

European Women's Lobby

ANNUAL REPORT
2008

Who we are

Founded in 1990, the European Women's Lobby (EWL) is the largest alliance of women's non-governmental organisations in the European Union bringing together thousands of member organisations in Europe. 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 decision-making, women's human rights, violence against women, and women's diversity.

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

The EWL works primarily to influence the institutions of the European Union and is in consultative status with the Council of Europe and with the United Nations Economic and Social Committee.

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Editorial



It is with great pleasure that I introduce the Annual Report of the European Women's Lobby for 2008 as the newly elected President of the organisation. The European Women's Lobby (EWL) will celebrate its 20 years of existence in 2010, 20 years throughout which the EWL developed two main features, that distinguish it from many other organisations.

One important aspect of the EWL is that we are a membership-based organisation gathering a very large number of women's organisations throughout Europe. In this regard, I'm very glad that our membership continued to grow in 2008 with the accession of two new countries, Poland and Cyprus and of the Federation of Kale, Manouche, Romany and Sinti Women.

The second important feature of the EWL is that our range of working areas is very broad and covers diverse policies thus reflecting the diversity of our membership. This emphasis on being inclusive of the diversity of women also materialised in our intense work in 2008 to develop our organisational capacity and the capacity of our members. The continuation and development of our project with migrant women goes in the same direction, whereby the EWL encourages and supports networking among migrant women's organisations and the participation of migrant women in European policies.

Importantly, 2008 saw the launch of the EWL 50/50 Campaign for Democracy, aiming at ensuring the equal representation of women and men in European decision-making. This highly publicized campaign has attracted a lot of support already and will be the spearhead of the EWL activities in view of the European elections of June 2009.

Throughout 2008, the EWL continued its crucial work in supporting policies and legislation aiming at ensuring women's economic independence, an issue currently acquiring momentum as the economic recession challenges the gains women have made over the past few decades.

I also would like to stress the importance of our work in fighting against all forms of violence against women, including the very successful completion of a fruitful project that the EWL has been conducting since 2005 with our partners in the Nordic-Baltic region to support women victims of trafficking, the results of which we hope to sustain in the future.

On behalf of the European Women's Lobby, I would like to thank all our members and other partners for making our work possible. The European Commission, the Nordic governments, the Sigrid Rausing Trust, the Barrow Cadbury Trust and the Network of European Foundations for Innovative Cooperation (European Programme on Migration and Integration), have been supporting our work, ensuring the consistency of our strong voice at the European level and contributing towards equality of women and men.

It is a great privilege for me and at the same time a high obligation to be the President of the European Women's Lobby. I am convinced that I will have the unconditional support of our membership, of the EWL Executive and of the EWL Secretariat with at the top our outstanding Secretary General Myria Vassiliadou. In 2008, they all have demonstrated their commitment and selfless dedication to the implementation of the aims and objectives of the European Women's Lobby and I would like to thank them all. There is still much to be done. Together we are strong enough to face the challenging time ahead of us.

Brigitte Triems

Brigitte Triems
President of the European Women's Lobby

Moving towards Parity in Europe : the EWL 50/50 Campaign for Democracy

In 2009, European voters will elect the new European Parliament and a new European Commission will be nominated. Those events present a double opportunity to have more women in decision-making within important European Institutions. In 2008, together with its member organisations throughout Europe, the EWL started its 50/50 Campaign “No Democracy without Gender Equality” to mobilise support and action for democracy and equality between women and men.

The under-representation of women in politics, a serious democratic deficit!

Today three out of four members of national parliaments in the European Union countries and **69% of the members of the European Parliament are men**, a proportion that hasn't changed with the last European elections. Within the last ten years, Europe has witnessed an increase in the proportion of women in national parliaments going from 16% in 1997 to 23 % in 2009. But in spite of international, European and national commitments to increase women's presence in decision-making, the progress has been slow. This challenge is demonstrated by the fact that there is only one country worldwide, Rwanda, where there are more women than men in parliament!

Action and measures are therefore needed to ensure that women and men are able to equally take part in making the decisions which shape their lives and the future of our societies. This includes **challenging traditional gender roles** and the fact that decision-making is still often seen as a male domain; **compensating for women's lesser access to economic, social and cultural resources** which are necessary to attain

decision-making positions. Finally, it is necessary to **transform electoral institutions, laws and political life**, including the role played by political parties as gate keepers, to ensure that they actively promote equality and the integration of new comers in politics, including women.

Measures taken to put equality into practice

One way of implementing in practice the commitments to equality in decision-making has been the **introduction of parity legislation or of electoral quotas**. These may be constitutional or legislative measures or take the form of voluntary quotas of political parties. Within the last years, **five European countries – Belgium, France, Portugal, Slovenia and Spain – have introduced legal or constitutional measures** to improve women's representation or to attain parity. In about sixteen European Union countries, at least two of the main political parties have introduced voluntary quotas. Experience in many countries worldwide has shown that **quotas, which are well adapted to the electoral system, well-implemented and accompanied by sanctions are successful tools for progressing towards gender equality**.

However, at the European level, while the European Union has adopted strong legislation for gender equality in some areas, in particular in employment, there is **no binding European provision to ensure the equal representations of women and men within the European institutions** themselves.

The EWL 50/50 Campaign “No Democracy without Gender Equality”

The EWL 50/50 Campaign was launched in Brussels in September 2008 in view of the European elections of June 2009, of the renewal of the European Commission in 2009 and in relation to the nomination of the



new EU “top positions” foreseen by the Treaty of Lisbon: the European High Representative for Foreign Affairs and Security Policy and the President of the European Council.

More than **200 prominent personalities across Europe have given their support to the 50/50 Campaign** including President of the European Commission José Manuel Barroso and Vice President Margot Wallström, Nobel Prize winner Orhan Pamuk, Slovenian President Danilo Türk, former President of Ireland Mary Robinson, former President of the European Parliament Simone Veil and many more.

The **goals of the EWL 50/50 Campaign** are on the one hand quantitative: we want to ensure 50/50 representation in the European Parliament, in the European Commission and for the EU “top jobs” in 2009. On the other hand, the Campaign also aims at mobilizing European women and voters in general to be involved in the European elections and to **put the values that we defend of gender equality, solidarity and sustainable and social development at the core of the programmes of political parties** for the European elections and ultimately, at the core of European policies.

Women’s under-representation in politics represents a serious democratic deficit. It is not acceptable to leave half of the population outside positions of power, while claiming that our societies foster democratic values of equality, justice and participation!

Join the EWL 5♀/5♂
Campaign for Democracy

www.5050democracy.eu

Cécile Gréboval
EWL Secretariat

Women in Parliaments in EU Member States and EU Accession Countries and Quota Type

Country	Women %	Quota type
1. Sweden	47%	Party quota
2. Finland	41,5%	No quota
3. Netherlands	41,3%	Party quota
4. Denmark	38%	No quota
5. Spain	36,3%	Legislative quota
6. Belgium	35,3%	Legislative quota
7. Germany	32,2%	Party quota
8. Austria	28,4%	Party quota
9. Portugal	28,3%	Legislative quota
10. Luxembourg	23,3%	Party quota
11. FYR of Macedonia	28,3%	Legislative quota
12. Lithuania	22,7%	Party quota
13. Bulgaria	21,7%	No quota
14. Italy	21,3%	Party quota
15. Croatia	20,9%	Party quota
16. Estonia	20,8%	No quota
17. Poland	20,2%	Party quota
18. Latvia	20%	No quota
19. UK	19,5%	Party quota
20. Slovakia	19,3%	No quota
21. France	18,2%	Legislative quota
22. Czech Republic	15,5%	Party quota
23. Greece	14,7%	Party quota
24. Cyprus	14,3%	No quota
25. Ireland	13,3%	No quota
26. Slovenia	13,3%	Legislative quota
27. Romania	11,4%	Party quota
28. Hungary	11,1%	Party quota
29. Turkey	9,1%	No quota
30. Malta	8,7%	Party quota

Total: 23.2%

Data as of 28.02.09, sources: Inter-Parliamentary Union and European Parliament Study “Electoral Gender Quota Systems and their Implementation in Europe”, 2008.

Women's Economic Independence : Crucial for Gender Equality

In 2008, the European Women's Lobby followed a number of issues at European level relating to the broad area of women's economic independence, which encompasses employment, reconciliation of private and professional life, the gender pay gap and social policy, which although is not a direct competence of the EU, is coordinated at European level. Weaving the gender equality thread throughout these remains one of the key challenges for the EWL in this broad area of policy, which is crucial to ensure women's economic independence and equality with their male counterparts.

In its contribution to the annual **European Spring Summit - 2008** which each year brings together the Heads of State to examine progress towards achieving the **Lisbon Strategy on Growth and Jobs**, (in which the target of 60% employment rate for women is set for the year 2010), the EWL highlighted that the absence of a gender equality approach throughout the whole Lisbon Strategy results in a patchwork approach to women's economic independence.

Gender gaps remain in employment

While women's employment rate has increased, albeit in varying degrees in different Member States, the type of jobs women occupy continue to maintain the traditional gender division of paid and unpaid work. The **working patterns** of women, including over representation in part time work and atypical forms of work, concentration in women-dominated sectors of the economy, have not led to achieving true equality of outcome between women and men. Economic equality is still not a reality in relation to salaries in employment and in relation to unpaid work, when

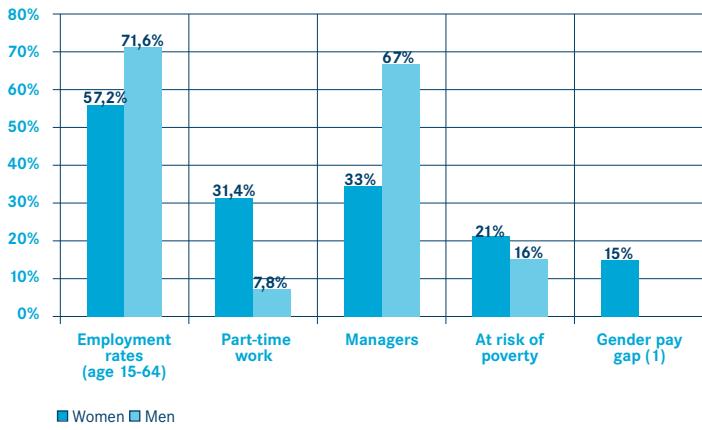
women continue to assume the main responsibility for children and other dependent persons. **Figures show the discrepancies between women and men on the labour market.** For example, women's average share of part-time work in the EU was 34.4% in 2007 against 7.8% for men, with levels rising to 74.9% of women in some countries. In a Eurobarometer survey, 75% of men interviewed revealed that they were aware of their right to parental leave; however 84% of them said they had neither taken it nor were thinking of doing so in the near future. The progress in some areas has remained stagnant for years, notably the share of women entrepreneurs : 30% and women managers : 33%. In the area of new technology, the gap between women and men in employment in computing jobs has tended to widen rather than narrow over time.

It is clear therefore, that the **gender gaps** in relation to: **pay, pensions, social security protection and rights, decision-making, entrepreneurship, lifelong learning** and women's access to new sectors of the economy have yet to be addressed if women's economic independence is to be achieved. This will be the main concern of the EWL in the preparations for the post Lisbon Strategy on Growth and Jobs.

The new concepts of **flexicurity** and **active inclusion** need to take into account gender equality aspects

In 2008, **Flexicurity** and **Active Inclusion** were the key concepts promoted at European level in relation to employment and social policy; which the EWL has been commenting. The first – **Flexicurity** – for which a set of principles was adopted in 2007, including one on reconciliation of private and professional life, aims to promote a life-cycle approach to working life through active ageing and life-long learning, hence breaking with the traditional three tier life-cycle of study, work and retirement. While it remains difficult to ascertain how the flexicurity principles will in fact be implemented in practice, reforms of social protection systems,

Gaps in Employment between Women and Men



(1) Difference between women and men's average gross hourly earnings as a percentage of men's average gross hourly earnings.

Source: "Report on Equality between women and men – 2008", European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities, January 2008, data EU average 2005-2006.

notably pension schemes and increasing the legal age of retirement in some Member States, are indicators that the **male breadwinner model remains intact**. We can also fear that women's access to pension rights will continue to be based on the number of effective years on the labour market and that periods spent out of the formal labour market – primarily for caring responsibilities – are being disregarded.

The second concept – **Active Inclusion** – for which the European Commission adopted a Recommendation at the end of 2008, consists of ensuring that those "furthest from the labour market" are actively

encouraged to work. The Recommendation covers three areas: adequate income support, inclusive labour-market strategies and access to quality services. In its contribution to the Commission's consultation on active inclusion in 2008, the EWL stressed the need for an **individualised right to an adequate minimum income**, the recognition of **skills** that enhance empowerment, **capacity building**, support systems and **basic skills training** (reading-writing, language, information technologies) as part of **vocational training**. In relation to services, it is vital that **public funding** is made available for affordable, good quality and accessible care structures and services.

New European legislation on the table concerning reconciliation of private and professional life

The EWL did some work with the European Parliament on the revision of the **Working Time Directive** in December 2008, highlighting issues of **reconciliation of private and professional life**.

Finally, the EWL monitored a number of processes relating to reconciliation of private and professional life which commenced in 2008 and included proposals for **European Directives** in the area of **maternity leave**, **self-employed and assisting spouses/partners** and **measures on parental leave** as well as a report on the implementation of the **Barcelona Targets in relation to childcare**. These issues will be further developed by the EWL in 2009.

Mary Collins
EWL Secretariat

For Better Protection against Discrimination in Europe

In July 2008, the European Commission made a new step towards stronger protection against discrimination in Europe by proposing a new directive on equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation. Despite the fact that this directive does not cover sex-based discrimination, the EWL worked and will continue to work to ensure that this becomes a strong new text ensuring a stronger protection against discrimination based under these four grounds.

The EWL calls for the adoption of a strong directive covering religion or belief, disability, age and sexual orientation

While the draft directive was being discussed by the different European institutions in 2008, the EWL worked closely with European anti-discrimination networks and with the Platform of Social NGOs to **campaign for the adoption of a text that meets the needs of the people facing discrimination**. The EWL asked in particular for the integration of a gender equality perspective and of a clause on multiple discrimination. The EWL also asked for the removal of exemptions on marital / family status and on reproductive rights from the draft directive.

Challenges ahead: Levelling up gender equality legislation!

The earlier directive adopted in 2004 on equality between women and men in relation to goods and services was a first step in addressing discrimination against women *outside employment*. However, there are still **areas that are not covered by European gender equality legislation**. The extent of this gap is uncertain (because of the

limited existing case-law). However, as education and the content of media are specifically excluded from the scope of existing gender equality legislation, discrimination in those areas will appear to be forbidden by EU legislation for all grounds except sex (when the directive proposed in 2008 will be adopted). Concerning discrimination in relation to social protection, social security, health care and social advantages the interpretation can vary, but the scope of gender equality legislation seems to be more restricted in those areas than for other grounds.

The EWL therefore urges the EC and Member States to:

- Adopt in 2009 a **strong new directive** on equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation
- Give clearer indications as to the **areas covered by existing gender equality legislation**.
- **Commit to a calendar** to level up and complement the existing European gender equality legislation by 2010 at the latest.

Amandine Bach
EWL Secretariat

European Legislation on Gender Equality and on Non-Discrimination

AREAS COVERED	Race	Sex	Age	Sexual Orientation	Disability	Belief
	□ Existing legislation					
	□ New proposed directive					
	□ Areas partly covered / uncertain areas					
	■ Clear gap (excluded from gender equality legislation)					
	GROUNDS OF DISCRIMINATION					

Time for Strong Action for Women's Rights at the United Nations

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Worldwide, women and girls are less likely to go to school, receive adequate health care, access credit, own property, or to play a key role in decision making structures. The United Nations (UN) has the mission and the mandate to address this unacceptable situation. However, the current bodies dealing with gender equality within the UN system lack the coherence, authority and funding to carry out this mission. In order to improve the situation, a process was initiated for a stronger UN agency for women's rights and a Campaign has been launched.

The worldwide Gender Equality Architecture Reform Campaign (GEAR Campaign)

In order to speed up the process of reforming the UN gender equality architecture, the **Gender Equality Architecture Reform Campaign (GEAR)** was launched by NGOs at the 2008 UN Commission on the Status of Women. The Campaign is **supported by over 300 civil society organisations** and is coordinated in Europe by a regional focal point, in which the EWL is active. The GEAR Campaign aims to ensure a reformed UN that really delivers on the grounds for millions of women and girls facing violence, poverty and discrimination who have no voice in this debate.

To be put in place, this more powerful and better resourced United Nations agency for women's rights **must be approved by all member states of the UN** through a decision of the UN General Assembly, which of course is challenging!

The European regional focal point has been very active throughout the year 2008 in monitoring the situation and campaigning with European and international decision-makers. In September 2008, the UN General Assembly adopted a resolution asking the UN Secretary General to move ahead and to make a concrete proposal for a new women's rights agency. We need to push the United Nations General Assembly to make a decision on this before it finishes its current session in September 2009.



Challenges ahead for a strong UN women's rights agency

While European Union countries have been rather supportive of the idea of a more powerful UN women's rights agency, two main challenges still lie ahead. The first challenge concerns the funding of the new entity. While it has been recognized that UN funding for women's issues and gender equality is currently insufficient, it will be necessary to continue to put pressure on donor countries, for them to accept to raise their contribution to the UN. Secondly, a number of countries, are opposing the process so even more advocacy will be needed in the year 2009.

Join our action for a more powerful and well resourced women's rights agency at the United Nations: www.ungear.eu

Cécile Gréboval
EWL Secretariat

Incorporating Gender in Immigration, Integration and Asylum policies

We are at a crucial time in working to effectively incorporate a gender equality perspective in immigration, integration and asylum policies. For many years, academics and feminist activists have talked about the invisibility of migrant women in the economic and political sphere and about the need to make migrant women visible. While numerous academic books and articles have been published since the 80s, migrant women have also become more visible in the political sphere, but many challenges lay ahead of us.

Challenges at the European level: from recognition to action!

Ensuring that the various and diverse voices of migrant women are heard and considered is at the core of the EWL work in this area. At the European level, we have seen an increased attention to migrant women's specific needs:

- In European Immigration and Integration policies different texts on women and immigration have been adopted by the European Parliament and by the Parliamentary Assembly of the Council of Europe. The issue was also touched upon by the Declaration of the Ministerial Conference on Integration of November 2008.
- In Asylum policies: the European Commission's Communication on a Policy Plan on Asylum of June 2008 sets the need "to incorporate gender considerations" as an overarching objective of the future Common European Asylum System and the European Commission has announced that they will propose to strengthen measures toward women asylum seekers and those with special needs.

However, the EWL believes that in order to make migrant women's rights a reality, it remains fundamental to **develop a positive approach to migration** and for EU policies on immigration and asylum to be based upon **superior human right standards, including due respect to women's human rights**. The EWL therefore advocated throughout 2008 together with other organisations for commitments to respect human dignity and fundamental rights, which unfortunately were not always taken on board by Member States.

Towards a stronger voice for migrant women's organisations at national and European level

The EWL believes that it is of utmost importance that the strong expertise that migrant women's organisations and organisations that have been supporting migrant women have developed over the years is used by decision-makers at local, regional, national and European level and that specific funding is made available. In this context, since 2007 the EWL has been running a project supported by the Barrow Cadbury Trust, EPIM and the Sigrid Rausing Trust called "**Equal rights, Equal Voices-Migrant Women in the European Union**", that contributed in 2008 to develop and strengthen migrant women's NGOs networking at national and European level and provided them with opportunities to engage with decision-makers and other networks.

At the national level, **12 partners of the project** organised between August and December 2008 **national seminars** gathering up to 200 participants that aimed to increase networking between migrant women's organisations and to draft national gender guidelines on integration. Such seminars took place in Belgium, Denmark, France, Finland, Greece, Hungary, Ireland, Italy, Latvia, Poland, Portugal and in the U.K.



At the **European level**, a two-day seminar in November 2008 gathering 19 migrant women's representatives from across Europe discussed the **setting up of a European network of migrant women**, exchanged information on the situation of migrant women in their countries in relation to political participation, health, violence, social policies, employment and immigration policies and identified key issues they would like to work together on in 2009.

Different partners of the project participated in the Preparatory meeting for the European forum on integration (Brussels, April 2008), in the Third World Social Forum on Migration (Madrid, September 2008) and in the European Network against Racism seminar on migration (Paris, November). The EWL also organised together with the partners of the Project a **seminar on "Incorporating Gender in Integration Policies: the way forward"** in December in Brussels, where migrant women's organisations were able to present their demands and exchange views with representatives of the European Commission, the Organization for Economic Co-operation and Development and the International Labour Organization.

In 2009, the **EWL will continue its project with migrant women's organisations** across Europe focusing mainly on supporting the **development of an independent European Network of Migrant Women** with national platforms across Europe. The EWL will keep ensuring that the voices of migrant women in the EU are heard by European decision-makers.

Amandine Bach
EWL Secretariat

Partners of the Project “Equal Rights, Equal Voices - Migrant Women in the European Union” (as of November 2008)

Belgium: Union des femmes africaines – Conseil des communautés africaines en Europe (CCAEB)

Czech Republic: European Contact Group in the Czech Republic

Denmark: Kvinderadet

Estonia: Estonian's Women's League

Finland: MONIKA – Multicultural Women's Association

France: Forum Femmes Méditerranée

Germany: Maisha e.v. African Women

Greece: Cultural House of Albanian Immigrants

Hungary: Menedek – Hungarian Association for Migrants

Ireland: AkiDwA – African and Migrant women's network in Ireland and Immigrant Council of Ireland

Italy: Associazione Candelaria and Associazione Donne del Capo Verde

Latvia: The Resource Centre for Women “Marta”

Lithuania: Businesswomen Organisation of Lithuanian Ethnic Groups

Poland: NEWW

Portugal: GRAAL

UK: FATIMA Women's Network

Mobilising for Women's Right to be free of Violence

Violence is widespread in society. But women are subjected to male violence because they are women and this is gender-based violence. Gender-based violence takes different forms: domestic abuse, rape, female genital mutilation, prostitution and pornography, sexual harassment or "honour" killings. Gender-based violence is caused by dominant gender stereotypes and by women's subordinate position in society, and is the most extreme expression of this gender hierarchy. The Policy Action Centre on Violence against Women is a branch of the EWL created in 2007 to work specifically for the elimination of all forms of male violence against women.

Different international instruments recognise the right to be protected from gender violence as a fundamental right. The United Nations Convention on the Elimination of all Forms of Discrimination against Women (1997), the Vienna Declaration on violence against women (1993) and the Beijing Declaration and Platform for Action (1995) all recognise violence against women (VAW) as a structural problem and not an interpersonal issue. However despite existing mechanisms and legal instruments real impact is still lacking and a lot remains to be done.

"In Europe today, one in four women is a victim of gender violence. In the United Kingdom, two women die each week at the hands of a partner or an ex-partner. 80.000 women experience rape or attempted rape. There are male victims, yes, but the truth is that this is a war against women because they are women." Trevor Phillips, Chair of the UK Equality and Human Rights Commission, 26.11.07

In 2008, the **EWL Observatory on VAW** was revitalised with the development of the European Policy Action Centre on Violence against

Women (EPAC VAW), and with the support of the Daphne III Programme. The Observatory was renewed and experts were nominated and confirmed by the EWL Board: in August 2008, the Observatory brought together 42 experts and alternates from 30 countries.

The Observatory and EPAC VAW are breaking the persistent silence surrounding violence against women, together we:

- Identify critical and emerging issues
- Advocate for improved policies and service provision for prevention and support of women victims of male violence
- Build and reinforce networks of actors combating violence against women
- Raise visibility of the extent of the phenomenon of VAW
- Monitor the commitments at all levels regarding VAW
- Campaign for zero tolerance against violence against women

EPAC VAW facilitated the exchange of good practices regarding service provision, campaigns and advocacy related to violence against women. EPAC VAW organised a **meeting of experts** in Sofia in October 2008, where the experts discussed and shared information about achievements and gaps in their countries including the impact of national observatories. The experts identified some shared concerns, including the need to develop the visibility of violence (data collection and media watch), the visibility of NGOs actions, the specific issue of migrant women; and the need for legislation at European level.

Introducing European measures on violence against women: recent developments

The **Council of Europe Campaign to combat Violence against Women** (2006-2008) concluded in 2008 with a **call for a new Convention to prevent gender violence** and ensure better protection and services for women. EPAC VAW supports the recommendation for a com-



prehensive legally binding Convention, which would fill the gaps and tackle the huge discrepancies in the protection, services or legislation on VAW in Europe.

The European Union adopted in 2008 a set of “**Guidelines on violence against women and girls**” but as part of its external policy, recognizing the need “for effective action effective action against one of the major human rights violations of today's world”. Such a policy should be applied within the EU itself, including an EU-wide definition of violence against women and a commitment to allocate social and financial resources, as well as a focus on prevention and public awareness campaigns.

Monitoring national situations

Many European countries have improved their legislative frameworks for combating male violence against women. But despite positive legal developments, there is a **need to change mentalities, to implement the legislation and develop measures for the protection of women and service provision**.

To highlight progresses and gaps in implementation of Member States' commitments on VAW, the **EWL Observatory on VAW developed indicators** as a tool to monitor the policies and measures. The experts of the European Observatory participated in the monitoring study, evaluating developments including National Action Plans, prevention

measures and service provision in 30 European countries. This mapping exercise is a follow up to the Reality Check Report 2006-2007.

Gaps between policy and practice

NGOs are at the forefront, providing victim support and prevention services, offering shelters for women victim of violence, 24/24 h help lines, as well as legal, medical, social and psychological support. At the same time, NGOs work to keep up the pressure, advocating for better prevention and support structures and are engaged in awareness-raising campaigns, training and developing support for victims where governments fail to do so.

“Failure by the State authorities to take effective measures to protect women against violence may amount to a violation of human rights.” (Council of Europe, Factsheet on combating violence against women, 2008).

The work of NGOs is often hindered by lack of funding. **Governments must live up to their commitments** to gender equality and the fight against male violence against women not only in rhetoric but by also ensuring the necessary budget allocations for support as well as prevention measures.

More information on: www.epacvaw.org

Staff of European Policy Action Centre on Violence against Women
Director: Colette De Troy

Staff: Rada Boric (February-June 2008), Katrin Hugendubel (September-December 2008)

Colette De Troy
Director EPAC VAW



Trafficking in Women & Sexual Exploitation: Minor Improvements, Major Challenges

In 2008, the EWL continued its advocacy and policy work on trafficking in women and sexual exploitation, as well as the regional coordination of the Nordic Baltic Network, which supports the development of services to women survivors of trafficking for sexual exploitation.

Trafficking - a shared concern with different meanings?

All actors seem to agree that we must fight trafficking in human beings, but there is little consensus on what that actually entails and how we should work. Anti-trafficking responses are largely concentrated in the field of judicial and police cooperation, and approached as an issue of national and European security. This has lead to a **de facto focus on repressive measures related to border controls, (im)migration policy, policing, and ID-systems**. The EWL maintains that we cannot address trafficking in a sweeping, generic, and security oriented way. Instead we must **develop contextual understandings of the different forms of trafficking**, and analyse the ways in which EU policies in the field of migration interact with and in many cases, fuel trafficking.

Trafficking in women into the sex industry remains the most dominant form of trafficking in Europe

Although women are also trafficked for labour exploitation, in particular for exploitation in domestic work in Europe, the most prevailing form of trafficking in women remains for the purpose of sexual exploitation. Disagreement among EU Member States on whether or not to take **measures to counteract the demand for women in prostitution markets**

by targeting buyers and pimps has blocked any specific actions against trafficking in women and girls. Instead 'catch-all' solutions are put in place, which favours a crime-fighting and security oriented perspective rather than actions based on human rights.

Actions of the European Women's Lobby

In 2008, with and aim to formulate more adequate policies the EWL continued to work with its **member organisations who organise support, shelter, and provide services to women survivors of prostitution, sexual abuse, and trafficking**. Throughout the year, the EWL also continued through different channels to inform EU policy-makers on reforms needed. The EWL contributed to the European Commission-International Labour Organisation Experts' Group on Indicators of Human Trafficking, and inputted to the consultation process regarding the implementation of the EU Plan for Combating and Trafficking in Human Beings. The EWL also worked in partnerships with other organisations to highlight the gender perspective and specific issues of sex trafficking in the United Nations Global Initiative to Fight Trafficking (UNGIFT) Forum on Trafficking in Vienna in February 2008.

Looking forward: linking economic issues, migration policy, and sexual exploitation realities

The EWL will continue to support our member organisations working with trafficked women and women in prostitution, and inform policy-makers nationally and at EU level. The EWL will also continue to work on issues that are intrinsically linked to trafficking in women, such as access to resources and women's economic independence, EU migration policies and strengthening the rights of documented or undocumented migrant women and working towards reducing the demand for women in European prostitution markets.

Nordic Baltic Network: Support to Women Survivors of Trafficking

The European Women's Lobby is the regional co-ordinator of a Pilot Project aiming to improve the support and protection for women victims of trafficking for sexual exploitation. The project is funded by the Nordic governments (1/10/2005 – 31/12/2008).

The Nordic Baltic Inter-Agency Network: a partnership between NGOs and government agencies based on equality

During 2008, the EWL strengthened the Nordic Baltic Network of NGOs and government agencies working together to improve support to women survivors of trafficking and prostitution in all eight participating countries: Denmark, Estonia, Finland, Iceland, Latvia, Lithuania, Norway and Sweden. In 2008, the Network met in Tallinn on 15-16 May.

Reinforcing support and assistance programmes

The Nordic Baltic Pilot Project financed the development of shelter and assistance structures in Estonia, Latvia, and Lithuania to support women survivors of trafficking and women in prostitution. Throughout the work, the Nordic Baltic Network has highlighted the need to reform policy and practice to make sure that a more inclusive identification approach is applied throughout the EU, and that all women in need can access services and support.



Working together

TraffickinG in Women for sexual exploitation Assistance and prevention www.nordicbaltic-assistwomen.net

A Pilot Project, including NGOs and government agencies from the eight Nordic and Baltic countries, working together to develop the best possible models to support and assist women who are trafficked, placing the needs of women at the centre of all activities.

New publication: “Working together - Prevention and assistance to women victims of trafficking for sexual exploitation”

In October 2008, the EWL released a new publication outlining the context for work against trafficking in women for sexual exploitation in Europe, and outlining the structure and activities of the Nordic Baltic Network.

European Parliament seminar, 16 October 2008: “What is being done to prevent trafficking in women and to assist victims?”

This seminar in the European Parliament gathering more than 80 participants, including policy-makers, international institutions, and NGOs highlighted the key achievements of the Nordic Baltic Network, and also aimed to hold EU policy-makers accountable for the current flaws in anti-trafficking responses.

The Future of the Nordic Baltic Network

We hope that further funding will be made available to continue the work and networking process. To know more about the Nordic Baltic network and to access additional resources, please consult the project web site: www.nordicbaltic-assistwomen.net.

Malin Björk
EWL Secretariat

EWL Members Discussing Central Policy Issues :

Five Issue Groups coordinated by member organisations took place during the 2008 General Assembly in Lyon on 1) Women's Economic Independence; 2) European Security Policy, a Non-Militarist Approach; 3) Who's Afraid of Gender Budgeting?; 4) Reproductive Rights: Progress and Setbacks in Europe and 5) Sexist Discrimination in the Media. The Issue Groups allowed for in depth discussions on those issues, the exchange of good practice and proposals for strategies in those areas.

ISSUE GROUP ON WOMEN'S ECONOMIC INDEPENDENCE

The Issue Group focused on **care issues** and on provisions relating to reconciliation of private and professional life, namely the new proposal for a **directive on maternity leave and measures on parental leave**. Commenting on parental leave measures, many participants stressed that not many men take parental and/or paternity leave (where this exists) due to cultural stereotypes, family patterns, economic reasons. Indeed, due to the gender pay gap, men usually have higher salaries, whose reduction would impair more on the family budget. There are also problems linked to long lengths of leave (including maternity leave): women often encounter difficulties when returning to the work place and this needs to be addressed.

Other **recommendations** included:

- Necessity of **good child care facilities**, supported by public authorities. Inadequate **care infrastructures** or lack of infrastructures for all dependants make the life of working women more difficult.
- Strengthen **parental leave measures** to ensure that both women and especially men take their share in care as cultural gender stereotypes continue to persist.
- **Flexible working patterns** should be available to both women and men.

- Promote ways of **valuing women's unpaid work**: experience in fields such as care of dependants, voluntary work and responsibilities in associations can be valued by a recognised competency certificate, therefore enhancing skills for the labour-market, particularly for women with limited formal education and qualifications.
- Public debates are necessary to enlighten public opinion about **feminist economics**, recognising the added value of women's contribution to the economy and to value women's contribution as an asset, not a burden.
- The EWL should position itself in relation to the **financial crisis** to highlight new opportunities for women small entrepreneurs, for shifting responsibilities and to explore new ways of improving the quality of life.

Renée Gérard

University Women of Europe

ISSUE GROUP ON WOMEN AND ANTI-MILITARISM

Conflicts, wars and militarism are gendered processes. They use, maintain and often promote the ideological construction of gender in the definitions of 'masculinity' and 'femininity' and **have disproportional impact on women and children, particularly the girl child**. The Women's International League for Peace and Freedom (WILPF) together with EWL national co ordinations from France, Ireland, Sweden, Turkey and the UK organised an Issue Group whose main focus was to redefine security in relation to the **UN Security Council Resolution 1325 on Women, Peace and Security** and the European Security Policy, using a non-militarist approach.

This Issue Group discussed the need to discuss and **redefine security from a feminist point of view** – what do women need to really feel secure? Sustainable development, proper standards of living for all, access to health care, right to education, gender equality, respect of human rights and women's human rights and diversity, are preconditions for any sustainable peace and human security.

Feedback from the Issue Groups during the 2008 General Assembly



The Issue Group was unique as it follows from the suggestions and recommendations made during the Issue Group on Women and Conflict during the EWL General Assembly in 2007. It turned the outcomes of that work into concrete proposals for action for the EWL in the coming year, to ensure that **'1325' is implemented in concrete ways in peacemaking operations in ways, which fully take into consideration and involve women.**

The importance of including women in peace negotiations cannot be stressed enough since women experience conflict in a different way to men and including them would bring a more holistic approach to the negotiations. The discussions have lead to a number of recommendations, which are reflected in the Position Paper adopted by the EWL in 2009 entitled 'Toward Human Security: Engendering Peace'.

Myria Vassiliadou, *EWL Secretariat*
Martha Jean Baker, *WILPF*

WHO'S AFRAID OF GENDER BUDGETING?

Misconceptions exist about gender budgeting – on the one hand, that it simply means introducing budgets for women, on the other, that it is difficult. Although there are wide levels of support for gender budgeting among EWL members and staff, confidence to implement gender budgeting at national and local levels is sparse. It was our conviction that the mechanistic approach of some gender budget “experts” had created a false impression that gender budgeting requires expertise in finance and/or economics. What is most needed, instead, is an understanding of gender equality issues, something EWL members have in abundance!

The Issue Group on Gender Budgeting was therefore intended both to **build understanding and confidence about gender budgeting**—especially in local contexts with relatively few resources—and to **explore with attendees what the EWL could most usefully do to promote gender budgeting**. We planned a very practical session that involved

some basic discussion of gender budgeting principles, and then participants worked some examples.

The workshop was lead by UK Joint Committee on Women delegate Dr. Marsha Scott, a member of the Scottish Women's Budget Group. The first half of the session explored the theoretical beginnings and framework for gender budgeting and provided a format for participants to share concerns and expertise. The second half focused on some practical situations (e.g., gendered analysis of employability services in northern England).

Recommendations and ideas from the Issue Group:

- ➊ **Gather resources** on gender budgeting that would give the EWL a picture of gender budgeting activities across the EU
- ➋ **Support capacity building** among members:
 - Pair up learners with EWL members who are involved in gender budgeting in their countries
 - Set up “poster” exhibits at GAs that showcase individual projects
 - Promote gender budgeting analysis of “free time” activities
 - Set up an internal “expert” group who are available for EWL members when planning seminars etc
- ➌ **Raise the profile of gender budgeting in the EWL work** and continue to network with gender budgeting organisations
- ➍ **Promote gender budgeting** of the European budget

Marsha Scott
UK Joint Committee on Women



WOMEN'S REPRODUCTIVE RIGHTS IN EUROPE: PROGRESS AND SETBACKS

The **right to abortion is a fundamental right** and is an integral part of the right to autonomy that must be guaranteed to all women. Lack of access to that right is discrimination, but in Europe women are not all able to enjoy this fundamental right. The Issue Group was an opportunity to exchange information on current legislation and developments relating to reproductive rights, and a space for discussion to develop joint actions.

Obstacles and advances in Europe

Representatives of countries which have legislation banning or severely restricting abortion have pointed blocking situations of governments under the direct influence of religious and conservative powers. They also highlighted the difficulty for women and groups that support those rights to impose a real debate. In addition, participants noted that even in countries guaranteeing the right to abortion, **large differences exist among women in their access to abortion**, (geographically, socially, for disabled women, migrant women ...), due to the absence of political will. Finally, countries generally combine no access to voluntary interruption of pregnancy (abortion) and a situation where contraceptives are not free or not reimbursed. But participants also shared positive stories, including the success of the women's movement in Portugal, supported by other civil society movements and by the women of Europe, including the EWL.

Actions

The discussions resulted in a series of recommendations for further action at national and European level. In particular, it is essential to **continue to exchange information** about the initiatives of organizations working on sexual and reproductive rights, and to undertake actions of solidarity and visibility. It is also important to **monitor and counter all attacks and attempts to weaken the sexual and reproductive rights of women** in European and / or international documents. The Issue Group also discussed the need to produce documents on "right to autonomy and reproductive rights" and to offer arguments on these issues to make them available to women in different countries. More generally, the EWL should develop its lobbying activities to **ensure that reproductive rights are finally put on the EU agenda**, and continue to work in partnership with other existing networks and associations active on these issues.

Malin Björk and Sarah Caquineau
EWL Secretariat



ISSUE GROUP ON SEXIST DISCRIMINATION IN THE MEDIA

Mobilising for a non sexist media, both in its structure and content, was the main goal of the Issue Group organised by the EWL coordination in Turkey, the PPDM - Plataforma Portuguesa para os Direitos das Mulheres of Portugal and the Bulgarian coordination for the EWL.

The Issue Group gave a lot of space to participants to exchange their knowledge and experiences on the issue. All shared **concerns regarding the prevalence of sexist discrimination in the media and advertising** in their countries, pointing out specific sexist advertisement campaigns in different countries, highlights on women's bodies in news coverage or the absence of women in top positions in the media. The Group acknowledged the **existence of significant research on the issue across Europe** and felt the need to map existing research, but also to learn from each other's experiences on mobilising for a non sexist media. **Different projects** across Europe were thus highlighted: the Women's Media Watch Group MEDIZ in Turkey, a Media monitoring project in Bulgaria, La Meute des Chiennes de Garde in France, the BABE audience survey "be active, be emancipated" in Croatia or the "named and shamed" campaign in Denmark based on how well media organisations do regarding coverage on women's rights issues.

The Issue Group came up with ideas and recommendations for the EWL work in the future:

- ◎ Draw up **fact sheets** on existing research on sexism in the media and available resources to fight it
- ◎ Support **capacity building of EWL members** by providing training and toolkits on how to engage with media and how to monitor the media.
- ◎ Organise **capacity building of young journalists** to promote feminist media/voices
- ◎ Lobby **national equality bodies** to put the issue of sexism in the media on their agendas and to make funds available to conduct research on media content, on the situation of women in the sector, and on audience views and do a gender audit of laws, policies, regulatory bodies and institutions related to the media.
- ◎ Develop strategies on how to **promote feminist/egalitarian media**
- ◎ **Lobby journalism schools** to include awareness raising about sexism and other 'isms' in their curricula.
- ◎ Create a **European award** for the most "sexist" and for the most "feminist" media coverage.

Hale Bolak Boratav
MEDIZ, EWL coordination in Turkey

Representing the Voice of Women throughout Europe:

In 2008, the EWL updated its database of members of national co-ordinations and European-wide organisations in full membership. Altogether, 2500 women's organisations all over Europe are represented within the EWL.

The EWL membership shows a great diversity, from advocacy organisations to women's organisations providing training, trade unions, women's studies organisations, women's faith-based organisations or organisations providing services, including for women in girls victims of violence. EWL members represent women from rural areas, lesbians, business and professional women, women with disabilities, migrant women, roma women and many more. This variety is also apparent in the wide of issues tackled by the EWL membership, ranging from peace and conflict resolution, sexual and reproductive health care and rights, science and technology, culture, health and many more areas

Developing our network is an ongoing process and each year, new organisations are accepted into membership of the European Women's Lobby, the 2008 General Assembly approved the accession of two the co ordinations from new countries, Poland and Cyprus and of the Federation of Kale, Manouche, Romani and Sinti Women. In this Annual Report, we decided to give some space to our new members.

1. What are the characteristics of the women's movement/civil society in your country and the challenges they face?

Susana Pavlou

EWL Co-ordination in Cyprus



Cyprus suffers from a weak civil society mainly due to the dominance of the national issue of ethnic conflict in the public discourse that put women's rights low on the political agenda. In this climate, women had few channels to actively promote women's issues. The channels that did exist were political parties and trade unions where women increasingly began to organise to promote a range of issues from women in economic life, women in political life, and domestic violence. In recent years, and particularly since the accession of Cyprus in the European Union and the availability of funding, new more specialized NGOs dealing with gender equality have emerged that engage in research, lobbying and advocacy, training and other activities.

Malgorzata Tarasiewicz

Polish Women's Lobby



The political situation in Poland it is not easy for women's organisations as the current government is not keen on women's issues. Topics such as abortion, for example, are of big concern to us. In addition to that, for women's organisation it is really difficult to receive funds and, therefore, keep working.

the EWL and its Growing Membership

Rachel Francis-Ingham and Lucia Wood Presber

Federation of Kale, Manouche, Romany & Sinti Women



The main challenges are to overcome double discrimination and exclusion, as women and as a minority group. This discrimination can be found in the economic sphere, on an institutional, private and public administrative level in relation to access to education, health, and housing. Also, Romani women's representation is often in the hands of non-Romani and male representatives in private and governmental structures.

2. Why is it important to be a member of the European Women's Lobby – and how do you see future collaboration with the EWL and with women's organisations across the EU?

Susana Pavlou

EWL Co-ordination in Cyprus

The members of the Cyprus Women's Lobby felt that it was important for the women's movement in Cyprus to have a voice in the largest umbrella organisation of women's associations in the EU and in doing so, to engage directly with other women's organisations on relevant issues. Furthermore, our membership with the EWL gives added impetus to the work we are doing at the national level. Lastly, the women's movement in Cyprus can benefit immensely in terms of capacity building through the exchange of information, knowledge and experience within the EWL.

Malgorzata Tarasiewicz

Polish Women's Lobby

The possibility of Polish women to engage in common actions with their European counterparts gives new possibilities, ideas and support necessary to overcome a difficult situation in Poland. Member organi-

sations of the Polish Women's Lobby already participate in a few projects implemented together with other organisations for example projects on gender budgeting. The Polish Women's Lobby is looking forward to common actions to carry together a strong women's voice to the European institutions.

Rachel Francis-Ingham and Lucia Wood Presber

Federation of Kale, Manouche, Romany & Sinti Women

Our affiliation as a member of the EWL cannot be underestimated as we share the same aims. At present, Romani women have one of the highest unemployment rates all over Europe and often Romani women hide their ethnic origin in order to obtain work, therefore promoting their socio-economic inclusion is critical while at the same time eliminating centuries' long prejudice and discrimination.

3. What do you see as the main challenges for gender equality at the moment?

Susana Pavlou

EWL Co-ordination in Cyprus

The current backlash on sexual and reproductive rights is a major challenge in Europe as well as the need for a European legislative framework on violence against women.

Malgorzata Tarasiewicz

Polish Women's Lobby

There are really many problems that are difficult to enumerate in such a limited space, like domestic violence, reproductive health issues (illegality of abortion in some countries), trafficking of women, the harsh situation of women immigrants, too few women in decision making ...most of these problems have recently become more acute because of the financial crisis.

Rachel Francis-Ingham and Lucia Wood Presber
Federation of Kale, Manouche, Romany & Sinti Women

From our perspective, the main challenges are linked to being part of a minority as well as being women. Often Romani women experience a glass ceiling in which their presence is only 'tolerated'. As part of women and a minority, Romani women are rarely considered for advancement. One of the main challenges for gender equality as a whole is ensuring women's economic independence, which is important for all women.

**4. What do you expect from the European Union
in relation to these challenges?**

Susana Pavlou

EWL Co-ordination in Cyprus

We believe it is of vital importance to have a European legislative framework on violence against women and a special reference to sexual and reproductive rights in European directives related to gender equality.

Małgorzata Tarasiewicz

Polish Women's Lobby

The EU can help improve this situation with adequate legislation, monitoring the implementation of gender mainstreaming in the spending of EU funding, putting more effort in establishment of an efficient Gender Institute, and monitoring more closely the respect by its Member States of existing directives concerning women.

Rachel Francis-Ingham and Lucia Wood Presber

Federation of Kale, Manouche, Romany & Sinti Women

The Federation expects a more proactive approach from the EU, which should implement programmes to promote gender equality, eliminate discrimination and particularly multiple discrimination, to include women in decision making and to promote women's economic independence.

**2500 MEMBER ORGANISATIONS
IN EUROPE**

**EWL GENERAL
ASSEMBLY**

Meeting once a year
Delegates from national & European organisations

ELECTS EVERY 2 YEARS

**EWL BOARD
OF ADMINISTRATION**

30 representatives of national coordinations
10 of European-wide organisations

ELECTS EVERY 2 YEARS

**EWL EXECUTIVE
COMMITTEE**

President,
2 Vice-presidents,
3 Members, Treasurer

**POLICY
ACTION CENTER
ON VIOLENCE AGAINST
WOMEN**

EWL SECRETARIAT
Secretary General
Team
(Brussels)

**EUROPEAN
OBSERVATORY
ON VIOLENCE
AGAINST WOMEN**

42 EXPERTS

EWL Member Organisations across Europe

EWL Executive Committee

(term October 2008-June 2010)

President: Brigitte Triems
Vice President: Martine Lévy
Vice President: Thérèse Murphy
Member: Iliana Balabanova Stoycheva
Member: Eva Fager
Member: Karen Serres
Treasurer: Elizabeth Law

EWL Board of Administration

(term October 2008-June 2010)

Board of Administration: 30 Members Representing National Co-ordinations

Austria: Marlene Parenzan
Belgium: Ria Luyten
Bulgaria: Iliana Balabanova Stoycheva
Croatia: Radojka Boric
Czech Republic: Alexandra Jachanova Dolezelova
Cyprus: Susana Pavlou
Denmark: Vicki Terkildsen
Estonia: Riina Kütt
Finland: Tanja Auvinen
Former Yugoslav Republic of Macedonia: Daniela Dimitrievska
France: Martine Lévy
Germany: Brigitte Triems
Greece: Chrysoula Sfandou Kiminou
Hungary: Katalin Kelemmene Kevehazi
Ireland: Thérèse Murphy

Italy: Alba Dini Martino
Latvia: to be confirmed
Lithuania: Jurgita Peciurienė
Luxembourg: Marie-Paule Graul-Platz
Malta: Anna Borg
Portugal: Marta Costa
Poland: Małgorzata Tarasiewicz
Romania: Dina Loghin
Slovakia: Olga Pietruchová
Slovenia: Mojca Kleva
Spain: Marta Ortiz
Sweden: Eva Fager
The Netherlands: Nicolien Brzesowsky
Turkey: Selma Acuner
United Kingdom: Elizabeth Law



Board of Administration: 10 Members Representing European-wide or International Organisations

Business & Professional Women Europe – EFBPW: Rachel Cado

Copa- European farmers: Karen Serres

European Confederation of Independent Trade Unions – CESI: Kirsten Lühmann

European Centre of the International Council of Women: Grace Wedekind

European Disability Forum: Gunta Anca

European Trade Union Confederation – ETUC: Maria Eugenia Barna

Medical Women's International Association: Waltraud Doris Diekhaus

Soroptimist International of Europe: Berendina Rabe

University Women of Europe: Marie José Jonczy

Women's International League for Peace and Freedom: Martha Jean Baker

EWL Member Organisations

National co-ordinations of EWL

Austria: Österreichischer Frauenring

Belgium: Coordination belge du LEF:

- Conseil des Femmes Francophones de Belgique

- Nederlandstalige Vrouwenraad

- Comité de Liaison des Femmes

Bulgaria: Координация на Европейското женско лоби в България

Croatia: Ženska mreža Hrvatske

Cyprus: Κυπριακή Γυναικών

Czech Republic: Česká ženská lobby

Denmark: Kvinderaadet

Estonia: Eesti Naisteühenduse Ümarlaud

Finland: NYTKIS - Naisjärjestöt Yhteistyössä - Kvannoorganisationer i Samarbete

Former Yugoslav Republic of Macedonia: Македонско женско лоби

France: CLEF - Coordination Française pour le Lobby Européen des Femmes

Germany: Deutscher Frauenrat

Greece: Ελληνική Αντιπροσωπεία του Ευρωπαϊκού Λόγου Γυναικών

Hungary: Magyar Női Erdekkérvényesítő Szövetség - MaNESZ

Ireland: The National Women's Council of Ireland - NWCI

Italy: Coordinamento Italiano della Lobby Europea delle Donne

Latvia: Latvijas Sieviesu Organizaciju Sadarbības tikls

Lithuania: Lietuvos moterų lobistinė organizacija

Luxembourg: Coordination Luxembourgeoise du LEF

- Conseil National des Femmes du Luxembourg,

- Fédération Nationale des Femmes Luxembourgeoises

- Mouvement Européen, section femmes

Malta: Malta Confederation of Women's Organisations - MCWO

Il-Konfederazzjoni Maltija ta' I-Għaqdiet tan-Nisa'

The Netherlands: Nederlandse Coördinatie EWL – NCEWL

Poland: Polskie Lobby Kobiet

Portugal: Plataforma Portuguesa para os Direitos das Mulheres - PPDM

Romania: Romanian Women's Lobby

Slovenia: Ženski lobi Slovenije

Slovak Republic: Ženská Loby Slovenska

Spain: Coordinadora Española para el Lobby Europeo de Mujeres - CELEM

Sweden: Sveriges Kvinnolobby

Turkey: Avrupa Kadın LobiSİ Turkiye Koordinasyonu

United Kingdom: UK Joint Committee on Women:

- Engender, Scotland

- National Alliance of Women's Organisations - NAWO

- Northern Ireland Women's European Platform - NIWEP

- Wales Women's National Coalition - WWNC

European-wide and International Member organisations of EWL

Business & Professional Women Europe – EFBPW Europe

Copa- European farmers
 European Centre of the International Council of Women - ECICW
 European Confederation of Trade Unions - ETUC
 European Confederation of Independent Trade Unions - CESI
 European Council of WIZO Federations
 European Disability Forum - EDF
 European Federation of Unpaid Parents and Carers at Home - FEFAF
 European Network of Women Entrepreneurs -
 FEMVISION - FIDEM
 European YWCAs
 Federation of Kale, Manouche, Romany & Sinti Women
 International Alliance of Women - IAW
 International Council of Jewish Women - ICJW
 International Federation of Women in Legal Careers - IFWLC
 International Romani Women's Network - IRWN
 Medical Women's International Association - MWIA
 Soroptimist International of Europe
 University Women of Europe - UWE
 Women's Committee of the International European Movement
 Women's International League for Peace and Freedom - WILPF

Associate Member Organisations of the EWL

EWL has **40 associate member organisations** in: Andorra, Belgium, Denmark, France, Germany, Greece, Italy, Luxembourg, Malta, Spain, Sweden, the Netherlands, the United Kingdom and Ukraine.

EWL Secretariat 2008

General Secretary: Myria Vassiliadou

Staff: Amandine Bach (from March 2008), Malin Björk, Mary Collins, Colette De Troy, Cécile Gréboval, Lisa Kerker (January- October 2008), Cathy Lespiaucq (accountant, from June 2008) Marie-Anne Leunis,

Virginie Niyonzima, Mary Ann Struthers, Gabrielle Tzélèpis (accountant, until May 2008).

Interns at the EWL Secretariat in 2008: Anna Elomäki and Núria Francolí Sanglas



Financial information

BALANCE SHEET (euros)

Assets	2008	2007	Liabilities	2008	2007
Fixed assets	8 458	13 981	Losses		
Receivables			Reserve	23 910	23 910
Commercial liabilities	64 581	18 995	Report result	-109 116	-109 116
European Commission	148 416	160 000	Liabilities		
Others	104 920		Financial debts	250 000	
Cash and banks	126 192	210 072	Suppliers	46 540	25 201
Regularisation accounts	39 050	19 872	Social debt	112 387	74 891
			Subsidies to be differed	156 689	408 034
			Regularisation accounts	6 046	
	491 617	422 920		486 456	422 920

INCOME AND EXPENDITURE (euros)

Expenditure	2008	2007	Income	2008	2007
Various services			European Commission	825 600	800 000
Administration	365 437	481 224	not engaged	-16 704	
Meetings	367 547	333 518	Projects		
Salaries and social costs	599 827	520 161	Nordic Baltic Trafficking	329 239	357 331
Depreciation	8 554	12 145	Sigrid Rausing Trust	59 172	50 199
Running costs		163	Barrow Cadbury	48 149	
Financial costs	14 125	14 651	not engaged	-6 689	
Exceptional costs	22 539	32 503	EPIM	150 000	25 000
Result transfert	5 161	-25 379	not engaged	-150 000	
			Membership Fees	49 906	49 327
			Other income	86 065	65 255
			Financial income	3 058	10 440
			Exceptional income	5 394	11 434
	1 383 190	1 368 986		1 383 190	1 368 986

Acknowledgements

Contributors to the EWL Annual Report 2008

President: Brigitte Triems

General Secretary: Myria Vassiliadou

Editor: Cécile Gréboval

Assistant editor: Sandrine Billaroch

Contributors: Amandine Bach, Martha Jean Baker, Malin Björk, Hale Bolak Boratav, Sarah Caquineau, Mary Collins, Colette De Troy, Rachel Francis-Ingham, Renée Gérard, Cécile Gréboval, Susana Pavlou, Marsha Scott, Małgorzata Tarasiewicz, Myria Vassiliadou, Lucia Wood Presber

Translation: Marion Diagre

Design: Héloïse Pondeville

European Women's Lobby



18, rue Hydraulique
B-1210 Brussels
Tel: +32 2 217 90 20
Fax : +32 2 219 84 51
ewl@womenlobby.org
www.womenlobby.org



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For more information see: <http://ec.europa.eu>

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www.womenlobby.org