



WOMEN
CHANGING
EUROPE



EUROPEAN WOMEN'S
LOBBY

EUROPEEN DES FEMMES

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Introduction

Women Changing Europe: Building a Feminist Vision for the Future of Europe Strategy 2022-2026 was developed during the time of the COVID-19 pandemic with all aspects of our work and our mission being impacted significantly. Over the course of this period, the EWL adapted to the restrictions brought about by the pandemic, sharpened its actions in a radically changed world, enabled online spaces for the women's movement to come together during the time of the pandemic crisis, to rapidly analyse the significant and long-term impacts this crisis will have, and how this will be shouldered disproportionately by women and girls in Europe.

Through our COVID-19 Policy Brief [“Women Must Not Pay the Price for COVID-19”](#), we called on governments to put equality between women and men at the heart of their response. We continued to push for a feminist approach to the economy embodied in the EWL's [Purple Pact](#). With the impacts and implications of COVID-19 on women and girls, the EWL calls for a universal social care system with an infrastructure that can provide social and quality care services for all which are accessible and affordable for women and girls.

The past year's pandemic crisis brought forth EWL's *Women Changing Europe* Strategy 2022-2026 which is a bold testament to our commitment to continue working together for a Feminist Europe, even in times of complexity and uncertainty. The work we have outlined for the next five years is ambitious, brave and passionately dedicated to achieving women's rights and equality between women and men, girls and boys in Europe. It is based on the commitment, passion and dedication of all involved, as well as flexibility and adaptability in planning and implementation. It is also based on our knowledge and learning on how to adapt, build on our resilience, launch rapid response, and pivot on our strategies due to the emerging demands and issues.

Women Changing Europe outlines the context the EWL works in and our renewed commitment to our vision and mission, core values and principles. It also presents our Theory of Change; how we believe change can happen and how we will contribute to it to achieve feminist care and ensure equality between women and men, boys and girls. Finally, it presents our overall objectives for the next five years, followed by action points for each.



How we shaped the strategy



Women Changing Europe Strategy 2022-2026 was developed through a participatory process with EWL members at the heart of its conception - engaging in open dialogue and meaningful discussions. With the COVID-19 pandemic limiting our opportunities to have face-to-face dialogues, we engaged in adaptable online processes, acquiring new digital knowledge and skills.

The contents of *Women Changing Europe* were drawn from the review of the previous Strategic Framework *Together for a Feminist Europe*, as well as from the outcomes of the consultation with EWL members and stakeholders. It builds on and expands on both our long-standing positions and our more recent documents: political manifesto for the European Parliament elections 2019, position paper on violence against women and girls, the Purple Pact, #HerNetHerRights and Feminist Principles on Sexuality Education.

“Women Changing Europe” Strategy 2022-2026 was developed through a participatory process with EWL members at the heart of its conception.



Who we are...

The European Women's Lobby is a lobby organisation engaged in successful lobbying and campaigning to shape legislation, policy and actions of European Institutions and member states. Founded in 1990 by women's national co-ordinations from 12 EU member states and 17 EU-wide organisations, the EWL has grown into the largest alliance of women's non-governmental associations in the European Union. The EWL currently consists of member organisations in 26 EU Member States, three official-candidate countries, Iceland, United Kingdom as well as 17 European-wide member organisations working on very diverse areas and activities, with overall membership of over 2000 organisations across Europe. As we have grown in size, we have also expanded in diversity and complexity, with women all over Europe coming together with different ideas and experiences to set one common agenda: to achieve equality between women and men, girls and boys in all facets of life.

For three decades, we have been at the forefront of driving transformational change in achieving women's rights and equality between women and men. We are a powerful and connected network of women's organisations across Europe collectively working towards common goals at the national and the European level, and strengthening the women's movement.

With great expertise and commitment to shared values, the growing membership and professional staff team, the EWL holds a strong reputation and the power to influence stakeholders at national and EU level, making it possible to introduce a feminist dimension into the EU political agenda. Strong feminist structural and power analysis of all issues related to women's rights leads to successful campaigns and provides a space to put feminist theories into practice.



... and what we do

1

Individually invisible, together invincible

The EWL is a safe place for women and girls to come together, share their stories, experience, issues and successes and to inspire each other. The EWL is a powerful force of change, which gives all women and girls opportunity and ability to influence policy makers at national and international levels.



2

EWL is a value driven organisation

The shared values of EWL unite women and girls from different backgrounds and with different experiences to come together and set a common agenda for achieving equality between women and men.

3

Setting the agenda for women's rights in Europe

The EWL is committed to introducing a feminist dimension into the EU political agenda, maintaining gender equality and women's rights as top priorities.

4

Sharing information and solutions

The EWL is seen as a place of creating know-how and expertise and setting standards for equality between women and men in Europe.

It provides a space to put feminist theories in practice and identify what works and what needs to change. Strong feminist structural analysis of all issues related to women's rights underlies all EWL specific and targeted campaigns and projects.

5

We are not alone in this journey

Women's organisations who work at the national level in membership countries are supported by the EWL expertise and experience. The EWL international group of feminists brings their unique experience to the EU level, but also takes back to the national level shared European experiences of all women and girls.



How we contributed to change: Putting our previous strategy into action

Contributing to achievements in Women's political participation

EWL's Manifesto and 50/50 campaign has been widely distributed, translated and presented to decision makers, MEPs, Commissioners and Member States, and has achieved widespread influence, interest and impact. We saw our calls for change reflected in political manifestos. There was a general increase in voter turnout across Europe in the 2019 Europe elections – the best voter turnout for twenty years – especially amongst women, with record numbers of women elected as MEPs. The first female President of the European Commission leads the first ever 50/50 team of European Commissioners.

Ensuring Feminist economics approach in EU finances

The European Parliament, with the European Council, brought forward its Multiannual Financial Framework (MFF) 2021-2027, including its post-COVID-19 recovery funds. The EWL lobbied extensively for women's rights and issues within MFF. Gender mainstreaming was made a priority in the recovery funds and the amount for the Citizens, Equality, Rights and Values programme, which is the source of financing for many women's organisations and programmes to combat violence against women and girls in the EU, has been more than doubled. Our advocacy, based on the EWL Purple Pact, sets out our feminist vision to reimagine the economy by promoting and developing real alternatives to the current patriarchal, discriminatory models of growth, finance and austerity. The EWL feminist economy is based on care and sustainability that fully recognises the contribution of women and advances the wellbeing of the people and the planet.

Progress in combatting male violence against women and girls (VAWG)

We lobbied for and saw 13 more EU member states signing up to, ratifying and implementing the CoE Convention on preventing and combatting violence against women. The EWL Observatory on violence against women and girls carried out and published a report on the implementation of the Istanbul Convention in Europe. We have also seen the European Commission clearly state its intentions to introduce legislative action to combat violence against women and girls if access does not progress swiftly, something the EWL has been seeking for many years. The new General Recommendation (38) from CEDAW further acknowledged the intertwined and violent nature of trafficking and prostitution. Ireland and France adopted the Equality Model. Finally, the European Parliament showed significant recognition of the negative impact of online violence against women following our #HerNetHerRights project.



Increasing the visibility of EWL

The past 5 years have seen EWL's communications presence grow exponentially, with over 3.7 million visits to our website, 46k Facebook followers and 20k twitter followers and an ever-expanding Instagram community, building an important bridge with the young feminist audience. In parallel, the EWL voice has been increasingly present in the traditional media and viewed as a valuable source of forward-looking views on women's rights.

Building the capacity and resilience of EWL and its members

Organisationally, we have made great strides in improving our internal processes to build on our democratic processes and governance, strengthen EWL membership base, ensure meaningful and engaged dialogues, secure more ethical and sustainable funding, increase joint work between members through the establishment of 5 additional working structures for members, and have launched internal resource mobilisation initiatives to reach EWL's full potential.

Expanding the EWL

With our goal to support and build a movement of women, over the past few years we reached out and expanded across Europe, thus having national presence and membership in 31 countries, in 26 EU member states, 3 candidate countries, Iceland and the United Kingdom. Throughout the past 5 years, the EWL developed a series of actions to enhance the participation and engagement of young women in the EWL. We developed an action plan for continuing to advance this work with EWL Members.



The social, political and economic trends relevant to our work

The COVID-19 pandemic and its consequences

The year 2020 brought an unprecedented worldwide crisis caused by the COVID-19 pandemic. The EWL responded by bringing the public attention to the significant and negative impacts the pandemic has had and will continue to have on the life of women and girls. Women face the highest risks of losing their jobs and experiencing poverty. The pandemic exacerbated unequal distribution of wealth and resources between women and men, pushing many women deeper into poverty.

The pandemic resulted in a crisis with **an increased risk of harm from all forms of male violence against women and girls (VAWG)**. While it was already a long-term systemic issue across Europe, lockdown and isolation measures created an additional favourable environment for abusers' coercive control of victims and led to more violence. Risk of female genital mutilation and crimes committed in the name of tradition, so-called "honour" or religious crimes increased and women victims of sexual exploitation faced an increasing risk of further violence, marginalisation and exclusion from needed support services. As we move into our Women Changing Europe strategy, these insights will provide new analysis and give us an opportunity to work together with political partners, frontline services, advocacy groups and those affected, to go even further towards bringing an end to systematic male VAWG.

The COVID-19 pandemic also exposed the already pre-COVID-19 existing reality that the burden placed on women to fill the gaps in weakened and ineffective health and care sectors. Women comprise the majority of **healthcare workers in the EU** as well as in the **broader care sector**, including both paid and unpaid work of childcare, elderly care, social care and domestic assistance. Women all over Europe have stepped up to balance their work responsibilities as they care for and educate their children and other dependent persons while schools, nurseries and other care centres have been closed. Wider society was reminded that women are the backbone of society, as women were leading the provision of essential frontline services and **balancing care and work responsibilities at home**. We will build on those lessons learned and will include them in our Women Changing Europe strategy, putting care at the centre of our societies.

COVID-19 led to a decrease in provision of essential healthcare services, including the provision of **women's sexual and reproductive health and rights (SRHR)**. Whether it is in relation to childbirth, contraceptives, abortion services or access to information, it remains crucial that these services are still available through this and any future period of crisis. At the same time, the crisis had and will continue to have an adverse effect on women's mental health, with women suffering the most from burnout. We recognise the opportunity this moment presents to significantly advance SRHR



across Europe to ensure in the next five years that these are embedded in our healthcare systems, and that women's mental, physical and sexual health is no longer side-lined.

Male violence against women and girls

The long-term and deep-seated systemic problem of male violence against women and girls continues, with efforts to combat it still falling short of what is needed in spite of the massive and urgent scale of the issue. In 2021, Europe marked the 10th anniversary of the adoption of the Istanbul Convention (IC), with its implementation showing some positive progress towards tackling VAWG across many countries in the EU. However, despite its proven record of success there has been significant pushback against the Convention by anti-women groups, and even governments, so that the ratification has been stalled or even completely blocked in six EU countries. The backlash has also led to a backsliding on the ratification of the Convention in Turkey and Poland, with Turkey actually withdrawing from the Convention. There is also a consistent stalling in the EU accession process, despite the Convention remaining a political priority.

In spite of this, there has been significant recognition of VAWG as an issue that needs action at the European level. The European Commission made specific commitments to end VAWG in its Gender Equality Strategy 2020-2025, including measures to achieve the objectives of the IC if the EU's accession to it remains blocked. These measures include legislative action for a holistic framework Directive on VAWG, potentially including online violence and sexual exploitation, something the EWL has called for over decades. Sexual exploitation and trafficking across Europe are a highly gendered phenomenon. An average of 84% of victims are migrant women, many of them undocumented and in fear of deportation. The Equality Model of ending prostitution, which decriminalises women in prostitution and criminalises sex buyers, has a proven record of reducing the demand for paid sex and was approved as the best model to address prostitution by the European Parliament. The EWL will continue to lobby for the full implementation of the Equality model across Europe to end systemic sexual exploitation of women and girls.

Awareness of online violence has also increased, with research and evidence continuing to emerge on the negative impact of online VAWG on all women and girls, but particularly on women of colour, younger women and women in politics. Pornography and hyper sexualisation of women and girls online are significant issues where tech companies continue to fall behind on actions required to adequately tackle these growing phenomena. The Digital Services Act remains a potential changing point for this, with significant potential for impact on all forms of VAWG, but particularly in relation to trafficking and sexual exploitation online.



Feminisation of poverty

Even before the start of the COVID-19 pandemic, women and girls have been disproportionately impacted by the disastrous austerity measures. Economic inequality and poverty affect different groups of women differently in their lifespan. Migrant and young women work in precarious, temporary jobs without long-term security and many have lost their jobs during the pandemic. Elderly women and women with disabilities are particularly impacted by unemployment, precarious jobs and increasing inequality, and the erosion of social protection, welfare and pension schemes. Employment rates of rural women are lower than those of rural men. Migrant women, including those who are highly educated, are employed in low-skilled jobs with low pay, mostly in traditionally women's roles, often as care and domestic workers in households.

The pandemic exacerbated the feminisation of poverty, decreasing women's economic independence, causing them to lose jobs and even pushing some women to the brink of starvation. It accelerated the introduction of telework, forcing women to adapt quickly in order not to lose their jobs. However, the distribution of care between women and men has remained highly unequal, with most of the unpaid care work performed by women and there has been no increase of resources nor solutions for community care for children and the elderly. This particularly affected single mothers and women caring for the elderly since they had to prioritise unpaid care work. The low value society attributes to this essential work means that women not only bear this burden without much support, but are further affected by being absent from and having fewer opportunities in the workforce, resulting in gender pay gap and subsequently in gender pension gap.

Most economic and anti-poverty policies and programmes remain gender neutral, not taking into account the specific situation and needs of different groups of women. **Gender budgeting** is one of the main tools through which equality between women and men, including in economy, can be achieved. Positively, in-line with our advocacy calls, gender mainstreaming was made a priority in the recovery funds that are part of the EU Multiannual Financial Framework 2021 – 2027. This, along with the economic crisis and rapid changes to the economy, presents an opportunity for **EWL to lobby for a Care Deal for Europe, which embodies our feminist approach to economy.**



Shrinking space for women's rights

We are witnessing a growing political and social backlash that aims to restrict and regress on progress that has already been achieved on women's rights. The backlash has been strong, organised and has already had an impact of limiting and reducing women's rights in Europe. In the backlash against the Istanbul Convention, the opponents are not only conservative forces and religious groups, but also political parties from a wide political spectrum, from extreme right-wing populist parties to centre-left populist parties and they include other actors, such as men's rights groups and online platforms that promote traditional family values. The wider backlash includes attacks on women's sexual and reproductive health and rights and promoting traditional women's roles.



This trend showed us that achievements in women's rights are not irreversible and need to be protected. Women's civil society organisations are working within an increasingly shrinking space, with funding for women's rights and for women's organisations being severely impacted.

Despite this, women's organisations all over Europe rallied and came together in street protests (such as in Poland, Turkey), writing letters, speaking out, campaigning and fighting to ensure the progress made in protecting women's rights is maintained. Understanding that patriarchal norms, including advocating for the traditional roles of women and limiting women's freedom of choice, are at the core of structural inequality and VAWG is key to all our lobbying activities. We therefore see this threat to women's rights and freedom of choice as an opportunity to lobby for recommitment to the feminist vision of Europe free from all forms of VAWG and sexual exploitation, where freedom of choice and women's SRHR are ensured for all women and girls in each member state and at the EU level.

Gender mainstreaming in digitalisation, migration, and climate change

Recent years saw new emerging political, social and economic trends. These trends affect all women and for this reason we need to ensure the implementation of effective gender mainstreaming actions in all these areas. The **digital technology's** presence in all aspects of our lives became more apparent with the COVID-19 pandemic, significantly speeding up the process of digitalisation - this raises significant concerns for equality between women and men. Women's exclusion from the digital transformation perpetuates existing inequalities as well as bringing emerging challenges, such as creating a digital gender gap. Though some of the most vital policy areas are either being modified or considered in response to the digitalisation of Europe, what remains missing is adequate consideration of the impact on many of these policies from a women's rights perspective.

Migration is another urgent issue in Europe that affects women and girls in gender specific ways. However, **the rights of migrant and asylum-seeking women and girls** have been absent from key policies, which have instead been shaped by male experiences. There have been increased cases of male violence and sexual exploitation, including in detention centres, economic precarity and poverty, and lack of access to healthcare and sexual and reproductive health services. Gender-sensitive and tailored safeguards and services must include the mainstreaming of women's perspectives and the inclusion of targeted provisions such as temporary special measures. The New Pact on Migration and Asylum gives us an opportunity to lobby the European Commission to move from a crisis-management approach to a justice, wellbeing and rights-based approach to migration and asylum-seeking. To ensure no woman or girl is left behind, it is essential to ensure gender mainstreaming in all forthcoming migration and asylum initiatives.

The **climate** justice movement has also taken a centre stage in the battle against climate change, with a high involvement of young women and girls. The climate crisis affects women and girls disproportionately due to persisting structures of gender inequalities. New climate policies aiming at reaching a 'climate neutral' Europe are bound to profoundly change many sectors of the economy and society with a potential to affect women and girls, particularly women in poverty, homeless women, single mothers, women with lower educational levels, women with disabilities, and women facing health problems. Women and girls should also be recognised not purely as victims of the climate crisis, but as powerful agents of environmental change. Tackling the climate emergency has been identified as a high priority by the new Commission. This will give us an opportunity to lobby for a society founded on a green and feminist economy that is socially inclusive, free from exploitation and violence, which provides decent work for all, values unpaid care work and redistributes resources and power equally.

The spread of the **#MeToo movement**, exposing sexual abuse and sexual harassment in an unprecedented wave of women's solidarity across the world, has shown the enormous potential of new online platforms as key spaces for movement organising as well as for introducing new narratives and shifting mind-sets. The **engagement of young women** is of particular importance





here. There is an opportunity to recognise young women's leadership and successes and to ensure intergenerational exchange and connection between young women and long-time feminist activists. Increasingly vocal **movements for racial** justice in Europe led to the adoption in 2020 of a European Parliament Resolution on the anti-racism protests, which set the stage for increasing our lobbying for the rights and equality of women and girls of colour. The strengthening of these movements is an opportunity to align and partner in those areas where we hold shared aims, to ensure that women's perspective is included in all issues that affect them. By working in harmony and supporting each other, we can be successful in transforming our world to one based on feminist values, equality and justice.

Vision

*“We have a vision of a **Feminist Europe**, in which all women and girls enjoy **equal rights** and participation in power and decision-making structures across all levels of society. **Liberated** from all forms of oppression and exploitation, women and girls have true freedom of choice, and live lives free from sexism and all forms of violence. Women’s contribution to all aspects of social, political and cultural life is recognised, rewarded and celebrated.”*

Mission

*“We represent an **inclusive, fearless, loud, independent feminist voice** and bring the voices of women and girls into the European political arena. We act as a catalyst connecting different actors to bring **transformational change** at both national and European level. Representing the **diversity** of the women’s movement across Europe, we build consensus and mobilise our members’ collective experience and expertise to work on major issues affecting women and girls. We strive to realise women’s rights, equality between women and men and social justice, **leaving no woman and girl behind.**”*

Values



Equality between women and men



Respect



Dignity



Solidarity



Justice



Diversity



Peace

Principles



Women’s rights are human rights



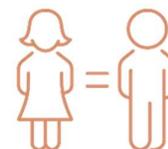
Participation



Inclusion



Autonomy



Equality



Theory of change

How EWL believes change happens

We believe in a **Feminist Europe** where **equality** between women and men, girls and boys is not only possible, but imperative, in order to achieve the wellbeing of all people and the planet.

This requires a **feminist structural analysis** and dismantling of patriarchal systems, stereotypes and mind-sets to bring **systemic change** that over time will secure equality for women and girls in all spheres of society.

Change happens every day because of the passion, vision and commitment of **women working together** across borders, social groups, and their experiences.

How EWL will contribute to that change: Pathways to change

1

Lobbying for a Feminist Europe.

Our contribution to achieving our vision of a Feminist Europe is through lobbying the European institutions and member states. In order to be effective in our advocacy and campaigning, we will continue to strengthen and grow our movement across Europe to come together to influence political and policy processes at national, EU and international levels.

4

Changing patriarchal social narratives.

Systemic feminist change requires an understanding of the values, mind-sets, rules, and impacts of patriarchal systems. It requires us to act together to change these. The EWL will continue to challenge the patriarchal narrative by strengthening its evidence-based advocacy and communicating women's stories to both challenge the current system and present compelling alternatives.

2

Building the strength and resilience of EWL members.

The strength of EWL comes from their members working together across Europe to bring the voices and experience of women and girls to decision makers in order to achieve transformative political change. We will continue to strengthen the resilience and the capacity of EWL Members to drive political change through effective advocacy, campaigning, communications and resource mobilisation.

5

Building a caring society.

EWL puts care at the centre of its work as an alternative to patriarchal systems of domination, understanding that care is personal, political and collective. We recognise that caring for others and being cared for at different stages in our lives, is a central experience of our shared humanity, and is at the heart of our societies.

It is core to EWL's political strategy to increase awareness, to value and to redistribute care in society as a whole. We will embody the changes we demand externally through putting care for one another and ourselves at the centre of EWL's own internal work and approach.

3

Empowering women to fight patriarchy.

Through feminist action, the EWL is working on transforming the patriarchy as a structural force that influences power relations and replacing relationships of power with relationships of meaning. The EWL is a leader in mobilising and supporting women and girls to claim their rights to self-determination and equality.



How we work: strategic objectives

As change makers, we integrate these pathways into all our organizing effort to dismantle the patriarchy through the following strategies:

Lobbying

Lobby the EU institutions, monitor the implementation of legislation, policies and programmes, and support our members' lobbying activities at national level, to ensure that human rights and equality of women and girls is achieved in all aspects of life.

Communication

Deliver timely and succinct messages in this rapidly-changing global communication environment and expand our digital presence as well as our diversified community of stakeholders and audiences. We work to ensure harmonisation of language use related to our core topics and maintaining a systemic-change narrative that combats gender stereotyping. We develop key messages and tools to strengthen impact and outreach across our priority topics.

Capacity building

Create pathways to engage and support each of member to reach their full potential. To ensure that the EWL is seen as the international 'go-to' organisation on women's rights, we build and maintain a strong EWL presence on social and traditional media across Europe.

Feminist PI-MEAL

To ensure the full and successful implementation of this Strategic Framework, the EWL will develop, as part of its implementation plan, a detailed Feminist Framework for Monitoring, Evaluation, Accountability and Learning. In planning and implementing our strategy, we aim to make sure that it is managed and designed through participatory processes, and that all EWL members, as well as members of members are equally represented.

We are flexible and adaptable to the changing context, including setting space for contingencies, while understanding that change is a non-linear and complex process, requiring monitoring and measuring of both expected and unexpected outcomes. Strengthening the engagement of all members and ensuring accountability and transparency is at the core of our approach, ensuring that learning is integrated in our future work.

Policy papers

Well-researched, in-depth policy papers based on evidence drawn from EWL Members on all aspects of women's rights.

Partnership

Bring EWL's strong feminist values to civil society organisations and movements, and ensure we embed theirs in our common work.

Campaigning

Develop campaign strategies and implementation plans to enhance reach and impact of our policy and advocacy work to political and public audiences, and support grassroots women's movements.

Collective

Engage and work collectively, we strive to be participative, inclusive and transparent in the ways we work. We remain open to new ideas, creative solutions and alternative approaches to continue strengthening our collective work.

Internal operations

We work towards reaching our fullest potential to be a strong, cohesive, synergetic, and sustainable EWL, with an even stronger accountability towards each other and our external partners. We build and develop systems and processes that embrace a feminist approach, reflective of EWL's feminist culture, and that will strengthen our internal architecture to enable EWL to successfully fulfil and achieve its strategic goals and objectives.

Resource mobilisation and sustainability

We continually work on sustainable and ethical funding for EWL and its members to strengthen the sustainability of the women's movement in Europe. We advocate for and raise awareness of the needs of women's organisations with our funders.



External objectives

- 1 To promote feminist transformation of economy based on equality, well-being, social justice and care as a universal collective need and responsibility of both women and men.
- 2 To advocate for institutional mechanisms that ensure the effective implementation of gender mainstreaming and the equal political participation of women.
- 3 To end all forms of gender stereotyping and male violence against women and girls, ensuring access to their sexual and reproductive health and rights and a life free from sexual exploitation.

Internal objectives

- 1 To strengthen EWL's capacity and tools to work together to achieve our collective goals.
- 2 To reflect our feminist values of diversity and inclusion across all EWL's work and structures, and create safe spaces for open dialogue.
- 3 To strengthen organisational culture and collective action through enhancing our internal communication, governance and decision-making.
- 4 To ensure financial sustainability of EWL and its members.



Our actions

External actions

1 To promote feminist transformation of economy based on equality, well-being, social justice and care as a universal collective need and responsibility of both women and men.

1. Engage with policy makers to advocate for gender budgeting at every level: ensuring that public expenditure seeks to achieve equality between women and men, girls and boys.
2. Advocate for a Care Deal for Europe – holistic vision of a care economy and the duty of care, in alignment with the green economy (Green Deal) and the digital economy (EU Digital single market): caring for the planet, caring for each other.
3. Analyse and prevent the feminisation of poverty and 'precarity' (particularly for older and younger women, migrant women and girls, minority women, Roma women and girls with disabilities, women working in care sectors).
4. Closely monitor the 'future of work' (for example telework) and the impact on women.
5. Contribute to the development of a Social Europe through the Action Plan of the European Pillar of Social Rights, the (revised) social scoreboard, the European Semester and other mechanisms. A particular focus will be placed on Work-Life-Balance, gender pay, long life earnings, pensions and poverty gaps.

2 To advocate for institutional mechanisms that ensure the effective implementation of gender mainstreaming and equal political participation of women.

1. Implement and monitor of gender mainstreaming including gender budgeting across EU policies, with an emphasis on ensuring a women's rights approach in EU Digital, Migration and Climate policies.
2. Monitor implementation of the EU Gender Equality Strategy and adopting a national strategy in each EU Member State in line with the EU Gender Equality Strategy. Supporting strong institutional bodies at national and EU level to promote and monitor strategies to achieve equality between women and men: gender equality bodies, women's committees, European Council for equality between women and men.
3. Ensure the role of women's civil society is recognised, respected and resourced by governments and the EU so that all women are able to have a voice in political decision-making.
4. Support the shifting traditional power dynamics to a feminist understanding and use of power, through achieving true parity democracy, including advocate for 50/50 quotas in all EU institutions.
5. Support multilateralism and exploring its strategy and interaction with external actors, including the United Nations spaces, for example, CSW.



3 To end all forms of gender stereotyping and male violence against women and girls, ensuring access to their sexual and reproductive health and rights and a life free from sexual exploitation.

1. Advocate for the ratification and full implementation of the Istanbul Convention at national and EU level, and application of its principles, standards and 4 P's approach.
2. Advocate for a comprehensive legislative framework at EU level to address the continuum and all forms of violence against women and girls, including sexual exploitation and online violence.
3. Work towards a Europe free from sexual exploitation, through legal change at national and EU levels on prostitution, combatting pornography creation, accessibility and normalisation, and ending surrogacy.
4. Work with EU Institutions and partners to build EU competence on SRHR, prioritising contraception and abortion accessibility, and work across Europe to promote feminist sexuality education.
5. Champion the adoption of a women's rights perspective in the development of the Digital Service Act, which should recognise the liability of platforms in the facilitation and perpetration of violence against women in the digital sphere, including sexual exploitation.
6. Engage in leadership of the UN Action Coalition on Gender-Based Violence and support membership participation in relevant processes.

Internal actions

1 To strengthen EWL's capacity and tools to work together to achieve our collective goals.

1. Increase opportunities for member engagement in EWL collective work and create channels for engaging members of members (members of National Co-ordinations and European Wide members).
2. Develop consensus building to reach our collective goals.
3. Increase capacity building and training support and skills-sharing for members on relevant strategies and topics.
4. Ensure internal resource mobilisation initiatives to build and strengthen members to support their organisational needs and reach their potential.
5. Create mechanisms to draw upon the strength of the membership and its connection with the grassroots movements in their countries or areas of work.
6. Build on the ongoing review of EWL's governance structures, into the revision of the Statutes, to clarify and specify the roles and responsibilities of different levels of structures in EWL.
7. Develop and implement a communications strategy that best reflects and adapts to the fast-evolving feminist movement context, strengthening our engagement with our community of external and internal stakeholders.
8. Develop a Feminist Framework for EWL's Monitoring, Evaluation, Accountability and Learning to track progress and impact.



2

To reflect our feminist values of diversity, equality and inclusion across all EWL's work and structures and create safe spaces for open dialogue.

1. Develop a feminist culture framework with EWL members on inclusion, diversity and equality policy and Code of Ethics that embed and hold us accountable to our shared values.
2. Identify and allocate resources to support and enable the meaningful engagements, participation, and inclusion of all women, with special care for women with disabilities in EWL spaces (i.e. Childcare, translation, under-represented groups).
3. Develop processes and tools to fully embed antiracist learning, analysis and behaviour in all our work and structures.
4. Create positive actions and enable mechanisms for young women's meaningful and full participation, ensuring their leadership is embraced and mainstreamed throughout all EWL's work & structures.
5. Create safe spaces to explore issues where there are differing political or perspectives between members in order to reach consensus about EWL positions and strategies.
6. Develop an internal process to ensure an immediate response for those who are experiencing non-inclusive behaviours and define these to ensure a collective understanding.

3

To strengthen organisational culture and collective action through enhancing our governance and decision-making, our internal communication through a stronger reflection and learning.

1. Invest in communication tools and interface for both external and internal communication that is inclusive to all members and external stakeholders.
2. Develop tools and use communication styles that will enable women and girls with disabilities to engage.
3. Create simple, user-friendly documents for the members to use including support for translation.
4. Develop user-friendly systems of planning, monitoring, evaluating, learning and reporting to enhance accountability.
5. Build our knowledge and learning hubs to share good practices and highlight our success stories.

4

To ensure financial sustainability of EWL and its members, to achieve our goals.

1. Develop and implement strategies for ethical funding to support the implementation of EWL's Strategic Framework and reach out to a diverse number of funders and supporters.
2. Implement and replenish mechanisms for the mobilisation of resources to EWL members.
3. Promote the internal information exchange for funding opportunities and funds available for women's movements/organisations in Europe.
4. Identify needs of EWL members and increase potential opportunities for joint fundraising activities, both nationally and across Europe.



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