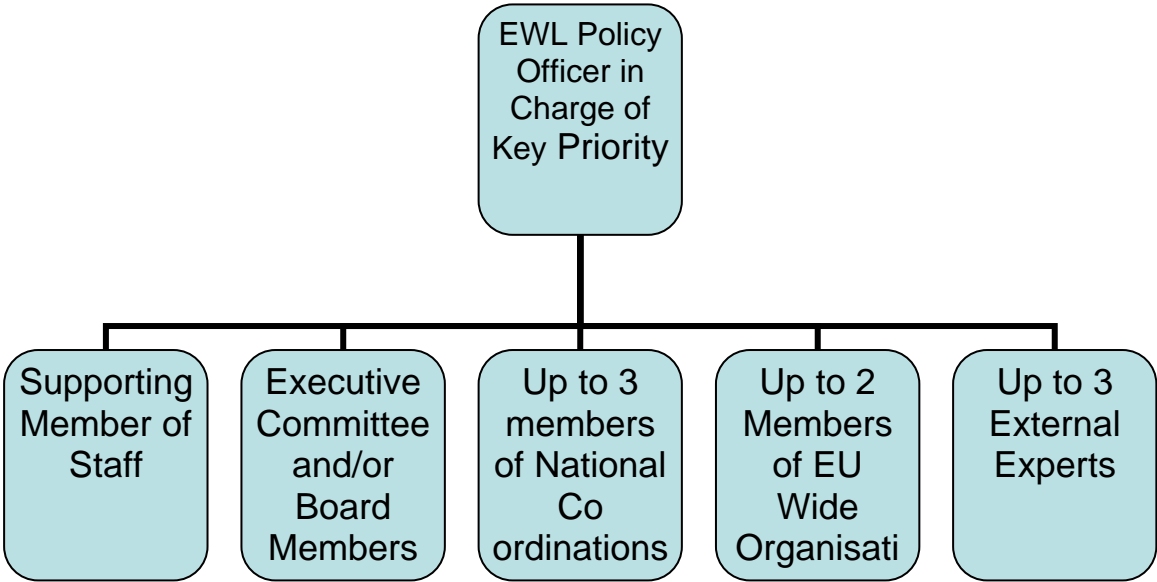
This Work programme sets out the key areas of activity that will be undertaken by the European Women's Lobby in the period **January – December 2009**.

The Annual Workprogramme 2009 aims to reflect the great need for women's concerns, in all their diversity, to be addressed and mainstreamed into all aspects of socio-political and economic life. The EWL membership recognises that demands for and from civil society are shifting to reflect changes in the socio-political landscape and therefore there is an increasing need for more specific targets in all areas of our work. In this work program we set **key priorities** to guide the membership throughout the year with **explicit activities** to implement those priorities. Horizontal work relating to the **capacity building** of members, **communication strategies**, **external relations and visibility** of EWL remain a concrete and equally important in the work of the organisation.

The capacity building of member organisations has been a continuous focus of the EWL work and activities. The stronger our members, the stronger is also the collective voice of the EWL on the EU level and it is only through emphasising the local and national level that we can have comprehensive and influential results on policy making and implementation. EWL does that in a dual way, that is, by both reacting to EWL members' demands [for lobbying actions, specific concerns, areas of concentration at their national level] and also by proactively engaging in a systematic communicative process with them whereby information, briefings, various tools, detailed information on possible funding and training etc is distributed. Statutory meetings [Board, Executive and General Assembly meetings] play an important role in this respect, as they set the ground for the exchange of views on policy relevant matters. With this in mind, we have a big innovation this year, whereby Board meetings will be organised at the same time as **Thematic Seminars or Conferences** on agreed upon key priorities of the EWL work. Board members, external experts, policy makers and other stakeholders will be invited to attend these meetings. The results will be collected and disseminated to all EWL membership and beyond.



Having initiated a detailed **review of our membership** in 2008, with their areas of expertise, we will now move ahead to create a comprehensive database of information (which will soon be available on the EWL website in 2009) and be able to engage in better dissemination. The EWL will create new **working groups** to better involve, target and work with our members and increase their capacity building. A member of the policy team at the Secretariat will be responsible for monitoring up to three policy priorities a year. She will be responsible for forming a working group, reflecting the diversity within the EWL but also always keeping in mind women's diversity, and multiple discrimination and in order to ensure the representativeness of the organisation. She will therefore link up with up to 3 Board members interested in the same area and who have some expertise and background (one of which should be an Executive Committee member), up to three members from national co-ordinations, up to 2 EU wide organisations, and then some external experts within the scholarly community who are well known and have done gender specific work in the area. This group will work on the given area throughout the year on publications, events and any other activities anticipated and decided upon with the membership.



Last but not least, the EWL will continue the work started in 2008 and move more systematically towards building a stronger **communications strategy** both internally, with its membership, and externally, with international organisations, other networks, and of course the media. To this effect, the EWL will be reviewing its **visual identity and general branding** and reworking on its image to the outside world.

1. POLICY PRIORITIES AND ACTIVITIES FOR 2009

A. Women in Decision Making - 50/50 Campaign

Staff Member in Charge: Cécile Gréboval

Background:

The promotion of women in decision-making has been on the EWL agenda since its creation. The EWL has been focusing on the realisation of parity democracy in the political domain, in particular at EU level. Following an Issue Group on women in decision making at the EWL General Assembly of 2007 in Bulgaria, in January 2008 the EWL Board decided to launch a European wide Campaign in view of the European elections and high level European decision-making positions to be filled in 2009. The EWL 50/50 Campaign “No Modern European Democracy without Gender Equality” was launched in September 2008 in Brussels and throughout Europe thanks to the work of EWL member organisations and has already gained the explicit support of over 200 highly prominent individuals from across Europe with a lot of publicity and media attention. The Campaign will be continued in 2009.

Key Priorities for 2009:

- Work towards a higher number of women in decision-making in European institutions in 2009 in order to put gender equality issues higher on the European political agenda
- Mobilise the EWL membership and raise awareness amongst voters in light of the European Elections in June 2009, the renewal of the European Commission and high level nominations at European levels.

Deliverables:

- Work towards ensuring the presence of more women on political parties’ electoral lists for the EP elections and in the European Parliament including within the EP governing bodies
- Work towards parity in the newly formed European Commission of 2009
- More focus on and visibility for gender equality in general, and for the work of EWL in particular
- Mobilise the EWL membership for the Campaign
- Contribution to the 2009 Session of United Nations Commission on the Status of Women on the Review Theme "Equal participation of women and men in decision-making processes at all levels".

Activities:

- Set up a Working Group on Decision Making comprised of EWL members and External Experts
- Organise an open Conference during the EWL General Assembly in June 2009
- Collect a high number of signatories and supporters on the EWL 50/50 website
- Continue to update the 50/50 Campaign website
- Ensure regular and targeted contacts with political parties as relevant concerning their programme and electoral lists
- Develop and disseminate gender “audit” tools to be used by EWL members at the national level
- Contact and lobby national governments concerning high level nominations to be made at European level;
- Support member organisations in their national events by providing material and information.
- Participate in and organise events to give visibility to the campaign and its supporters
- Draft and publicise a report with an analysis of the results.
- Establish good contacts / awareness raising activities with newly elected MEPs and Commissioners
- Actively participate in the work related to the CSW Review Theme 2009

On-going Activities in the Policy Area:

- Actively participate in the Network of women in decision-making set up by the Commission
- Support Actions by other networks in relation to the European elections 2009 and the renewal of the European Commission.

B. European Gender Equality Policies and Legislation

Staff Member in Charge: Cécile Greboval

Background:

The follow up, information about and political work related to European gender equality policies and gender mainstreaming are central to the work of the EWL and relate to all the other issues tackled by the organisation. It is very important that women are better informed about the existing European gender equality legislation and that this legislation is properly implemented at national level. It is also necessary to ensure that policy commitments made in relation to gender mainstreaming are followed upon. The EWL has been committed to ensuring the ‘Intersectionality’ paradigm approach in its work on gender equality in general, and in how it relates to policies and legislation at the European level.

Key Priorities for 2009:

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- Following up from the current political developments and the Emergency Motion adopted during the EWL 2007 General Assembly and consecutive actions of the EWL, lobby in order for the EU to ensure the same level of protection against sex-based discrimination as for other grounds, and to raise awareness about existing gaps
- Work to strengthen gender equality legislation and ensure the integration of a gender equality dimension in European anti-discrimination legislation.

Deliverables:

- Drafting and dissemination of resources on the ways to improve and level up European gender equality legislation and tackle multiple discrimination.
- Mobilisation of EWL membership and other relevant actors towards the development of European gender equality and anti-discrimination policies, including gender budgeting
- Assessment of the European Commission's implementation of the Roadmap for Equality between women and men for the period 2006-2010 - see different policy sections

Activities:

- Set up a Working Group on Gender equality policies and legislation comprised of EWL members and External Experts
- Organise a Thematic Seminar during the Board Meeting in January 2009 in Brussels with a proposed title "Filling the Gender Equality Gap in European Legislation And Tackling Multiple Discrimination"
- Systematically lobby European institutions to highlight existing gaps regarding European gender equality legislation
- Monitor EU initiatives in the field of anti discrimination, in order to make sure that women's rights and a gender perspective are taken into account.
- Ensure the information of member organisations and other interested actors on developments regarding European gender equality legislation and its implementation
- Participate and input in the Annual European Equality Summit as appropriate
- Organise a lunch information meeting in Brussels on gender budgeting in January 2009.
- Gather resources on gender budgeting
- Promote gender budgeting in the European Union budget

On-going Activities in the Policy Area:

- Monitor the process of setting up the European Gender Institute and link and cooperate with the Institute once it is set up.
- Highlight the importance and implementation of gender budgeting strategies in EWL's political work and to disseminate information about existing policies and knowledge in this area.

C. Women's Employment and Economic Independence

Staff Member in Charge: Mary Collins

Background:

Women's economic independence is crucial for women's empowerment and for achieving gender equality. Targets to increase women's employment rate are included in the Lisbon Strategy on Growth and Jobs and child care targets have been set. However, progress made in both of these areas continues to maintain women on the periphery of economic power in which gender inequalities are entrenched: patterns of women's employment have not changed nor has the recognition of the gender imbalance in the paid/non paid-work/care equation. The EWL is greatly concerned about this situation and has organised an Issue Group during the General Assembly of 2008 in Lyon which came up with several recommendations on the ways ahead.

Key Priorities for 2009:

- Analyse and lobby in relation to the mechanisms that maintain first, the work-care divide (reconciliation and care issues), second, the pay divide (the gender pay gap) and third, the feminisation of poverty in old age (the pensions divide).
- Raise awareness amongst EWL members on the existing European methods of co-ordination and encourage them to engage in dialogue with their respective governments to better taken into consideration gender equality in the implementation of policies at national level.

Deliverables:

- Update the 2006 Care Campaign "Who Cares?" to link with the issues of care and reconciliation in view of the post Lisbon Strategy on Growth and Jobs.
- Advocate at the EU level and capacity building of membership using positions papers, briefings and other material relevant to EWL's policy direction in relation to women's employment and economic independence

Activities:

- Set up a **Working Group on women's economic independence** to include issues relating to employment with an emphasis on the renewed Lisbon Strategy, the gender pay gap, care and reconciliation policies, pensions, women's poverty and social exclusion. The working group will focus on the processes of how to influence EU policies in these areas, such as the Open Method of Coordination, the Employment Guidelines, Structural Funds and the Roadmap of equality between women and men.
- Follow up the General Assembly 2008 Issue Group on Women's Economic Independence
- Prepare **Briefings** on the issues relating to women's economic independence as highlighted above, notably:

- Update EWL's statement¹ on pensions (2001): "Securing women's economic independence in old age (or: the later stages of life?) – the issue of pensions."
 - Update EWL's position paper on Care: "Securing women's economic independence in the post Lisbon Strategy – the issue of care and reconciliation of private, family and professional life" (2006)
 - Link the Care Campaign to current issues all of which will end in 2010, relating to the OMC (care strand), the Barcelona targets (follow-up to the forthcoming Communication from the Commission on the theme), reconciliation measures (maternity directive, parental leave etc), structural funds, the Lisbon Strategy.
 - Using the Position Paper on Care, contribute to the 2009 Session of CSW Theme "The equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS"
 - Prepare a Briefing on the **gender pay gap**: "Securing women's economic independence in the work place – the issue of the gender pay gap."
 - Produce a written contribution to the Spring Summit 2009
- Follow up and influence the adoption process of the revision of the maternity leave, including for self employed women and assisting spouses/life partners, and the parental leave directives as appropriate. Engage the full membership in the legislative procedure and inform women in general of their rights therein.
 - **2010 European Year against poverty and social exclusion:**
 - **Prepare EWL briefing and statement on** "Securing women's economic independence and empowerment – women on the margins: issues of poverty, exclusion, social protection and participation".
 - **Participate actively in the** NGO Steering Committee comprised of eight European wide NGOs (EWL,EAPN, AGE,Solidar, Eurochild, FEANTSA, Caritas Europe and the Social Platform)
 - Support and mobilise EWL member organisations in relation to the EU Strategy against Social Exclusion and Poverty in order to ensure that gender mainstreaming is implemented and that particular issues affecting women in relation to poverty and social exclusion are fully addressed both at European level and at the national level.
 - **Intergenerational solidarity:**
 - Engage actively with other NGOs (the European Older People's Platform - AGE, European Youth Forum, Association Internationale de la Mutualité (AIM), the European Association of Partisan Institutions of social protection (AEIP) and the European Liaison Committee for Social Housing (CECODHAS) in the European Campaign on Intergenerational Solidarity and in the first European Day on Solidarity and cooperation between generations (29 April 2009) CROSS CUTTING
 - Continue to liaise with the children's networks (Eurochild) to highlight issues relating to gender equality in the early stages of life.

● ¹ EWL Statement on pensions: "The reform of pension systems must ensure greater gender equality in the European Union", October 2001

On-going Activities in the Policy Area:

- As relevant, monitor the adoption process of new Directives in the area of conciliation of private, family and professional life and follow-up of revision of Directive 86/613 relating to self-employed workers and their assisting spouses.
- Monitor the care and pensions strands of the OMC, particularly in the reporting mechanisms to identify where the gaps continue to persist.
- Contribute to the work of the Social Platform by actively participating in and contributing to the Social Policy Working Group and subsequent common positions/statements from the Social Platform.
- Continue to monitor policy development in the broad area of Services of General Interest/Social Services of General Interest and work in collaboration with other stakeholders to ensure that a strong gender perspective is incorporated in any discussions

D. Gender stereotypes / Women and the Media

Staff Member in Charge: Cécile Gréboval

Background:

The issue of gender stereotypes and women and the media are part of the EWL Strategic Plan 2007-2010 and of the European Commission Roadmap for Gender Equality. Following the Issue Group on Sexist Discrimination in the Media during the General Assembly of 2008, the EWL will treat this issue as a key priority in 2009. EWL regards the theme of women and the media on a multiple level and works on questions of access (of women to the media profession), power (power of the media and women in power within the profession) and content /portrayal (in both qualitative and quantitative terms).

Key Priorities for 2009:

- Work to increase gender equality in the content of the media
- Promote the visibility of women's organisations and gender equality issues in the media

Deliverables:

- Systematically advocate for the need to increase gender equality in the content of the media and the promotion of visibility of women's organisations and gender equality issues in the media
- Exchange of experience and expertise and capacity building of membership on the issue of gender stereotypes and women and the media.

Activities:

- Set-up a Working Group on Women and the Media comprised of EWL members and External Experts
- Follow up relevant European policies and programme related to media issues and promote gender equality and the fight against sexism in these;
- In collaboration with the EWL membership, draw up factsheets in order to develop knowledge on sexism, quality and gender equality in relation to media and media content.
- Organise an awareness raising / training event targeting journalists and decision-makers in the media sector.
- Support EWL members in order to lobby national equality bodies to put the issue of sexism in the media on their agendas and make funds available to conduct research on relevant issues in this area.
- Follow-up of the 2008 General Assembly Issue Group on sexist discrimination in the media.
- Liaise with media and journalists' organisations.

On-going Activities in the Policy Area:

- Ongoing contact with the media in Brussels
- Monitoring of activities on gender stereotypes foreseen in the Roadmap.
- Participation of staff member-s in a women & media training
- Ongoing work on violence against women and the media.

E. Women's Health Issues, especially Sexual and Reproductive Rights

Staff Member in Charge: Malin Björk

Background:

The EU is stepping up its collaboration within the field of Health policies using the Open Method of Coordination (OMC). It is therefore imperative at this stage that we push for a stronger gender perspective in the different strands of the EU Health policy strategy, as this will increasingly form the framework for public health policy of the Member States. At this stage, it will be particularly important to follow-up on the proposal for a new EU Directive on the application of patients' rights into cross-border healthcare.

At the same time, women's sexual health and rights, including women's rights to legal, safe and accessible abortion are being challenged in various European countries and also at the level of the European institutions. It is critical that women's organisations mobilise, in partnership with other

key actors, to ensure that women's sexual rights are fully respected throughout Europe. This has also been the request of the EWL membership following the Issue Group on Sexual Health and Reproductive Rights which took place during the 2008 General Assembly in Lyon.

Key Priorities for 2009:

- Monitor and input into EU health policies, in order to strengthen their gender equality dimension
- Strengthen the EWL position as a key actor in Europe for women's sexual and reproductive health and rights while focusing on addressing the rights of lesbians, migrant women, older, and disabled women

Deliverables:

- Provide input to key EU policy processes on Health and in particular on Sexual and Reproductive Health and Rights (SRHR).
- Support members to mobilise for SRHR for all women at national and European level, especially in countries facing repressive policies on sexual rights.
- Contribute to the 2009 Session of CSW Theme "The equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS"

Activities:

- Set up a Working Group on Health, with an emphasis on Sexual and Reproductive Health and Rights comprised of EWL members and External Experts
- Organise a **Thematic Seminar** during the Board Meeting of October 2009
- Follow up the EWL General Assembly 2008 Issue group on Sexual and Reproductive Rights.
- Monitor and input to the development of EC structures and implementation mechanisms for the new EU Health Strategy (2008-2013) and on specific health-related policy initiatives, with the aim to integrate a gender perspective.
- Awareness raising and/or lobbying action on cervical cancer, and the need to provide free vaccination possibilities to all women in Europe
- Work towards the deletion of any exclusion clauses related to sexual and reproductive health and rights in the proposed Anti-discrimination directive (COM 2008/426)
- Update the EWL position paper on Sexual Health and Reproductive Rights (2005) including providing resources for member organisations to use at national and international level work.
- Work with other EU networks on SRHR (such as IPPF, ILGA, Youth Forum, and European Forum of Parliamentarians) in view of possible joint actions for the European Parliament elections 2009.
- Actively participate at the 2009 Session of CSW Theme "The equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS"
- Monitor and contribute to the work of the European Parliament, including participation and/liaising with the EP working group on population and development and the

European Parliament's Intergroup on Gay and Lesbian Rights, to make sure SRHR are on the agenda of the European Parliament.

- Update the EWL position paper on lesbian rights and/or issuing a statement.

On-going Activities in the Policy Area:

- Liaise with migrants' rights and LGBT organisations to raise the issues related to SRHR.
- Liaise with organizations working on social services of general interest
- Liaise with organisations working in the area of public health and mental health
- Liaise with HIV/AIDS prevention actors
- Advocate for the prevention of violence against women in the sex industry.

F. Women's Rights in an International Context

Staff Member in Charge: Malin Björk

Background:

EWL has been working at the international level promoting women's human rights mainly through its involvement with different UN institutions. The EWL has been contributing to the yearly UN Commission on the Status of Women (CSW), coordinating the work of member organisations and doing political work with governmental delegations, in particular from the EU during the meeting.

Moreover, the EWL has become increasingly aware of the need to become more involved within the framework of the European Neighbourhood Policy (ENP) and the Euro-Mediterranean Partnership. Given the increased importance of these instruments and the need to develop activities that link 'EU external' and 'EU internal' political agendas for women's rights, and also the agenda for the ongoing and future EU accession processes, it is important to develop the EWL work in relation to the EU neighbouring countries, and in particular through seeking closer partnerships with women's organisations in these countries.

Finally, with rampant militarization both regionally and globally, and with the EU increasingly looking to act as one player in response to conflict situations, it is essential that the EWL builds on the work already started, to strengthen our voice, and feminist voices generally, on issues of security and conflict resolution. The EWL work in this area will be further shaped by the Issue group on women and conflicts of the General Assembly in 2008 and the relevant EWL Position Paper.

Key Priorities for 2009:

- Input to the work of relevant EU bodies, with the aim to reinforce the gender dimension in the ongoing EU accession processes, in the ENP, and in the Euro-Mediterranean partnership.
- Build on previous work and the EWL Position Paper on Women and Conflict, become more vocal and visible on issues of security and conflict resolution.

Deliverables:

- Develop an EWL strategy on the European Neighbourhood Policy
- Strengthen the gender perspective and the role of women's organisations in EU and Member States' peace-building activities.
- Strengthen international mechanisms for women's rights and gender equality

Activities:

- Set up a Working Group on Women's Rights in an international context, comprised of EWL members and External Experts
- Follow up the General Assembly 2008 Issue Group on Women and Conflict
- Advocate for a strengthened commitment to UN SC Resolution 1325 from the EU institutions and the Member States, including the development of National Action Plans by all Member States.
- Continue to actively participate in the European and global campaign for a stronger women's rights architecture in the UN system (UN GEAR Campaign).
- Mobilise member organisations and prepare for the 15-year follow-up to the Beijing platform for action.
- Engage in the implementation and follow-up of the Euro-Mediterranean Action Plan "Strengthening the role of women in society"
- Prepare a briefing on ENP from a gender perspective, including identifying realistic and strategic priorities for EWL, and working with EPACVAW on issues of violence against women in neighbouring countries.
- Analyse the ongoing accession processes and instruments in order to identify possibilities to support stronger gender equality actions.

On-going Activities in the Policy Area:

- Liaise with the European Peace-building Liaison Office (EPLO) and other organisations working on peace-building and conflict resolution.
- Liaise with UN High Commissioner for Human Rights, UNFPA and UN Council on Human Rights.

G. Women and Migration, Integration and Asylum

Staff Member in Charge: Amandine Bach

Background:

The Council of Europe² and the European Commission³ have both made recommendations to Member states on the need to incorporate a gender perspective in integration and migration policies. However, despite these commitments, it is regretful that the European Union persists in not including fully the rights and concerns of immigrant women in the measures promoting the integration of immigrants in the EU and more generally in the development of a European immigration policy. EWL regrets that a gender perspective has not been mainstreamed in the Communication of the EC in June 2008 on common principles for the further development of the Common Platform for a new European approach and the Common Basic Principles on integration. EWL will therefore keep advocating for effective measures to be taken to implement a gender perspective in immigration and integration policies.

EWL has also been following the issue of women asylum seekers since 2000 when it ran a one-year campaign to draw attention to and lobby for the recognition of women's particular experience of persecution which can be different to that of men and on that basis to ensure that women have equal access to the whole of the asylum system, in particular the determination process. EWL was pleased to see in the Communications of the EC in June 2008 the inclusion of a need to incorporate gender considerations in asylum as one of the overarching objectives of the European Asylum Common System and have been calling for effective measures to be taken to ensure the real implementation of a gender perspective (e.g. gender guidelines).

In order to do this, EWL has considered that is essential that migrant women's voices are heard in the integration and migration debate at the national and European level. That is why EWL has been working closely with migrant women's organizations across Europe through a project since 2007.

Priorities for 2009:

- Lobby for effective measures to be taken in order to integrate gender in the setting up of the Common European Asylum System (including gender guidelines) and within the European Asylum support office
- Monitor and influence the debate on the follow-up of the Pact of Immigration and Asylum and the post-Hague process in close coordination with migrant women's organizations.
- Develop opportunities for migrant women's organizations to meet at national and European level, bringing their voices into the EU debate and policies on immigration/integration, and to facilitate their networking at EU level.

² See: Recommendation 1732 (2006) of the Parliamentary Assembly of the Council of Europe

³ See: European Commission's Communication on "A Common Agenda for Integration: Framework for the Integration of third-Country Nationals in the European Union", COM (2005) 389 final

Deliverables:

- Contribution to the incorporation of a gender perspective in the Stockholm programme;
- Contribution to putting the issue of gender in the reflection on integration policies;
- Contribution to an increasing gender perspective in the asylum policy debate (CEAS, transposition of directives).
- Implement the Project “Equal Rights, Equal voices. Migrant women in the EU” funded by the Barrow Cadbury Foundation and EPIM.

Activities:

- Set-up a Working Group on Immigration, Integration and Asylum policies consisting of EWL and External Experts
- Lobby to include a gender perspective in the post-Hague process and the drafting of the Stockholm programme (including developing contacts with the Czech and Swedish Presidency (all year)
- Lobby for a gender perspective, including gender asylum guidelines, to be included in the transposition of existing directives on asylum and in the Common European Asylum System.
- Lobby for a gender perspective to be included in integration policies;
- Participate in the European integration forum once set up.
- Report on the gendered impact of existing integration policies at the EU level in close collaboration with migrant women’s organisations (June 2009)
- Support the organisation of networking, advocacy and capacity-building workshops in 20 countries organised by and for migrant women’s organizations.
- Organise a Strategic seminar with migrant women’s organisations (October 2009)
- Explore the possibility of having a website to make visible migrant women’s organisations at the European level that could be as well used to post information, videos

On-going Activities in the Policy Area:

- Contribute to the work of the Social Platform by actively participating in and contributing to the Fundamental Rights Working Group and subsequent common positions/statements from the Social Platform.
- Participate to the meetings of the NGO Platform on EU Migration and Asylum Policy.
- Facilitate the participation of migrant women’s organisations in European and international conferences.
- Participate to relevant European and international conferences on immigration, integration and asylum.
- Liaise with other networks working on migration and integration policies - such as the European Network against Racism (ENAR), the Platform for International Cooperation on Undocumented Migrants (PICUM), the Women in Development Europe (WIDE) Network and issue joint statements when relevant.
- Liaise with other organisations working on asylum – such as the European Council of Refugees and Exiles (ECRE) and Asylum Aid Women’s Refugee Project.

- Ensuring a constant flow of information to the partners of EWL Project “Equal Rights, Equal voices. Migrant women in the EU” (particularly on fundraising possibilities, EU policy developments and more)

H. Violence against Women / Women’s Human Rights

Staff Member in Charge: Colette De Troy

Background:

Violence against women (VAW) is the product of historic and social circumstances that violated their human rights and an obstacle to the achievement of gender equality. Mainly due to pressure of women’s NGOs, progress in the legislation on VAW has been attained in many member States. Nevertheless, much still needs to be done to make effective the right of women to a life free of violence.

In order to further strengthen its full commitment and develop its activities related to VAW, the EWL has set up the European Policy Action Centre on VAW (EPACVAW). EPACVAW will continue the work which started in 2008 with the EWL Observatory, an expert group composed of women from 32 countries (EU and associate/neighbouring countries) who have extensive expertise on VAW. They advise the EWL on trends and challenges and increase its potential of mobilisation.

The EWL Observatory meeting which took place in October 2008 identified the following issues to be developed in 2009: the recognition by their governments of all forms of VAW, the adoption of international standards and indicators to hold governments accountable and a strong European legislation on VAW. This point is also called upon the EP Women’s Rights Committee, and by the Parliamentary Committee of the Council of Europe.

Priorities for 2009:

- Increase visibility and recognition of EWL Observatory and work at national level (expertise, resources, good practice and more) on all forms of VAW
- Develop national observatories in order to monitor the implementation of National Action Plans on VAW
- Lobby for and advocate the necessity for European level legislation on VAW, ensuring protection of women, including women victims of trafficking

Deliverables:

- Monitor progress in policies and measures to eradicate VAW, using the EWL indicators to monitor progress

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- Support of national observatories by facilitating the transfer of good practices from one country to another (experts involved) and by improving the exchange of experience on inter-agency work, partnership and building coalitions on different forms of VAW and work on NAPS.
- Develop new ways of communication between actors working on VAW, with the general public (more visual awareness raising tools).
- Ensuring the gender dimension in trafficking in human beings and the necessity of specific strategies to prevent and combat trafficking in women for sexual exploitation

Activities:

- Organise a EWL Observatory meeting
- Cooperate with a network of women journalists/communicators and organise an event focusing on new communication tools and media
- Monitor legislations on VAW and present the development and implementation of legislation on VAW
- Support the development of National observatories on VAW websites (NO-VAW.net)
- Develop specific trainings and regional networks for visibility and communication tools on VAW (to ensure animation, on-going input of information)
- Ensure the circulation of information amongst EWL members on all forms of VAW, including trafficking by the development of website sections and mailing lists

On-going Activities in the Policy Area:

- Monitor progress on policies and legislation in EU member states and candidate countries
- Monitor the EU Action Plan on Trafficking in Human Being and the Roadmap for Equality between Women and Men 2006-2010 (chapter “Eradicating Gender-based violence and trafficking”)
- Liaise with the Council of Europe in relation on the implementation of the European Convention on Trafficking and to the possible European Convention on VAW
- Liaise with research and other networks such as the Coordination Action on Human Rights Violations (CARV), Women Against Violence Europe (WAVE), Foundation Samilia (in the area of trafficking), and the development of the Nordic-Baltic network to support women victims of trafficking for sexual exploitation.
- Follow up on the working groups set up within the EWL Observatory with a specific focus on migrant women and violence, visibility, and European legislation.
- Liaise with and contribute to the work of the Fundamental Rights Agency in order to incorporate the issue of violence against women in the work of the Agency.
- Continue to develop links and common work with the UN Special Rapporteur on VAW and the UN Special Rapporteur on Trafficking but also with other international organisation like OSCE, IOM, WHO and other international NGOs like Amnesty International.

2. EWL PARTNERSHIPS AND EXTERNAL REPRESENTATION

A. EWL Work with European and International Institutions

Staff Member in Charge: all

On-going Activities:

- The European Women's Lobby has been closely monitoring and following up on the work of all the **European Institutions** in particular the Council of Ministers, the European Commission, and the European Parliament (with an emphasis on targeted committees such as the Committee on Women's Rights and Gender Equality, the Employment and Social Affairs Committee and the Civil Liberties Committee), in order to ensure that the views of the membership organisations of EWL have been and continue to be fully represented in all appropriate European fora, and to contribute to policy debates and legislative development when necessary. The EWL has also contributed to the activities of the **Council of Europe**, the **United Nations** and the **Fundamental Rights Agency**.
- The EWL will participate in and contribute to the work of the **Advisory Committee on Equal Opportunities for Women and Men** through active engagement in specific working groups as well as contributions to drafting opinions as agreed in the annual work plan of the Advisory Group.
- The EWL will continue to be involved and participate at the European Commission Working Group on Women in Rural Areas
- EWL will continue to be represented in and contribute to the **High Level Group on Disability**, which meets twice a year, to ensure the visibility of women with disabilities and that policies relating to disability are gender mainstreamed.
- EWL will continue to follow the work of both the **Economic and Social Committee (ESC)** and the **Committee of the Regions** and to make contributions as appropriate.
- EWL will take up its European NGO observer status in key committees relating to gender equality as appropriate, in order to represent the interests and policy commitments of the membership of EWL to the **Council of Europe**.

- As an NGO in consultative status with the UN Economic and Social Committee, EWL is involved in the gender specific work of the **United Nations** and in contact with the relevant UN bodies, in order to coordinate and represent the voice of European women's NGOs and to lobby European governments at international level.
- In 2009, the EWL aims to continue its work with all these key policy stakeholders and start working also with the **European Gender Institute**.

B. EWL work with European and International Non-Governmental Organisations – Promoting Civil Dialogue

Staff Member in Charge: all

On-going Activities:

- EWL will maintain active collaboration with a wide network of European NGOs in order to develop support for gender equality and women's human rights, to further develop civil dialogue and to mainstream gender equality in the policy work of generic European NGOs.
- As a founder member, and member of the Management Committee of the **Platform of European Social NGOs**, continue promoting gender mainstreaming in all internal policy analysis as well as promoting gender equality in all aspects of external Social Platform activities, including a gender balanced representation within the Social Platform governing bodies and in all Platform delegations. Contribute to the work of the **Civil Society Contact Group**
- Contribute to the work of the Fundamental Rights Social Policy, and Services of General Interest Working Groups of the Social Platform.
- EWL will continue to cooperate on specific policy issues with **mainstream NGOs**, in particular **European social and anti-discrimination NGOs** as well as children's NGOs and to undertake joint actions as relevant.
- EWL will continue to develop networks with **international women's NGO's** in the field of development cooperation, environment and trade as well as with NGOs working on the implementation of UN Resolution 1325.
- Actively support the work of the **Czech and Swedish Presidencies** in relation to gender equality policy developments and participating in gender specific conferences.
- Liaise and contribute to the work of the **Fundamental Rights Agency** in order to incorporate a women's rights perspective in the work of the Agency.

- Maintain and develop contact with women's NGOs in the new Member States and accession countries and support their involvement with EU policies through information dissemination, meetings and email contacts.
- Promote greater awareness among women's NGOs about how they can engage in the debate in terms of the content of civil dialogue.

3. COMMUNICATION, GOVERNANCE AND CAPACITY BUILDING

A. Communication

Staff Member in Charge: Mary Ann Struthers (in collaboration with Policy Officers)

Background:

Thanks to its knowledge of European institutions and gender equality policies, EWL provides a wide range of actors with updated information about developments in this area, either through general dissemination of information or upon direct request. In 2008, the EWL has ensured systematic and high profile exposure in the media, such as in Le Figaro, El Pais, the Financial Times, BBC World Service and more. The EWL will continue to maintain and improve its information tools and to produce key information documents that serve to inform a large audience and to promote equality between women and men in the European Union.

Deliverables:

- Reinforce the **EWL External Communications Strategy** in order to best document how information will be disseminated to, and received from, all stakeholders, including the media, in any EWL activity.
- Reinforce the **EWL Internal Communications Strategy** in order to best serve and utilize the expertise from membership, board, executive and the secretariat
- Create a new **Visual Identity/Branding** for EWL

Activities:

- Maintain and improve the extensive **electronic database** of key contact persons in the EU institutions, NGOs and other relevant bodies to whom information on EWL activities is distributed.

- Review regularly our **information tools** in order to integrate new technologies and to better fit the needs of members and other interlocutors and to establish a user-friendly system of information dissemination.
- **Gather and disseminate information** on women's rights and gender equality from a wide range of sources.
- Produce and widely disseminate an **Annual Report** highlighting the main EWL activities for 2008.
- Continue to produce and disseminate the monthly **EWL Newsflash**, which provides information about EWL activities and European/ international gender equality developments.
- Produce a new **leaflet** presenting EWL.
- Update and improve the **EWL website**, making full use of its possibilities to allow for a clearer presentation of information and further develop the members' only section of the website.
- Continue to give rapid answers to the numerous **information requests** received concerning women's rights, gender equality and European / international policies in this area.
- Actively seek more systematic collaboration with **experts from the research community** and establish close links with research centres and programmes as appropriate and answer information requests from students and researchers as appropriate.
- Give presentations to **groups** upon request.
- Develop and Disseminate **Briefings and Lobbying Materials**

B. Membership Participation and Capacity Building

Staff Member in Charge: Virginie Niyonzima and Marie Anne Leunis (in collaboration with Policy Officers)

Background:

EWL is a democratic organisation with democratically elected statutory bodies. Decision-making within the organisations is made on the basis of the consultation of members. Member organisations also participate in the work of the organisation through contributing to policy papers and participating in statutory bodies and in different working groups.

One of the main aims of EWL is to work together with its member organisations across Europe and to give them the tools to engage with their own governments, MEPs or other decision-makers in order to influence policy-making in a wide range of areas that have an impact on women's lives.

EWL will continue to assist the process towards the development of national co-ordinations in countries where they are at the initial or developmental stage. Advice and assistance will also be provided to neighbouring countries that expressed interest in joining EWL. EWL will also work to improve the participation of European wide member organisations. Continued efforts will be

made to ensure that EWL is representative of a broad range of women's organisation reflecting the diversity and experiences of women's lives.

Activities:

- Maintain the EWL internal **Membership Committee**
- Revise EWL **statutes and/or internal rules** as appropriate, in order to take into account the needs of the organisation.
- Assist in developing the **diversity within EWL** by facilitating different women's organisations in becoming members and in facilitating them in their application process.
- Provide specific **support to new national co-ordinations** and organisations, which recently joined or which are in the process of joining EWL.
- Further strengthen collaboration with **women's NGOs in the new Member States** and accession countries
- Encourage greater **diversity in the structures** of EWL to ensure that the scope of women's views and concerns are being heard and included in internal/external policy-making.
- Facilitate the input of **migrant women** through the specific project on immigration
- Continue to support the involvement of young women through contacts with participants in earlier projects and with youth / young women's organisations.
- Prepare a **Report of Member Organisations' Activities** for the June 2009 EWL General Assembly
- Organise six **Executive Meetings**/e-conferences
- Organise three **Board Meetings** in January, June and October 2009
- Organise one **General Assembly** in June 2009
- Organise a **Conference** for Member Organisations and the Public prior to the 2009 General Assembly
- Organise two Thematic Seminars for Members and Open to the Public
- Organise a Review of the Results of the **Evaluation Exercise** taking place in December 2008
- Launch New External Evaluation for 2009
- Maintain EWL internal **working groups** and committees and create new working groups as appropriate
- Launch Membership-Wide Consultations on the Position Papers of the EWL
- Organise the **Issue Groups** Process for the General Assembly 2009, allowing Member Organisations to input into the policy work of the organisation
- Encourage the **participation of Member Organisations in European Meetings** and conferences as well as in civil society events through the dissemination of information and through fundraising efforts
- Develop and disseminate **information tools** such as lobbying kits, briefings, training and information sessions and information material to ensure that member organisations are fully involved and informed about all developments central to the EWL aims.
- Maintain and **exchange information** between EWL and its members and within the membership through the internal EWL mailing lists and statutory meetings.

C. Human Resources and Financial Management

Staff Member(s) in Charge: Marie Anne Leunis and Mary Ann Struthers (in collaboration with Policy Officers)

Priorities for 2009:

- Maintain the highest standards of **internal financial management** as well as external reporting to all funders and to the Executive, Board and members of EWL.
- Implement and further develop **EWL fundraising strategy** in order to secure the co-finance required to support the core budget activity financed through the contract with the European Commission as well as to raise funds for specific project activities as decided by the EWL membership and ensure diversity of funding.
- Maintain the **EWL Internship programme**, which involves each year two paid interns and a number of other interns.

Activities:

- Provide monthly, quarterly and yearly income and **expenditure statements** for review by the Executive, Board and the General Assembly.
- Develop **fundraising briefings** to support member organisations in their own fundraising activities and will work to encourage more gender awareness among those funders and foundations with which we are in contact.
- Ensure timely and accurate **financial reporting** to funders on all contract and project activities according to the agreed reporting schedules.
- **Manage the internship programme**, provide interns with a practical training in relation to the functioning of EU institutions and gender equality policies and follow up on the work of interns and support them through mentorship if appropriate and specific meetings.
- Organise two **working days** with the Staff outside the office
- Hold **Thematic Policy Meetings** with the Staff at Regular Intervals
- Hold Weekly **Staff meetings**
- Develop a **Training Plan** for the Staff
- Analytical **Booking**
- External **Audit**