



2010-2011

ANNUAL REPORT





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.

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Welcome from the Convener

Welcome to Engender's Annual Report for 2010-2011. Slut Walks, feminist Fridays, tea parties, Reclaim the Night marches, children's play groups in bank lobbies, Women in Scotland's Economy (WiSE) seminars with Marilyn Waring, you name it, there was a feminist activity to suit your tastes this year. And, as we have been saying at Engender for a few years, the new wave of feminism is rising, fuelled by the anger, insight and wit of diverse women, including, hallelujah!, lots of young women. And the new wave is rocking the sisters' boat, sparking almost as much debate within the sisterhood as outwith it. It's been a lot of fun to be a feminist this year.

As women's unemployment hit a 25-year high in the UK this year, fuelled by economic policies blindly or mindfully crafted to make women pay for the financial crisis, it was good to have a laugh. We were also inspired by Fawcett Society's early and very public challenge of the Coalition government's emergency budget (my favourite line was, "If the Government think women and children should pay for the recession, why don't they just say so?"). Bank bailouts, budget balancing on the backs of the public sector squeeze, and welfare "reform" (reform for whom is of course the question) turned a crisis in the financial system into a massive unpaid bill for the poorest and most vulnerable of us. Hard to imagine that those decisions would have been made if boardrooms and parliaments and ministerial meetings had been filled with women and disabled people and black people and....

Which brings me to women's participation in public life. Last Saturday I was rummaging through my many megabytes of Engender files, looking for inspiration for this piece in previous writing for the Annual Report. I came across a draft of a 2006 letter from Engender to political parties asking them a series of questions about what they were doing to ensure that women



candidates were fairly represented at the polls in the upcoming election. I was struck by the fact that we could change the date and send the exact letter out to parties in advance of next May's local government elections. Would we get an answer from more than one party (the Greens, thank you) this time? Failure to reform our electoral process to bring down the barriers to women entering public office is one of the most intransigent problems we have, and our usual allies in political parties seem strangely silent about their complicit responsibility. At Engender we continue to search for mechanisms and methods to campaign on this issue; we discussed the need for a media watch project in the run-up to next year's elections, but resources, resources, resources are of course the problem. Any volunteers out there want to help? Call us, email us, write us a letter—we need you.

Some final thoughts about our year. As you read through this Annual Report, you will see reflected the breadth and diversity of our work over the past year. We are bringing this all to you in a culminating national conversation about women, about feminism, about equality in our national conference on International Women's Day, March 8, 2012. We will make a case for a sea change in policy in Scotland. Join us and be part of the new wave.

Marsha Scott

Executive Director's Report

We have had an extraordinarily busy year at Engender. Our efforts to ground our policy work in women's lived experience and broaden our networks and influence have been very exciting and ever more important in the current socio-political and economic climate.

With support from the Scottish Government, the Equality and Human Rights Commission, The Esmée Fairbairn Foundation and the European Union through their Interreg IVA funding stream we have been working to deliver projects that:

- Support a diversity of women to research, analyse and articulate the impact of gender blind or neutral policy and practice on their lives;
- Promote a better understanding of the opportunities availed by international, EU and national equalities, economic, social cultural and human rights instruments to lever change;
- Improve women's participation in public life;
- Improve Engender's capacity to capture and transfer learning and knowledge to effect change;
- Support young people, parents and teachers to explore the gendered stereotypes and assumptions that are shaping their lives.

Whilst these projects have had to achieve specific funded outputs and outcomes they have also defined a new way of working for Engender; A way of working that aims to make us more efficient in articulating the learning from our work with women (reflecting their experience of gender blind and neutral policy), to the people who make policy (politicians and officials), those who analyse policy and research (academics), and those who implement it (professionals in the public and third sectors); And, a way of working that takes opportunity in the national, EU and international equalities and economic, social and cultural rights instruments available to women in Scotland.

This approach has involved using participatory research methods to support women in communities of interest (c-o-i's) to reflect on aspects of their lives that they are concerned about and or related to policy issues we are developing work on. Then working with them to contextualise their analysis with regard to relevant policy and articulate it in ways that they are heard, not only by the policy makers but also by others (e.g. NGOs, MSPs) who can work with Engender to advocate for change. It has also involved using the learning generated to feed into EU and UN reporting systems so that the specific situation of women in Scotland is taken into account when the UK's progress towards women's equality is periodically reviewed.

In the coming year Engender proposes to continue to generate understanding and interest in the opportunities in the relationship between EU and international directives and conventions such as the ECHR (European Convention on Human Rights), ICESCR (International Covenant on Economic, Social and Cultural Rights) and CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) and domestic equalities legislation such as the Equality Act and the Specific Equality Duties. This is ever more important in light of growing concerns about the challenges to women's economic, social and cultural rights resulting from the financial crisis and the consequential public sector cuts and welfare reform, particularly in the context of Scottish devolution; such instruments provide some recourse for women in holding national government to account. Whilst the Scottish Government's funding of Engender demonstrates their



Executive Director, Niki Kandirikirira

Executive Director's Report

commitment to the UK's obligations under CEDAW to support civil society and women in particular to progress the Convention there is a need for discussion about the responsibilities and relationship between the devolved administrations, Westminster, the EU and the UN.

Through engaging with others (e.g. WINNET8, Women in Public Life; Scottish Women's Budget Group, the UK Joint Committee on Women and The European Women's Lobby, The Poverty Alliance, The Scottish Refugee Council and The Law Society and many other through our roundtables and other work) we are developing more effective networks (nationally, with UK stakeholders, across Europe and with international actors) and are in active dialogue with an ever increasing diversity of stakeholders to gender policy discourse and analysis. These include organisations, practitioners, academics and women with lived experience on issues of caring, women's poverty, child poverty, welfare reform, asylum, violence against women, criminal justice, female genital mutilation, the sexualisation of youth, gender budgeting, transgender, enterprise, occupational segregation and women in science and technology.

However, as we develop this new way of working we have learned to be more realistic about the amount of time we have to work face-to-face with groups of women given the limitations of our human resources (FTE 3.2 staff and our social capital) and, more importantly, realistic about the time poverty of many of the women we are working with and therefore how much time they can afford to spend working with us to articulate their concerns. We are therefore busy developing communications and engagement strategies that enable women to participate actively as and when necessary around an issue and then take a less active role as Engender members linked through digital and social media (facebook, twitter, mobile updates etc) and Inspiring Women roundtables until there is a need for them to regroup again

in response to another emerging issue that they or we have identified. This way they do not expend energy, time and resources in formalising and sustaining the group and only invest their time

and energy when something specific emerges that they want to address actively. In this way we are developing a diverse network of what we might call 'Pop-Up Groups' (reference groups) that inform our agenda and that are flexible and available when issues arise that we need to consult on. This network of Pop-Up Groups is already growing and currently includes carers of disabled children, disabled women, asylum seekers, carers of disabled adults, single mothers on benefits, grandmothers in disadvantaged areas, women with mental health issues, transgender women, student carers, Muslim women, minority ethnic women, young women and men in schools and colleges, homeless women and women living in rural areas.

This new approach is proving to be very successful. It has dramatically broadened and diversified Engender's constituency and in doing so has brought us a wealth of material and evidence to inform our policy work and has proved to be an exceptionally powerful way of reinforcing theoretical debates on gender issues. For example: At a recent conference held by the Scottish Refugee Council we presented an update on the work we were doing with a c-o-i of asylum seeking women and used it to generate dialogue around the need for the UK Border Agency (UKBA) to better understand the gender dynamics in women asylum seekers' countries of origin. This resulted in an approach from the Assistant Director of the UKBA Scotland with a request for us to make a presentation to UKBA senior



Women come together in communities of interest

Executive Director's Report

staff and a further approach from Asylum Aid to publish the research findings in their journal. Also, at our recent roundtable on Gender and Asylum the participants from across government, NGOs, academia and women asylum seekers generated some very interesting ideas on developing a joined up agenda to argue for a pilot to do things differently in Scotland, i.e. taking gender fully into account in the asylum process.

Coordinating and maintaining momentum with this multitude of stakeholders from different disciplines in diverse locations across Scotland has given us a clear focus

for the future in terms of the need to develop a communications strategy that is effective, inclusive and appropriate given the geographic and demographic challenges of Scotland. We have realised that although face-to-face work with the women most affected plays an important role in grounding our policy work, we will only realise its potential if we are effective in developing the communication systems that enable time and energy efficient information flow and dialogue between c-o-i's, practitioners, academics and policy makers, in ways that are manageable for an organisation of our size.

Niki Kandirikirira

Scottish Women's Budget Group

The year has been marked by budget cuts and austerity measures across all levels of government spending. SWBG has sought to monitor the impact of cuts, working with trade unions, women's organisations, and the UK Women's Budget Group. SWBG responded to the Scottish Parliament's Finance Committee Inquiry into Preventative Spend and the Scottish Government consultation on the Public Sector Equalities Duties. We gave evidence to the Equal Opportunities Committee and members spoke at a range of trade union, NGO, academic, and political events across the UK and abroad. Our message has been consistent, arguing for a continued focus on effective equality analysis, challenging spending cuts and the focus on the deficit, and presenting alternative analysis on spending proposals and budget cuts. The Scottish Government produced its third Equality Statement on the Budget attached to the Draft Budget and Spending Review and the refresh of the Scottish Government Economic Strategy. These documents are evidence that SWBG is being heard, through the Equality and Budgets Advisory Group, and other routes, but that there is a great deal of work remaining to ensure gender analysis is understood and

effectively carried out in data analysis, policy formulation and spending proposals.



In the coming months, we have to ensure that our voice is heard on challenging the assumptions around economic growth, pay and council tax freezes, the impact on women of the Scottish Government's focus on job creation, capital expenditure, and financial security and affordable finance. These key areas of focus for the Scottish Government have significant impacts on women's employment status and economic wellbeing. SWBG, Engender, and others have to continue to challenge the absence of effective gender analysis and the assumptions that lie underneath policy and spending proposals. In the coming months we have to do that increasingly in the context of the constitutional change under the new Scotland Act and the forthcoming referendum. In this context, SWBG and others will be arguing for a clear vision for Scotland as a country and politics with concern for equality, dignity and human rights at its core.

Angela O'Hagan, Convenor SWBG

Engender International

European Women's Lobby

Engender participates in the European Women's Lobby through the UK Joint Committee on Women (UKJCW), and also through Marsha Scott's membership of the expert group of EWL's Observatory on Violence Against Women.

Marsha Scott and Emma Ritch attended the EWL's General Assembly in Brussels in June 2011, which was preceded by a conference on violence against women. This was addressed by Rashida Manjoo, UN Special Rapporteur on Violence against Women, as well as a range of other experts.

The General Assembly passed emergency motions on the London 2012 Olympics, expressing support to women whose societies are experiencing democratic transformation after the Arab Spring, and agreeing a role for the EWL in caucusing European civil society representatives at the Commission on the Status of Women meetings (CSW) in New York in 2013.

Emma Ritch also participated, on behalf of the UKJCW, in a conference in Brussels in September on 'Women and Men'. This principally considered the links between the *Europe 2020* economic development strategy, European cohesion policy, and gender equality. The conference heard from a range of experts, including Professors Sylvia Walby and Ewa Riminska-Zimny, on gendered macroeconomics, the gender pay gap, reconciliation policy, and women's representation in the boardroom.



European Observatory on Violence Against Women

The Observatory is a body of experts from 30+ countries across Europe. Delegates meet once or twice a year to plan shared campaigns (this year's was on prostitution as a form of violence against women) and have an active e-list for sharing research and good practice. Scotland via Rape Crisis Scotland participated in a study by the new Gender Institute in Vilnius that looked at rape and sexual assault data across Europe.

UKJCW and engagement with UK Government

There have been several meetings of the UK Joint Committee on Women this year, in Cardiff and London.

As well as engaging with the European Women's Lobby, the UKJCW has also been grappling with the shape of engagement with the UK Government, after the Government decided to close down its existing expert advisory group, the Women's National Commission.

The UK Government's *Women's Voices* consultation solicited views on structures and processes that might enable the voices of women across the UK to be heard by Government in formulating its policies. The consultation document was not well received by UKJCW, and the Committee was critical of the weakness of its proposals, including an over-reliance on social media, a proposed 'technology platform', and its failure to develop a robust four-nations model that would include those women living in the devolved administrative areas of Scotland, Wales, and Northern Ireland.

Jobs for the Boys and the Girls, February 2011

Engender International

Emma Ritch participated in a London meeting, convened by the Government Equalities Office (GEO), to consider the *Women's Voices* agenda. Engender co-hosted a Scottish meeting that brought women together in Stirling, with the goal of informing the GEO's thinking.

UKJCW held a meeting in Cardiff with women developing a new women's network in Wales: WEN Wales. This group now replaces the Wales Women's National Coalition, which had been the Welsh representative on UKJCW, but which had its funding discontinued by the Welsh Assembly Government.

Commission on the Status of Women (CSW)

Engender submitted a statement to the Commission on the issue of occupational segregation in education, training and the workplace and women's engagement with science, technology, engineering and maths. We held a joint consultative event, Jobs for the Boys and the Girls, with Close the Gap and the Scottish Women's Resource Centre for Science, Engineering and Technology, and the results of the discussion informed our submission.

Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)

The UK is about to undergo a periodic review of its compliance with the articles of the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

The UK Government has submitted its shadow report to the UN, and Engender staff and board members have begun working on the process of engaging with stakeholders all over Scotland to pull together a shadow report. This will bring issues in Scotland,

including the response to violence against women, women's under-representation in political and public life, and women's continued economic inequality, to the attention of the CEDAW Committee. The UN often feels like a very remote institution, but Engender's experience is that the Committee are very receptive to hearing from us, and our participation in the process makes a difference in terms of holding Government to account for persistent inequalities.

Engender is also participating in the four-nations shadow report being co-ordinated by the UK-based Women's Resource Centre.

Universal Periodic Review

This year is also the year of the Universal Period Review, where the UK is held to account, by other member states of the UN General Assembly, for its compliance with all of the UN treaties it has ratified.

Engender has met with UK Ministry of Justice and Scottish Government officials to feed in to the UK Government UPR report.

Engender and UKJCW have also submitted parallel reports, which have concentrated on the key themes of violence against women support services, particularly services working with women who have experienced sexual violence, lack of parity in access to sexual and reproductive healthcare in Northern Ireland, and the marginalisation of gypsy traveller women.

Emma Ritch

Our project work...



Engender staff, consultants and volunteers received training on inclusive communications

Equality Counting

Funded by the Equality and Human Rights Commission, the aim of Equality Counting is to enable women disadvantaged by a public service provision to come together in communities-of-interest (c-o-i) around specific issues of concern. Together they will develop and implement strategies to advocate and action change and hold public service providers to account using participatory action research and equality legislation as tools.

In early 2010 Engender advertised the project and this led to us working with three c-o-i. This included a group of transgender women (Women Thinking Trans Issues), carers of severely disabled children and disabled people (Women Thinking Disability) and also a group of women caring for someone with inclusive communication needs (Women Thinking Inclusive Communications). These women came from around Scotland including Edinburgh and the Lothians, Perth, Inverness and Aberdeen.

As part of Equality Counting the c-o-i were trained in participatory research, with each c-o-i developing its own way of working to suit their particular needs. The c-o-i were also introduced to equalities legislation and supported to utilise it to lever change and challenge decisions that they felt had not taken account of equality impacts.

The Communities of Interest

Women Thinking Trans Issues (WTTI) decided to research two themes, the first via a survey and the second using semi structured interviews. The survey asked whether there are inconsistencies around Scotland in how long trans women wait for Gender Reassignment Services and what effects short or long waiting times or refusal of funding for treatment have on their lives. The group also conducted interviews to research whether Health Boards' Equality Impact Assessment (EIA) processes consider the needs of trans women effectively and if they result in positive outcomes in improved services for trans women.

WTTI engaged with and continue to communicate with various health boards. This included a presentation of their research findings to a range of public bodies at a stakeholder meeting in November 2010. The findings of their research throughout the project has been recorded in their report 'Women Thinking Trans Issues: - A Report on Findings of Participatory Action Research on the Inequality of Access to NHS Service by Trans Women'. This report was launched at The Royal College of Physicians and is available to read on the Engender website.

The *Women Thinking Disability* and the *Women Thinking Inclusive Communications* groups decided not to engage in one specific research project but rather to develop the skills and knowledge they needed to be able to organise, research, analyse and devise appropriate strategies for action around issues as they arise. They addressed issues of Local Council budget cuts, inappropriate banking services, denial of physiotherapy for incurable conditions and learning support in further and higher education.

More specifically the Oakland's group (parents of disabled children) was mentored through their engagement with Edinburgh Council.

This engagement proved to be successful with the Council rethinking their proposed budget cuts to schools and evaluating the impact of their decision. This resulted in the retraction of the proposed cuts as they were deemed to contravene the requirements under the Equality Act. The c-o-i continues to meet and is more aware of their rights. They are currently discussing changes in therapy provisions at Oakland's School and are holding discussions with NHS services including the Manager of Therapy of Special Schools to voice their concerns.

Women Thinking Inclusive Communications used peer focus groups as a reflective process to inform action to address the prioritisation of transport needs due to budget cuts and promote awareness and better ways of working to ensure inclusive communications. As part of this the group attended a care home meeting with NHS managers to address some of their concerns. The group also wanted to develop a good communications guide for service providers. As one of the main issues was the need to improve service provider's understanding of the need for inclusive communication practice the group is developing an information leaflet specifically targeted at women carers which will form part of the next phase the Equality Counting project.

All 3 communities of Interest continue to work with Engender with the addition of 2 new communities, one focusing on asylum seeking women and the other on child poverty.

Asylum

We have been working with Umoja, who run a support group for asylum seeking mothers, on equalities legislation training and participatory research techniques. To date, a number of key issues that the group would like to address have been identified. One of these is the need to consider gender based persecution as grounds for asylum. To support this view the group are gathering individual case studies highlighting the need for gender experts to be involved in the asylum process. We presented these ideas at the Scottish Refugee Council conference 'Raising Refugee Women's Voices' and this was well received, with the UK Border

Agency and Asylum Aid expressing an interest in doing more work with Engender on this issue.

Other issues that have been raised by the group include the desire to possibly develop the capacity of Umoja to employ a case worker / counsellor to support the women involved in the group. Engender will work with the group to support them in these areas and the discussion will continue with a roundtable 'Gendering the Asylum Debate' at Glasgow Caledonian University.

Child Poverty

Work in this area has followed a different pattern than with the other communities of interest. An initial interest in gendering the child poverty debate came through the attendance of a representative of Together: Scottish Alliance for Children's Rights at Engender's joint training event with EHRC on CEDAW in Glasgow in March 2011.

Following the initial contact Engender met with Together to discuss ways in which they could be involved in the Equality Counting project. Together advertised the project through their networks and website and it became clear that there were a lot of individual women and organizations interested in taking part and discussing child poverty in a way that recognised it as a consequence of women's poverty. We have met with representatives from Scottish Women's Aid, Poverty Alliance, Glasgow Community Health Project and Together who are all committed to gendering their work on child poverty and these links are being developed. We have also met with a group of women from Glasgow interested becoming part of this community of interest. The discussion continued with a roundtable event, Gendering the Child Poverty Debate, which brought together academics, practitioners and women with lived experience of poverty.

Rosaria Votta, Project Worker

Who Counts?

The aim of Who Counts, which is funded by the Esmée Fairburn Foundation, is to develop effective campaigns using participatory research with those most affected by poverty and to make people in Scotland more aware of gender inequality and its relationship to poverty, violence and well-being so that they not only deal with the consequences but also take action to address the causes.

By May 2010 Engender had organised a number of workshops on women's poverty, targeting women who were linked to community based projects as volunteers or service-users across Scotland. The workshops used participatory research methods to support and encourage women to develop their thinking about the gendered nature of poverty and what needs to happen to address the issues.

The groups were encouraged to identify key gendered poverty indicators relevant to their own experiences. This information was then gathered and recorded to enable sound indicators for gendered poverty to be generated by the diverse group of women who took part.

We wanted to ensure that the issues raised by the women who participated in the workshops were highlighted and also that we were able to give good information about the rationale, aims and objectives of the 'Who Counts?' project. The Who Counts campaign pack evidenced this.

The women who joined us to plan and design the pack thought it should be a tool in itself to engage women with the issues, to encourage links between groups and to introduce the possibilities within the process of the project, towards 'What Counts? day and beyond.

The packs were then disseminated to encourage women in communities of interest to participate in 'Who Counts? Day' and we engaged with more than 25 groups to discuss how they could be part of the project.

Groups were supported to come together in a series of sessions through which they learned to use participatory research techniques to explore their lived experience of poverty and



the structures that create gendered poverty, and to reflect on current policy and practice that helps or hinders their situation. Due to the political climate at the time a great deal of the discussion focused on concerns regarding impending cuts to public services and the welfare system reform.

Towards the end of the sessions each group identified the key messages they wanted to articulate on 'What Counts?' day and through the broader 'Who Counts?' campaign. Some of the groups produced artwork and one group, Umoja, created a DVD.

What Counts? Day and Parliament event

On What Counts? Day March 1st 2011 events took place in Glasgow, Edinburgh, Inverness, Dunoon, Dundee and Perth. These events were arranged to coordinate activities across the local authority areas that groups had been active in. At each location information and messages from the groups were on display and there were opportunities for other groups and individuals to record their own views. At 1pm balloons were released at each location.

We held an event in the Scottish Parliament on March 16th 2011 to feedback the concerns of the participating groups in relation to women's poverty. The event was sponsored by Cathy Peattie MSP who also spoke on the evening. Presentations were made by representatives of Engender and the groups that participated in the campaign. Shakti Women's Aid performed a sketch on the issue of 'No Recourse to Public Funds' and the Beechwood Women's

Arts Group performed a dramatic piece about women's poverty entitled 'Morag's Story'. Umoja Inc spoke about the particular poverty issues asylum seekers face. The event was well attended with a number of MSPs dropping in at different points too.

Through the Who Counts project Engender has become more visible to a more diverse range of women across Scotland and word is spreading about the how they can work with us to reflect on the impact of policy on their lives and in doing so empower us to lever change.

Rosaria Votta, Project Worker



Workshop with Stevenson Students

Eye of the Beholder

Also funded by Esmee Fairburn, the Eye of the Beholder project sought to open up public debate around the impact of the sexualisation and objectification of young women and girls in 21st Century Scotland.

With this aim in sight participatory research was undertaken with groups of young women/girls and young men/boys from Broughton High School and Stevenson College. Each group participated in 3 sessions held in October and November 2010. The sessions were structured to allow the young people to consider how women and girls were portrayed by the media in magazines, music videos, and advertising more generally. They were encouraged to make observations about what they were being presented and to express their feelings about

the images. At the end of the series of sessions the young people were asked to reflect on what they had learned and how it would affect them in the future.

A survey to record existing views was conducted prior to the sessions commencing. Surveys were completed by S2-S5 pupils at Broughton High School and HND and HNC students at Stevenson College. Engender members were also invited to complete a survey monkey which highlighted a number of ideas about how to raise the debate on the sexualisation of young people in the media. Engender also ran meetings for parents to discuss their views on the themes of this project.

The women from Stevenson reported that the project had made them aware of just how normal highly sexualized imagery had become. Some however felt that if women wanted to portray herself in a sexual manner then this was in fact her choice and a sign of women being free and equal, not to do with pressures from the media. Some also stated that dressing provocatively was their way of manipulating men into getting what they want and that lapdancing was simply a job in no way similar to prostitution.

The Broughton girls felt that they too had become used to highly sexualized imagery and thought it was normal until they stopped to think about it. However despite being aware that the images are unrealistic they still felt that they needed to conform to these portrayals of women. One girl (15) said that if boys are watching porn then they expect the girls to be that way in real life. They felt that celebrities and the media's portrayal of them were created expectations of and for young girls.

The groups enjoyed the sessions, with the Broughton students being more enthusiastic to do more. The older students felt that exploring the theme of the sexualisation was not particularly new but did agree that on the whole it is a problem, but more so for young children. The Broughton students were also concerned about younger children.

The Broughton students felt that this was a new topic being introduced to them that had made them more aware and take note of advertisements. For example a couple of the boys went into town and said that they had become more aware of the way women are portrayed in the media. In particular one boy went into a games shop and counted how many computer games were aimed at women (very few) which in his opinion showed how boys and girls are stereotyped. All the groups agreed that the sessions were important in creating and maintaining awareness of the issues.

As the young people from Broughton High School were very enthusiastic about taking it further they discussed expressing their observations and concerns through a piece of drama to stimulate debate among others, particularly those with the power to influence the media, such as MSPs. Engender commissioned Strange Theatre to develop a drama piece with the students and the resulting work, which was performed in front of the Scottish Parliament Equal Opportunities Committee, can be viewed on the Eye of the Beholder page on the Engender website.

Through the Eye of the Beholder campaign we feel that we have managed to effectively engage with a small cross-section of the people affected by the issue of the objectification and sexualisation of young women and girls in 21st Century Scotland. The people that participated in the research largely felt that their involvement had increased their awareness of the issue and many of them would raise it as an issue of concerns with others.

Rosaria Votta, Project Worker

Women into Public Life

Women Into Public Life (WiPL) is an EU Interreg Iva project aimed at building the capacity of women, strengthening their influence and supporting the emergence of women leaders. It covers Northern and the Republic of Ireland (NI/Rol) to foster cross border work and is managed by the Special EU Programmes Body

The WiPL Marketplace in Oban



(SEUPB) (www.seupb.eu). Engender started work in Spring 2010 as the Scottish partner, targeting Argyll, the aim being to empower women at the 'peripheries of power' through training, events and linking women into decision making structures.

Engender was chosen as a partner by Second Chance Education Project for Women in Donegal and Foyle Women's Information Network which covers Derry/Londonderry for two reasons - our history of work on capacity building and leadership training and our work on the 5050 campaign. Jeanette Timmins has come back to develop the Engendering Change training she created with Fran Loots. Lorna Ahlquist coordinated the 50/50 campaign for elections to the first Parliament. She has joined Jeanette to do the fieldwork in Argyll, where she lives.

WiPL has parallel programs in Northern Ireland, the Republic of Ireland and Argyll. In Scotland we have brought participants together at the Scottish Parliament for the wonderful Women's Dinners which enable women to learn about the Parliament, network and meet women MSPs. We also held an Engender 'Inspiring Women' event, WiPL partner meetings and a visit to West Lothian Council to look at their equalities work. Argyll women also attended seminars at the Scottish Parliament, the SCVO "Gathering" and met MSPs and MEPs. A joint EU / WiPL event for International Women's Day in Glasgow was a dialogue with Catherine Stihler MEP that they travelled to.

In Argyll we have tried to reach remote parts to deliver training and events to combat the disadvantages of living in areas most national organisations don't reach. With its long peninsulas, sea lochs and islands travel is hard, time consuming and expensive, especially ferry fares. People are scattered and childcare hard to access, while it takes time for people to become aware of what there is on offer. Added to this, the weather was extremely bad this year and events had to be cancelled. One WiPL participant developed a new acronym – FRA (ferry related anxiety) - trying to get the last ferry home against the roads, weather and traffic! She took part in our training course in Oban, travelling from Mull. Another woman came all the way from Campbeltown. Both took over 2 hours to make the journey to the training. Most of the trainees from this course have gone on to participate in other WiPL events, or become publically more active. One gate crashed the Scottish Labour Party conference (on in Oban at the same time as the training), and tackled the Shadow Transport Minister on transport issues using her 'soapbox' training exercise!

Part of our 'Opportunities for Women' program was to get them to the Scottish Cabinet meeting in Rothesay, Isle of Bute. They had long discussions with Cabinet Ministers on care and economic issues. We also held a Market Place of Opportunities in Oban to showcase what is available for women, with 20 stalls and 10 seminars. The Scottish Parliament was explained, the Poverty Alliance represented, learning opportunities highlighted and Women's Aid promoted, as well as chances to influence health and council services.

WiPL has helped to boost the audiences when the Scottish Women's Convention came to

Campeltown, Oban and Dunoon. A local partnership has developed with Women@Work, run by the Workers Educational Association. Charlotte and Lorna publicise each others events, while Lorna has delivered training for W@W based on Engendering Change materials.

Lorna held WiPL International Women's Day 100th birthday celebrations in Dunoon. Glasgow Women's Library (GWL) came and launched the 'On the Shelf' project. WiPL has bought a shelf in GWL named the Rural Women Argyll and Bute shelf. We are seeking nominations of books to populate it with to make rural women visible and create living links between women in Argyll and GWL with its lively activities and outreach programs.

We have learned how severe the barriers are to rural women's participation. We have also learned how women can be 'visibly invisible'. In small villages and towns you are visible and recognised, expected to conform to stereotype, but invisible in terms of having power and influence, or having your needs met. On the other hand, women here are talented and energetic, run the third sector and are often the powerhouses behind community development trusts that create local sustainable projects generating income to plough back into their communities. It is surprising to learn how much women do need their confidence built though, even in the face of all that talent. Our second year of work will continue to provide training, reach more women, foster their confidence, influence and enable them to be 'visibly visible'.

Lorna Ahlquist, WiPL Project Argyll



Treasurer's Report 2010/2011

Income 2010-2011

Our total income this year was £233,333

Our main sources of funding this year have been grants from:

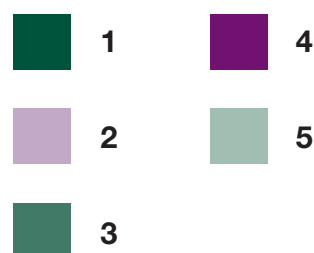
1. The Scottish Government: £88,725
2. EU Interreg IVA fund: £68,493

3. The EHRC: £47,837

4. The Esme Fairbairn Foundation: £22,980.

Other income of £5298 was made up of membership fees, donations and commissioned work.

Income



Expenditure

Our main items of expenditure were staff costs and project costs.

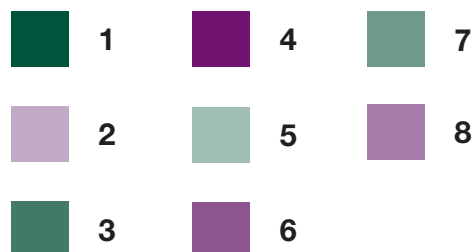
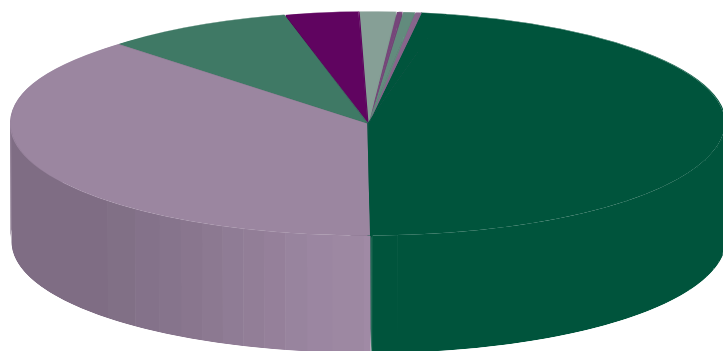
1. Staff costs: £112,292
2. Project costs: £97,228
3. Premises: £16,376
4. Travel costs: £4,632
5. Legal and professional fees: £638

6. Interest and finance charges and depreciation: £501

7. Accountancy fees: £1,000

8. Committee expenses: £1,369

Our expenditure was £234,036 giving us a deficit of £703 for the year. This meant our reserves were reduced from £19,719 to £19,016.



We would like to thank our funders for their on-going support. Full copies of the accounts are available from the Engender office.

Wendy Davies
Treasurer

Board and Staff



Board: Kath Davies • Wendy Davies (Treasurer) • Emma Ritch (Vice Convener) • Kirstein Rummery (Vice Convener) • Marsha Scott (Convener) • Hazel Smith (Company Secretary) • Lesley Sutherland • Resigned during year: Carolyn Cruikshank-Gray

Staff: Niki Kandirikirira (Executive Director) • Carol Flack (Projects Director, until Jan '11) • Karen Dargo (Information Officer) • Trina Kirkpatrick (Membership and Admin Worker) • Rosaria Votta (Projects Worker)

Interns: Paula Alexander • Katie Newlands • Lindsey Lupdag • Ellen Santa-Maria • Shayda Mollazadeh • Orla Murray • Nicole Hewlett • Allen Henderson



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