

Income and Expenditure Statement 1st April 2009 - 31st March 2010

Income

Scottish Executive	£ 88,325
Esme Fairbairn Trust	£ 45,960
Equality and Human Rights Commission	£ 14,100
Interreg IVA	£ 5,663
Membership, donations, investment	£ 5,301
Commissioned work	£ 30,053
Total	£ 189,402

Expenditure

Costs of generating voluntary income	£ 4,730
Charitable activities from restricted funds	£ 112,850
Charitable activities from general funds	£ 57,612
Governance costs	£ 1,815
Total	£ 177,007

Net income/(expenditure) for year	£ 12,395
Total funds as of 1st April 2009	£ 7,324
Total	£ 19,719

OUR VISION

Engender works to make Scotland a fairer, safer place where women can flourish and contribute to both the social and market economies with dignity, freedom and justice.

To this end we seek to increase women's power and influence; make visible the impact of sexism on women and on Scotland's social, economic and political development; and support people, organisations and our government to make equality a reality.

Board: Carolynn Cruikshank-Gray • Kath Davies (Vice Convener)
Wendy Davies • Emma Ritch • Kirsten Rummery • Marsha Scott (Convener)
Hazel Smith (Company Secretary) • Lesley Sutherland (Treasurer)

Staff: Niki Kandirikirira (Executive Director) • Carol Flack (Projects Director)
Karen Dargo (Information Officer) • Trina Kirkpatrick (Membership and Admin Worker)

Resigned during year: Joan Bree • Tanveer Parnez

Interns: Megan McFarlane • Katie Newlands • Paula Alexander • Rosaria Votta



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Company Registration No: SC286639 • Scottish Charity No: SC029053



ANNUAL REPORT 2009-2010



Engender on the Gude Cause march, Edinburgh, October 2009

It's been another very busy year for Engender with the completion of one major project, the beginning of three new ones and a raft of new initiatives.

Our EHRC-funded project **Women Thinking Equality** ended with the launch of discussion papers which reflected on the intersections of gender with age, disability, economics, race, religion, sexuality and transsexual issues. The participatory nature of this project has stood us in good stead for our new projects that are bringing women together in communities-of-interest to address specific issues of disadvantage.



Equality and Human Rights Commission

Our **Equality Counting** project, funded by the EHRC, sees us working with women who are disadvantaged by the failure of public services to gender their policy. This includes mothers of disabled children, women with diverse communications needs and transsexual women who are using the Equality Duties to engage with policy makers to hold them to account and effect change.



Training session on women with diverse communication needs

The Esmée Fairbairn Foundation provided funding to increase Engender's capacity to work with women to highlight the gendered nature of poverty (**Who Counts?**) and to explore the issue of sexual objectification of women with young people (**The Eye of the Beholder**).

Who Counts? is bringing women experiencing poverty, social exclusion and inequality together to understand better the hazards, risks and vulnerabilities they face due to gender-blind or neutral policies and practice. They will use this understanding to inform a national day of action where they will make visible the impacts of gender-blind policy and advocate for the use of gendered poverty indicators and policy making, equality impact assessment and monitoring.

The Eye of the Beholder, in development now, is working with young people and parents in schools to explore perceptions of sexual objectification of young women and men.



Our project **Women into Public Life** works with rural women in Argyll and Bute. It is funded by the European Union Regional Development Fund under the Interreg IVA programme that promotes cross-border cooperation. Engender, in partnership with Foyle Women's Information network (Northern Ireland), Second Chance Education Project for Women (Eire) and Donegal County Council are providing training and mentoring for women to who want to participate in public life locally, nationally and in the EU.



WIPL Steering Group

Engender's international work this year focused on contributing to the UN Committee on Economic, Social and Cultural Rights (ECOSOC) and the UN Commission on the Status of Women (CSW). With the SWBG and Close the Gap we submitted a shadow report to ECOSOC reviewing the UK's progress against the Covenant on Economic, Social and Cultural Rights, and two Board members presented this at the meeting in Geneva. CSW54 met in New York to evaluate the progress made in gender equality since the UN's fourth world conference on women produced the 1995 Beijing Platform for Action. Drawing on learning across the women's sector and the views of a wide range of women and men (including MSPs) who took part in our consultative event at the Scottish Parliament in December, we produced a 'Beijing + 15' shadow report to CSW54 on progress (or not) in Scotland since 1995. Engender sent three delegates to the CSW sessions.



Women from Scotland meet Harriet Harman MP at CSW54

We have increased our **participation in UK-wide policy fora**. This included participating in the Women's Resource Centre's CEDAW group, the Women's National Commission's UN and European Advisory Committees and the Government Equalities Office's International NGO Stakeholder group on International Gender Equality Policy. We are members of the European Women's Lobby and have taken up the role of the secretariat for the UK Joint Committee on Women.

We continued to **support Local Authorities and other public bodies** to fulfil their obligations under the three Equality Duties. We provided mentoring to West Lothian Council's Director of Corporate Services and Fife Council's Equality Committee, Equality Impact Assessment training, support and resource development to West Lothian Council's Drug and Alcohol Team, and facilitated 'Introduction to Gender Budgeting' workshops for West Lothian, Fife, Angus and Aberdeen Councils.

Engender's membership has continued to grow and a survey confirmed that the priorities we are working on are shared by the majority of our members. Members received a weekly E-update and we produced three email newsletters which were sent to our stakeholders and the wider equalities community. Our members' discussion group, **Inspiring Women**, continued to meet regularly to share ideas and reflect on current issues and concerns for women.

In a year in which "budgets" have been on the lips of every politician and commentator, Angela O'Hagan, Convener of the Scottish Women's Budget Group (SWBG) reports that the group have pressed hard for gender analysis in the Scottish Budget process and Scottish economic policy. SWBG have contributed to Scottish Parliament inquiries on the Budget Strategy Phase and the Independent Budget Review.



SWBG pressure on the Scottish Government should result in an improved Equality Statement in the 2011-2012 Budget. SWBG members have been active and vocal wherever there has been opportunity to challenge the government to provide gender analysis of recovery and spending plans, and to recognise the impact of the public sector squeeze on women workers and service users. Find out more at www.swbg.org.uk



Engender continued to work with Oxfam on their EU-funded **Genderworks** programme to challenge poverty. Together we researched and produced a training pack and DVD, **Real Women, Real Voices** to share learning from campaigns across Europe that successfully demonstrated the links between gender, poverty, social exclusion, violence and exploitation.