

## **Policy plan University Women of Europe (UWE/GEFDU) 2008-2010**

### **Introduction**

The proposal for the foundation of UWE was launched among others by DAB (Deutsche Akademikerinnenbund) and Jans Gremmée of the Netherlands at a meeting in Luxembourg in November 1981. At this meeting, the Formation Charter was signed by the twelve representatives of the National Federations and Associations (NFAs). The founding countries were Austria, Belgium, Denmark, Finland, France, Germany, Great Britain, Ireland, Italy, Luxembourg, Switzerland and The Netherlands. UWE/GEFDU has her constitutional seat in Switzerland. UWE is a non-profit making international organisation network linking women graduates from all cultures, all fields of study, all professions and all generations.

UWE was initiated because the founders were convinced that women's voices had to be heard in Brussels. This was to be the mission of UWE. UWE's aim at that time was to become a consultative member of the Council of Europe as soon as possible. This way UWE could and did succeed in informing NFAs on what was happening at the Council of Europe meetings where UWE, having Consultative Status, had the right to send opinions and questions to their representatives. Through this channel UWE aimed to influence the decision making process on European matters. Though UWE is not a political organisation, it tries to use its influence in the political arena in order to promote women's issues. UWE is a non-profit making international organisation

Today UWE is an active member of two European Lobby Organisations:

The International NGO Conference of the Council of Europe and the European Women's Lobby (EWL).

The Council of Europe was founded in 1949, and its basic focus is democracy, human rights and the quality of life. It serves 800 million people in 48 states.

The European Women's Lobby (EWL), founded in 1990, is the largest alliance of women's non-governmental organisation in the European Union bringing together 4.000 member organisations from the 27 member states of the Union. It is addressing issues of economic and social justice for women, women in leadership and decision-making, women's human rights, violence against women, and women's diversity.

### **1. Policy of UWE/GEFDU**

#### *Mission of UWE/GEFDU*

UWE is a regional organisation. UWE membership is open to any European national federation or association affiliated with the International Federation of University Women (IFUW) and adheres to following Policy and of course Action of the IFUW. UWE visions to promote actions consistent with the aims of IFUW, stimulates cooperation between its European affiliates at various levels, and enables them to collaborate with European International Organisations. UWE also stimulates participation in the development of European Civil Society. UWE supports the ideas and projects of the Council of Europe and the European Women's Lobby and all other European

governmental and non-governmental organisations dealing at European level with issues affecting women, their status, their rights and their equal opportunities. The main approach of UWE is focusing on “the human factor of women’s life”; especially women with higher education.

#### *General shared Aims of IFUW and UWE/GEFDU*

- Promote lifelong education for women and girls;
- Promote international cooperation, friendship, peace and respect for human rights for all, irrespective of their gender, age, race, nationality, religion, political opinion, gender and sexual orientation or other status;
- Advocate for the advancement of the status of women and girls;
- Encourage and enable women and girls to apply their knowledge and skills in leadership and decision-making in all forms of public and private life.

#### *Specific Aims of UWE/GEFDU<sup>1</sup>*

1. influence European decisions (policy) which could affect women all over the world,
2. participate in the elaboration and realization of the programs of the Council of Europe, the European Union and all other organisations, dealing with European problems and challenges,
3. intervene as expert (expert-role) in the field of education, of culture and of the condition of women in Europe,
4. Acquire more influence as Women Graduates on various aspects of social life; promotion and accession of Women Graduates to decision-making positions in international organisations.
5. focus also on the sustainability of UWE

#### *The future Strategy of UWE/GEFDU*

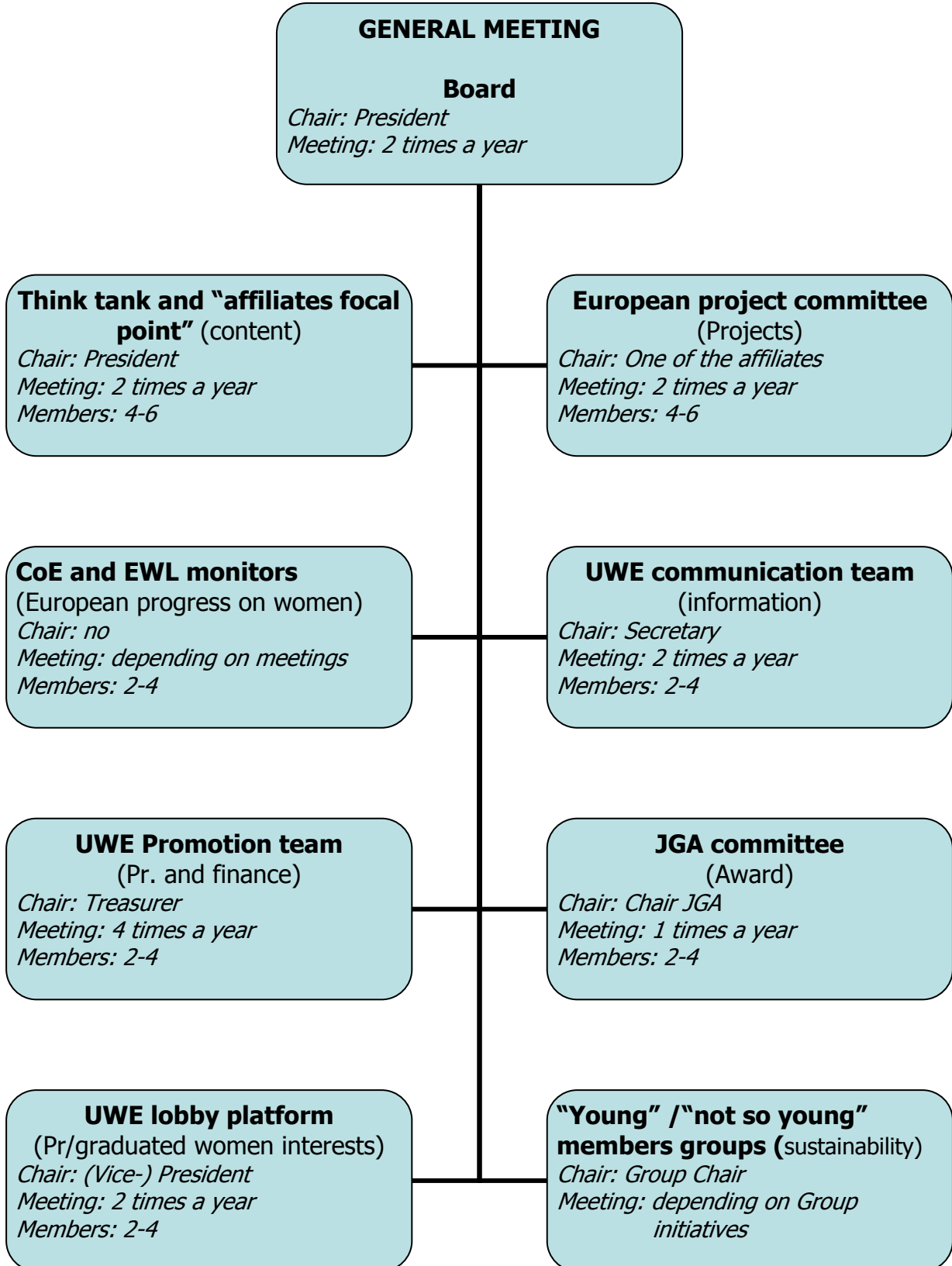
UWE’s strategy to reach its goals is developing an overall “roadmap” so progress can be measured and evaluated. This roadmap provides an interdisciplinary approach to issues; it enables graduate women to use their expertise to implement change at all levels and it gives way to representation and advocating the views of graduate women in the international and global surroundings by e.g. promoting cooperation, by networking and by advocating support and understanding among graduated women.

In the (annual) plans, derived from the “Roadmap”, UWE states what it wants to achieve in a specific year/years, how it is related to the main aims of UWE, what instruments will be used to achieve the objectives and who will execute the specific objective of the plan within a certain time-span and for, if feasible, a certain price. For every specific plan, the budget needs to be approved by the Board since UWE’s funds are very limited. The Board will approve the plans and will allocate the funds. Some of the aspects will be relocated to IFUW in case of special funding.

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<sup>1</sup> See also the connected numbers in the annual plan

## 2. UWE ORGANISATION STRUCTURE



### 3. The UWE Roadmap

#### The UWE Roadmap in relation to annual plan 2008-2010

no	Why	What	Action	Who/Whom	When	Amount
1	<b>Influence</b> European <b>policy making</b> which could affect women all over the world.	<ul style="list-style-type: none"> <li>• promote <b>lifelong education</b> for women and girls</li> <li>• promote <b>international cooperation</b>, friendship, peace and respect for human rights for all, irrespective of their gender, age, race, nationality, religion, political opinion, gender and sexual orientation or other status;</li> <li>• advocate for the advancement of the <b>status of women</b> and girls</li> </ul>	<ul style="list-style-type: none"> <li>• using European funding system</li> <li>• use of the European Women's Lobby (EWL) and Council of Europe (CoE) and other international networks</li> <li>• UN networks</li> </ul>	<ul style="list-style-type: none"> <li>• Affiliates</li> <li>• Board</li> <li>• Affiliates, Board and IFUW</li> </ul>	<ul style="list-style-type: none"> <li>• 2008 2010</li> <li>• 2008 2010</li> <li>• 2008 2010</li> </ul>	
2	<b>participate</b> in the elaboration and realization of the programs of the CoE, The EWL and the European Union and all other organizations, dealing with European problems/challenges	<ul style="list-style-type: none"> <li>• monitoring the management of women's interests in the <b>European Parliament</b></li> <li>• Participate in the <b>Economic Committee</b> for Europe of the United Nations (UWE nominations the delegate to the UNECE).</li> <li>• Participate in and realise the program of the CoE and the EWL</li> </ul>	<ul style="list-style-type: none"> <li>• Start campaigning for voting for women during elections (e.g. in 2009 for European Elections)</li> <li>• Start approaching "friendly parties" to create mass</li> <li>• Translate the European programs into action plans and add suitable actions to the UWE action plan</li> </ul>	<ul style="list-style-type: none"> <li>• Board and UWE Lobby platform</li> <li>• UWE president, Think Tank and Lobby Platform</li> <li>• CoE and EWL monitors</li> </ul>	<ul style="list-style-type: none"> <li>• 2008 2009</li> </ul>	
3	<b>intervene</b> as <b>expert</b> (expert-role) in the field of education, of culture and of the condition of women in Europe	<ul style="list-style-type: none"> <li>• Relate to the various European Expert Data Bases and Special Groups and Projects e.g. of the European Parliament</li> </ul>	<ul style="list-style-type: none"> <li>• Start Database of UWE experts</li> <li>• Hold "expert" speeches in the European Union</li> <li>• Organise symposia and conferences</li> </ul>	<ul style="list-style-type: none"> <li>• Secretary and UWE Communication Team</li> </ul>	<ul style="list-style-type: none"> <li>• 2008</li> </ul>	

4	<p><b>Acquire</b> more <b>influence</b> for UWE on various aspects of social life; promotion and accession of Women Graduates on the <b>decision making</b> at international organisations</p>	<ul style="list-style-type: none"> <li>• encourage and enable women and girls to apply their knowledge and skills in <b>leadership and decision-making</b> in all forms of public and private life</li> <li>• provide a roster of qualified women from which to put forward candidates for <b>management or political positions</b></li> </ul>	<ul style="list-style-type: none"> <li>• Using all network system and training facilities.</li> <li>• Use European mentoring systems.</li> <li>• Seek “prominent males” sponsors</li> <li>• Designing a UWE database and providing coaching and mentoring projects.</li> </ul>	<ul style="list-style-type: none"> <li>• Affiliates</li> <li>• Known male Sponsors</li> <li>• Board and Affiliates and IFUW The Young/ Not so Young Groups, The UWE Lobby platform</li> </ul>	<ul style="list-style-type: none"> <li>• 2008</li> <li>• 2009</li> </ul>	
5	<p>Focus on the sustainability of UWE</p>	<ul style="list-style-type: none"> <li>• making known European developments of interest to <b>IFUW</b> by informing IFUW of UWE’s focus</li> <li>• transmitting <b>information</b> to the members by all means</li> <li>• encouraging relevant studies and organising <b>European Colloquia</b></li> </ul>	<ul style="list-style-type: none"> <li>• Start a regular work relation with IFUW and put forward plan of participation in IFUW Board (see action plan of IFUW Task Force)</li> <li>• use innovative techniques as well as traditional ones (from Skype to handwritten letters)</li> <li>• Make FAQ and interactive site. Start European circles of interest (e.g. age groups, educational groups, “lodge” groups)</li> <li>• Research paper on fundraising with EWL,</li> <li>• Membership sustainability brainstorm with</li> </ul>	<ul style="list-style-type: none"> <li>• Board, all Affiliates, The Young/ Not so Young Groups, UWE Lobby platform UWE Think Tank</li> <li>• The “UWE communication team”</li> <li>• The UWE “Think-Tank” with focal points in all affiliates</li> </ul>	<ul style="list-style-type: none"> <li>• 2009</li> </ul>	

		<ul style="list-style-type: none"> <li>• UWE <b>European Projects</b> women e.g. projects on Women working at Universities; developing of games, designing an attractive speakers list; developing workshops.</li> <li>• UWE <b>Annual Meeting</b> and <b>UWE Award</b></li> <li>• Sustainable <b>financial</b> program e.g. sponsorship, donations</li> <li>• Sustainable <b>membership</b> program e.g. young members and not so young members program; social platform</li> </ul>	<p>Affiliates focal points, developing the “overall roadmap=content” of which the yearly UWE plans will be derived.</p> <ul style="list-style-type: none"> <li>• Evaluate the 2007-2008 projects in consistency and successes. Celebrate successes and stop unsuccessful projects. Successful projects can be supported through lobby for funds and by funding</li> <li>• Innovate the Award by incorporating the JGA in the IFUW award</li> <li>• Promote UWE by developing a “promotion toolkit” containing DVD, CD, Power Point presentation, gadgets (e.g. a UWE ring tone, posters, paperclips, stands at European promotion markets etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• European project committee</li> <li>• Board</li> <li>• JGA committee</li> <li>• The UWE promotion team</li> </ul> <p>Young members committee and “not so young” members committee</p>		
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