



**ENGENDER
ANNUAL REPORT
2011 – 2012**

Contents

Welcome from the Convener	3
<i>Extract from Engender's statement to the CEDAW Committee</i>	4
Executive Director's Report.....	5
Scottish Women's Budget Group (SWBG).....	10
Engender International	11
Our Project Work	13
Engender Treasurer's Report 2011/2012	18
Board and Staff	20

Glossary

CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women (a United Nations Convention)
CSW	Commission on the Status of Women (a UN agency)
DARF	Dignity Alert Research Forum
DFID	Department for International Development (UK government dept)
ECOSOC	Economic and Social Council (a UN agency)
EHRC	Equality and Human Rights Commission
EU	European Union
GRAMnet	Glasgow Refugee, Asylum and Migration Network
GEO	Government Equalities Office (UK)
LGBT	Lesbian, Gay, Bisexual and Transgender
SPIU	Scottish Poverty Information Unit
NGO	Non-governmental organisation
STA	Scottish Transgender Alliance
UDHR	Universal Declaration of Human Rights (a UN document)
UKBA	UK Border Agency
UKJCW	UK Joint Committee on Women
UNCRC	United Nations Convention on the Rights of the Child

Welcome from the Convener



I love it when a plan comes together ...

I am writing this year's Convener's message en route to the working group meeting that the UN's CEDAW (Convention to End All Forms of Discrimination against Women) Committee convenes with non-governmental organisations before the UK's 'exam' on its progress towards equality for women. I like to think of it as a test – oral and written – that UK officials take every four years. Revision is needed, there is no doubt, as the UK's performance when it last sat its exam was underwhelming, to say the least.

At the meeting, Emma Ritch (Vice Convener) and I will be confident (mostly), competent (assuredly), and persuasive, we hope. Much more important in the process, however, is the ongoing work that our statement represents, started more than a year ago with the crafting of our CEDAW cartoon, *Superhero for Women*, <http://www.youtube.com/watch?v=HPJfBqoNH7Q> and our subsequent invitation to show it and meet CEDAW Committee members in New York last July. We will continue work on our shadow report, hosting Niklas Bruun, CEDAW Committee member from Finland, in March 2013, and lobbying at the UK's examination by the CEDAW Committee in July 2013. We'll use the resulting UN recommendations to persuade our officials that it's time to get their ... act together.

All this work is going remarkably according to plan, which continually surprises me! Nevertheless, I think our success reflects Engender's historical commitment to voicing the interests of Scottish women beyond our borders, an ever-growing competence for engaging with international institutions, and a rock-solid feminist analysis.

Although all this CEDAW activity is but one small piece of our work over the last year, the excerpt from our statement to the CEDAW Committee members summarises the context of our work in our three priority areas – women's poverty, women's participation in public life, and violence against women. Elsewhere in this report you will read about just some of the activities that feed into our analysis. As ever, we are too few, doing too much, with too little.

But never fear, we have a plan!

Dr. Marsha Scot
Convener

Extract from Engender's statement to the CEDAW Committee

'The period since the last scrutiny of the UK by the CEDAW Committee has seen a clear and stark diminution of women's rights across the four nations of the United Kingdom.

'It is women who have borne the brunt of the impact of the austerity measures that have been the UK Government's response to the financial crisis and recession ... who have seen a withdrawal of essential public services, including refuges and support services ... low-paid women and single mothers who are shouldering the cost of "welfare reforms" that will push people further into poverty and homelessness. It is women's jobs that have been lost and will be lost as the UK Government relentlessly shrinks the public sector. It is women's lives and experience that are missing from the analysis as the UK Government sets its economic policy ...



Across the UK, women's organisations have been alarmed by the dismantling of the architecture that carried women's voices, and the realities of women's lives, to [the UK] Government.

The framework of equality law has been destabilised, with the government moving forward with its plans to repeal enforcement provisions within the Equality Act 2010, [signalling] its intent to weaken or remove the public sector equality duty. The government's introduction of fees for employment tribunal applicants of £1200 ... presents an obvious and immediate barrier to justice. The

government ... will enable employers to buy out employment rights from their staff, including maternity rights, for shares in their employer's company. It has also directed civil service employers to reduce opportunities for flexible working.

[This comes] at a time in which there is great uncertainty in the labour market: 98% of the 22,800 full-time jobs lost to the Scottish economy last year were women's jobs. Scotland has seen its highest levels of female unemployment in 24 years. Although male-dominated areas of the economy have seen some resurgence, with men back at work on construction sites and in manufacturing, the reductions in the female-dominated public sector will be permanent. This affects women both as workers and as service users.

All this would have been challenging enough, had women's pre-recession labour market position been better. In fact,... the UK and Scottish labour markets are both characterised by significant gendered segregation. Women are clustered into those jobs that pay the least, and into the most junior roles. Evidence is clear that this situation is not changing.

The Deputy First Minister of Scotland, speaking at a recent conference on women and work, identified childcare provision as infrastructure. We agree with her and deplore the rising numbers of parents who have given up work because of the cost of childcare. Scotland has the highest childcare costs in Great Britain, and a solution must be found to ease the tension between quality and cost.

Like women across the world, our inequality in Scotland means that in great numbers we experience men's violence, including rape, domestic abuse, female genital mutilation, forced marriage, prostitution and pornography. Scotland's gendered definition of violence against women explicitly links VAW with stark inequalities in political participation and in economic empowerment.

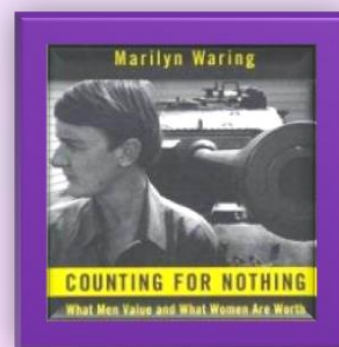
Engender considers VAW prevalence as an indicator of progress (or lack thereof) on occupational segregation, pay gap, systemic barriers to participation in public life, and the myriad other ways that women experience discrimination.

We would urge the CEDAW Committee to task the Scottish and UK Governments with demonstrating commitment to eradicating violence and inequality for women in Scotland by setting concrete performance targets in these areas for delivery over the next 4 years.'

Executive Director's Report

Inspiration The year started with the amazing Marilyn Waring, and others, inspiring us all at the WISE Conference (Women in Scotland's Economy, May 2011) in Glasgow to continue our work to ensure that gender analysis informs government budgets and policy and Scotland's social, economic and environmental development. And ended at Engender's conference, '**Women in Scotland: The Big Picture**', in March 2012, with a coming together of Scotland's leading feminist thinkers, practitioners, activists and

politicians to reflect on progress towards women's equality in Scotland. This resulted in a call for urgent consideration of the impact of the current financial crisis on women's lives and the need for a gendered analysis of budgets and policy – full circle!



In the months in between, women continued to bear the brunt of public sector cuts and welfare reform through the loss of services, supports and jobs. Engender's focus on facilitating the links between women affected by such losses and practitioners, academics, policy makers and politicians proved ever more vital. With the help of funding from the Scottish Government, the

Equality and Human Rights Commission (EHRC), the Esmee Fairbairn Trust and Interreg IVA (an EU programme), we facilitated a flow of information and knowledge between those that have the responsibility to gender their analysis and those that they need to listen to and learn from – that is, women across Scotland.

Participatory approach – horizontal and vertical We have continued to develop and embed our participatory approach, working with women across sectors and issues horizontally – through participatory research and advocacy, roundtables, 'Inspiring Women' events and training – and vertically – from the local to the global, from communities of interest to local, national and international bodies, establishing and maintaining feedback loops as we went. We have worked with the UK Government Equalities Office (GEO), the UK Joint Committee on Women (UKJCW), the European Women's Lobby (EWL) and the UN, where Engender's consultative status with the UN Economic and Social Council (ECOSOC) means that our voice is heard.

We have worked across a range of issues affecting women: poverty and child poverty; asylum; transgender identity; caring; violence; race and ethnic minority exclusion; disability; and women in public life, among others. In a variety of ways, we have supported women to come together as communities of interest to reflect on and articulate their experiences, in order to bring about a more nuanced understanding of their situation and a more informed debate about how to achieve women's equality in Scotland.

As ever, we have found ourselves stretched. We are delivering well beyond our funded capacity, and are therefore grateful for the time donated by some amazing women across Scotland. This has given us the social capital to deliver a huge programme of work with a limited staff pool (less than 3.25 FTE).

Equality ...? Simplistically, it could be argued that our funding challenges are due to the financial crisis and resultant recession, that there is less money for the third/voluntary sector, but this is not a new situation. In reality, Engender's funding challenges arise out of misplaced notions that women *have* equality and that the only women affected by inequality are those within a 'minority group' with dual or multiple 'protected equalities characteristics', i.e. women with disabilities, BME women, transgender women, single mothers, asylum seeking women etc. Apparently, having only one 'protected characteristic' – being a woman – does not result in discrimination or put you at a disadvantage! We wish – maybe then we'd have equal opportunity in education, work and public life; equality in power and decision making; equal pay; safety in private and public spaces; and not have to live with the constant projection of stereotypical and sexualised images into our space and our children's minds.



Institutional sexism Whilst we fully acknowledge the impact of dual and multiple discrimination as we work with women across the heterogeneity of Scottish society, we are also aware that the many and varied issues they face could be better addressed if the institutional sexism that underpins all their experiences was acknowledged and addressed. When a woman seeking asylum from gender oppression and violence is caught up in cycles of disbelief

because the actors in the asylum process fail to gender their analysis of her situation, and she herself fails to articulate the sexism that runs through her asylum story because she assumes it is obvious; when women whose family members need care are coerced through guilt and a sense of obligation into giving up their jobs and taking up caring roles that they are ill-equipped or unprepared for because health and social work staff assume that they can do it 'naturally'; when the rights of women caring for disabled children are undermined as service providers make cuts 'through the back door' (e.g. a staff member on maternity leave is not replaced); when the needs of women who live in poverty and make sacrifices to protect their children from the impact of the austerity measures are ignored (as if somehow children are poor in isolation from their mothers); when policies and practices fail to acknowledge that over 90% of single parents are women and that sexism has played a significant role in defining their experience; when a woman with disabilities is confined in her home because the inconvenience of her participation in women's forums outweighs her right to participate in civic society; and when women are forced leave their homes because state and society fail to protect them from violent partners – the list goes on ...

Working with others Engender is not a service provider, so our role has been to work with those that are – helping them to understand how sexism underpins their service users' experience, and to gender their analysis, policy and practice. Over the year, we have worked with a range of service providers seeking to gender their own work or the work of others: *the Scottish Refugee Council; Together; Poverty Alliance; Save the Children; Child Poverty Action Group; Scotland's Commissioner for Children and Young People; West Lothian Council; Chest, Heart and Stroke Scotland; Stroke4Carers; Bridges Programmes; GRAMnet; Freedom from Torture; Scottish Court Service; Education Institute Scotland; Voluntary Action Fund; Campaign for a Fair Society; Scottish Association for Mental Health; Scottish Homelessness and Employability Network; Scottish Transgender Alliance; SWANs; LGBT Youth; Scottish Women's Budget Group; UMOJA; Values into Action; Inclusion; Women and Children Development Services Agency Glasgow; Legal Services Agency; Zero Tolerance; Scottish Poverty Information Unit; Glasgow Caledonian University; Institute for Society and Social Justice Research, GCU; Freedom from Torture; British Red Cross; Aletheia Consultants; Lothian and Borders Police; DARF and the UKBA (Scotland); Strange Theatre; Broughton High School; Scottish Women's Aid; Shakti; Maryhill Women's Project; Direct Approach; W1; Close the Gap; WRC SET; SWBG, Green Party's Women's Committee on Gender, Welfare Reform and Economic Justice; the Lothian Women's Labour Forum group; Parliamentary Cross Party Working Group on Men's Violence Against Women and Children; and universities in Glasgow, Edinburgh, Dundee, Stirling and Highlands and Islands.*



Outcomes – horizontal and vertical One of the outcomes of Engender's horizontal work with a community of interest of kinship carers in Inverness (wives and partners of men that have suffered strokes) was the publication of an information booklet *Preparing to Care: Woman to Woman*. It was written by women for women, highlighting important issues to consider when faced with unexpectedly becoming a carer. The book was launched at Raigmore Hospital in Inverness (March 2012), and has led to opportunities to develop vertical programme work with the Care Inspectorate and other carers' forums to gender the analysis that underpins their work.

European projects - Winnet 8 We have also been involved in two European-funded projects, Winnet 8 and Women into Public Life (WIPL). Winnet 8 facilitated learning among 8 European countries on issues of women in the economy (employment, enterprise and associated issues such as childcare). We were able to link up and learn from women across Greece, Portugal, Sweden, Finland, Italy, Poland and Bulgaria and also facilitated interaction and learning across the women and employment and enterprise sectors in Scotland.

European projects - Women into Public Life (WIPL) As one of the three delivery partners of Women into Public Life, a project with the Republic and North of Ireland, we provided training and mentoring to women in Argyll and Bute who want to engage in public life locally, nationally or in Europe. The process has helped Engender develop a better understanding of rural women's perceptions, experiences, interest and challenges and we are supporting women to develop their public profile in areas such as renewable energy and fuel efficiency, tourism, food and drink and elderly care.

Influence Vertically, our learning from work with communities of interest has fed into processes to gender, policy, budgets and practice up through the system. It runs up through local authorities,



advocacy organisations, academia, public bodies, third sector agencies, national government, the media, the GEO in the UK Government, the UKJCW and the EWL to the UN.

This has taken us on two different sorts of journey: one, where we provide input and gender insight to others' processes, for example, producing a background on the proposed changes to the welfare system which evidenced that women in Scotland will be disproportionately disadvantaged, and making submissions to the committees reviewing the UK's progress towards fulfilling the

Universal Declaration of Human Rights (UDHR) and CEDAW. The other journey involves presenting gender as a nexus for joint action on issues such as a justice in the asylum process, 'child' poverty, transgender inclusion, alternative economic models, care and social reproduction as economic infrastructure, and what sort of Scotland we want to live in. For example, we facilitated 'The right to decent work' workshop at The Law Society's 'Fairness, Justice and Human Rights' Conference (Oct 2011) in London (which widened our networks with people working on economic, cultural and social rights across the UK) and we highlighted the issue of the intersection of women's and children's rights at a seminar sponsored by SCCYP, 'What can children's rights learn from human rights?'

Whoops, there goes the Gender architecture... Forging and maintaining these horizontal and vertical links has become more important since the UK government dismantled the Women's National Commission and dramatically reduced the EHRC's budget and remit. There is now no formal structure through which women as a body can engage with the UK Government, neither is there a formal structure for women to engage with the Scottish Government. Through programming events and joint working we are consolidating our networks across the 'protected characteristics' to ensure that progress towards equality, rights fulfilment and social justice is sustained during these very difficult times and that women's voices are heard.

CSW stalls This trend towards undermining the gains in gender and equality architecture was also reflected at the 56th meeting of CSW at the UN in New York in March, where the discussions about empowering rural women failed to reach a consensus. Moves by some governments and the Holy See to safeguard 'traditional, cultural and moral values' at the expense of the human rights and fundamental freedoms of women resulted in a stalemate as other governments, including the UK, refused to conclude the meeting without progress on issues such as dowry, forced and early marriage, FGM, sexual and reproductive rights, women's rights to land and inheritance and sexual orientation. We did not attend this year's CSW but followed developments closely. We were involved in an international response – 'We are collectively saying NO' to any re-opening of negotiations on the already established international agreements on women's human rights and call on all governments to demonstrate their commitments to promote, protect and fulfill human rights and fundamental freedoms of women.'



Going global – Superhero! As if we had seen what was coming at CSW56, in January 2012, Engender launched an animation film to explain CEDAW to the women of Scotland through the eyes of a Superhero. The film has been extremely well received and many other organisations across the world have posted links to it and distributed it. It has been voted one of the top ten

feminist videos of 2012 and shown at the 30th anniversary of CEDAW at the UN in New York. We also produced and distributed bags, umbrellas, badges and postcards featuring Superhero and the slogan 'Engender can make CEDAW work for you', encouraging women to become involved in the shadow reporting process. The UN wants to translate the film into the five UN languages and we hope to develop Superhero films on issues affecting women in Scotland, and the need for an alternative economic model that acknowledges social reproduction as a contribution to the economy.

Going digital We have secured funding to re-establish our policy analysis and social media and media commentary functions. In January, we developed a quick reference calendar resource for people working to progress women's equality, *Women in Scotland, Facts and Stats 2012* - statistics on women in public and political life, violence against women, women's pay and pensions, childcare and caring at your finger-tips. Our new website, Face Book and Twitter will promote and extend debate on critical issues. The website has the capacity to host multiple discussion platforms and we are keen to develop a Media Watch function to focus on the gender biases and misogyny in the media, especially in the political process.

A nexus for change There is so much to do and funds for women's equality are elusive. But feminism is on the rise! So I would ask each of you to consider how you will support us – by providing social capital (time and energy) or funds (every penny counts!)? If you are a funder, fund our work; if you are a member, donate small and often; attend our 'Inspiring Women' evenings and other events, engage in our social media debates and share your concerns; if you are a community of interest, work with us to capture and articulate your issues; if your organisation works on social and economic justice and/or sustainable development, work with us in partnership. Women's equality is the nexus for change.

Niki Kandirikirira
Executive Director

Scottish Women's Budget Group (SWBG)

“The Scottish Women's Budget Group has contributed very significantly to a much more rounded approach to budget making in Scotland. It has consistently challenged me directly, and in advice to ministers, as well as through EBAG [Equality and Budget Advisory Group]. Scotland is very much the better for it.”

(John Swinney, MSP, Cabinet Secretary for Finance and Sustainable Growth, 11 June 2012)



Positive recognition of SWBG and commentary from Scotland's Minister for Finance! Of course, such warm words are very welcome, especially when the work of SWBG is entirely unfunded and voluntary. So in the spirit of doing it for ourselves, we should give ourselves a round of applause ... Or should we?

While our efforts are being recognised and we are clearly making some headway, the applause is short-lived. Despite now having the fourth Equality Statement on the Budget (ESB), there are still no signs of an integrated, systematic approach to integrating gender analysis in the budget process. Senior officials are very clear that they see “equality analysis as firmly embedded in the budget process”, and there is evidence of a lot of work inside government. The ESB is a significant advance, and while it is a work in progress it is at least a signal of political will. But we still do not have policy that puts gender equality in the foreground, or spending decisions that match claims for equality.

Gender budgeting tests

There are two principal tests of gender budgeting:

- Finance departments and governments admit that the budget is not gender neutral and seek to remedy this;
- Actions result in shifts in policy decisions and resource allocations.

Test One appears to have been met. There is, for example, the commentary from the Minister; the work of EBAG that now includes the Office of the Chief Economic Adviser; and the significant developments forged by Analytical Services Division, including the Equality Evidence portal.

Test Two clearly has not been met. There are no actual shifts in resources or changes in policy to advance gender equality and improve women's economic position. So, over the last year, SWBG has: continued to press for change in the discriminatory Modern Apprenticeship scheme; spoken out against the Council Tax freeze and the service cuts; kept up demands for resolution to equal pay disputes in local government; and questioned the benefits of the preventative spend agenda, especially in the light of savage welfare reform and the withdrawal of key benefits.

Equality concerns

This year's ESB says 'significant issues of concern for equality groups have not changed substantially from our analysis for Spending Review 2011'. That is not the case. The Spending

Review happened two years ago, since when thousands more women have lost jobs, had wages, benefits and tax credits cut, services withdrawn, and living costs increased. The downward pressure on households has increased hugely in that period, and there are few measures in the Draft Budget 2013-14 that address this squeeze on household income and the implications that has for workers and families.

All these reasons and more are why SWBG, Engender and allies in trade unions and civil society organisations in Scotland need to push hard for the Spending Review 2013 to be an opportunity to change the structure of spending in Scotland and the assumptions upon which spending decisions are made.

SWBG are developing our own take on an Economic Strategy that puts gender equality centre stage. We are developing our thinking for an economic strategy that will deliver a stable, resilient and distributive economy – whatever the constitutional arrangements from 2014 onwards. SWBG want economic thinking and government policy in Scotland now and in the future to make women count and value what women do. If you would like to be part of this next challenge, please join and support the Scottish Women’s Budget Group at www.swbg.org

Angela O’Hagan
Convener SWBG

Engender’s International Work

UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

The United Nations’ CEDAW Convention is the international bill of human rights for women. The UK, as a state party to the convention, is periodically examined by the CEDAW Committee and is required to demonstrate how women’s rights are being realised in Scotland and across the UK. The UK’s next examination will take place in July in 2013, and CEDAW has consequently been a focus of Engender’s international work this year.

With the help of our *Superhero for Women* film, Engender has organised a series of information events to explain what CEDAW is and what the UK Government’s responsibilities are in relation to



it. These events also gave an insight into the shadow reporting process, which enables non-governmental organisations to have their voices heard about how well the government is meeting its obligations. Engender has been coordinating a shadow report that reflects the views of organisations and individuals across Scotland. National human rights institutions such as the Equality and Human Rights Commission (EHRC) have a special role to play at the UN, and we have taken part in the EHRC’s work around CEDAW, as well as working with colleagues from the

women's sector across the UK.

Our *Superhero for Women* animated film was launched at Engender's AGM on 21 January 2012, and has been posted to Engender's YouTube channel and website. In July, Engender was invited by the CEDAW Committee to show the film at the official celebration of the 30th anniversary of CEDAW at the UN headquarters in New York.

CEDAW was also a focus of Engender's conference on International Women's Day in March 2012, 'The Big Picture'. This was attended by more than 200 people, who heard from a range of speakers on women and the economy, occupational segregation, women and the criminal justice system, and human rights. Discussion groups on each strand identified concerns that will inform Engender's CEDAW shadow report.

Engender board members have engaged with the pre-hearing processes that the UN coordinates, including submitting proposed questions for the CEDAW Committee to ask the UK Government, and identifying specific issues at the pre-hearing working group that was held in Geneva in October.

UN Commission on the Status of Women (CSW)

Engender did not attend this year's CSW but followed developments closely and is now involved in an international response to the failure of CSW to adopt the agreed conclusions at its 56th session. This decision appears to have been made on the basis of safeguarding 'traditional values' at the expense of human rights and fundamental freedoms of women. We are standing with sister organisations around the globe and collectively saying NO to any re-opening of negotiations on already established international agreements on women's human rights. We call on all governments to demonstrate their commitments to promote, protect and fulfil human rights and fundamental freedoms of women.

Universal Periodic Review (UPR)

The universal periodic review (UPR) is a process that scrutinises the UK's compliance with all its UN treaty obligations. Our consultative status at the UN Economic and Social Council (ECOSOC) enables us to participate in a range of stakeholder meetings at the UN, and we have also taken part in a consultation process organised by the UK Ministry of Justice and the Scottish Government.

We have argued for the necessity of gendering the UK's UPR submission around specific rights, including economic, cultural and social rights. We submitted a response to the ECOSOC Committee and coordinated the development of the UK Joint Committee on Women's submission. We were invited to meet the committee on 2 April 2012 in Geneva, and participated in the review process itself in July. This allowed us to raise the concerns of women in Scotland about welfare reform and the economic strategies being used to cope with the financial crisis and their disproportionate impact on women. We also raised the need for sustainable funding for violence against women services, and specifically sexual violence services, as well as reproductive healthcare and rights (specifically the extension of provisions of the 1967 Act to Northern Ireland).

UK Joint Committee on Women (UKJCW)

The UK Joint Committee brings together Engender and the National Association of Women's Organisations (NAWO, England), the Northern Ireland Women's European Platform (NIWEP), and

Women's Equality Network Wales (WEN Wales) to share representation on the European Women's Lobby.

Engender continues to be an active member of the UKJCW and holds the current convenership of the Committee. In February, we participated in a meeting to discuss UK gender architecture with members from the other three nations. In March, we hosted a meeting of UKCW representatives from the four nations in Edinburgh to take discussions about the gender architecture further and to consider the most appropriate way for the UKJCW to progress its mission.

European Women's Lobby (EWL)

Engender, through the UKJCW, is an active member of the European Women's Lobby. In November, Engender co-hosted an online seminar on prostitution and human trafficking with the Gender-Based Violence Research Network. Engender also participated in a meeting with the Women's Autonomous Centre in Belgrade to share good practice and discuss UN and other supranational mechanisms.

Emma Ritch
Vice Convener

Trina Kirkpatrick
Projects and International Manager

Our Project Work

Equality Counting

Since Engender's last Annual Report, the Equality Counting project funded by the Equality and Human Rights Commission (EHRC) has come to an end. However, work with the communities of interest (c-o-i) developed through this project has continued with Scottish Government funding.

During Equality Counting, Engender worked with c-o-Is including Women Thinking Trans Issues, Women Thinking Inclusive Communication, Women Thinking Disability, Women and Asylum and Women and Child Poverty. Over the two years, the aim of the project has been to enable women disadvantaged by public service provision to come together around specific issues of concern and to develop and implement strategies to advocate and action change and to hold public service providers to account, using participatory action research and equality legislation as tools. By the end of 2011, Engender was in the final phase of the EHRC-funded project. Now working with five communities of interest, the main focus at this point was the organisation of thematic roundtable events to bring together the findings of the project work and open up discussion on these issues to include academics, practitioners and policy makers. These discussions were essential for developing networks and working together with others to ensure that policy and practice are gendered and grounded in women's lived experience.

Roundtable events

The Care Economy

The Care Economy roundtable was held in Stirling in October 2011. It was clear throughout the Equality Counting project that many women who care, and many of the professionals and service providers who work with them, do not have a gendered analysis of what is happening to women. The women themselves worried about men who had to care because they felt 'it was not natural for them', and did not find it easy to discuss issues around being 'expected' to care even though, once broached, they have a ream of negative experiences. We invited Professor Kirstein Rummery of Stirling University to open the discussions with a presentation on gender and care. This generated some ideas about what needs to happen to effect change:

- assess the impact that welfare reform will have on women carers
- look at the gendered nature of kinship care
- carry out a gender impact assessment of the impact of welfare reform on kinship care
- work to tackle the gendered nature of care, including pushing for more women to take up managerial roles within the care sector
- tackle the exploitative nature of care resulting from gendered assumptions of caring roles
- acknowledge that care is a gendered issue, and ensure ongoing impact assessments are carried out in associated areas that impact upon carers, for example, pension reforms and the procurement process
- link up with other care organisations to ensure gendering of their work.

This roundtable event resulted in the formation of further links with the care community, particularly with disability organisations interested in gendering their own analysis and practice, and a new relationship with a community of interest in Glasgow involving older mothers caring for adult children with disabilities.

Transgender Women and Feminist Relations

Also in October 2011, Engender held a roundtable in Perth to explore Transgender Women and Feminist Relations. Jo Clifford opened the discussion as keynote speaker. The event identified an emerging partnership agenda that aimed to:

- promote understanding between women and trans women about the fluidity of gender identities and gender-associated behaviours
- develop ways to progress a shared agenda to create awareness of how sexism and patriarchal structures manifest as gender stereotypes, assumptions and prejudices that undermine women and trans women
- generate greater awareness of the relationship between stereotypes and prejudices against women and trans women
- identify and articulate the relationship between misogyny and trans misogyny
- eliminate the boundaries between women and trans women, just as boundaries between disabled women, black women, etc, are being eliminated
- identify contributions that trans women can make to Engender outwith their trans status
- recognise the responsibility of trans women in Engender to other women, not just to the trans agenda.

Gendering the Child Poverty Debate

At the Engender roundtable on child poverty in November 2011, representatives from the Child Poverty Action Group, Poverty Alliance, Save the Children, Together, the EHRC and West Lothian Council discussed the problems associated with gendering child poverty work and proposed that Engender should:

- facilitate the joining up of our agendas and work together to tackle women's and child poverty
- work with child poverty organisations to generate evidence for the causal relationship between women's poverty and child poverty in Scotland (it is well researched and evidenced internationally and clearly articulated in DFID, UN and NGO policy analysis on the 'developing world')
- act as a resource and help other organisations to gender their work on child poverty
- include the importance of women's equality in tackling poverty in our CEDAW shadow report and link our report to the UNCRC reporting process
- ask the Scottish Government whether they have impact assessed their child poverty strategy
- more generally, tackle cultural assumptions, attitudes and prejudices about people, and more especially women, living in poverty.

Gendering the Asylum Process

Held at Glasgow Caledonian University, this roundtable was very well attended, including people from the Scottish Refugee Council, Legal Service Agency, Educational Institute of Scotland, Zero Tolerance, SPIU, GRAMnet, Freedom from Torture, British Red Cross, Lothian and Borders Police, the Scottish Government Equality Unit, the UK Border Agency (Scotland) and many more. There was plenty of interesting discussion and much enthusiasm regarding Niki's presentation on the research developed with the organization UMOJA INC. The main outcomes of the day included working to ensure that there are mechanisms for developing joint responses to consultations and taking joint action to highlight the specific situation of women in the asylum system. Further actions needed included:

- work on ensuring the correct support and space is available to women from the beginning of the asylum process
- exploring ways to resource improvements to support services that would help women to articulate their stories
- linking with academia to access evidence and support in developing arguments, for example, on cultural exchange and interpretation
- supporting the development of a gendered understanding of originating cultures and contexts amongst legal support service providers
- more generally, to move forward and change the discourse and negative attitudes towards asylum seekers
- develop and propose the idea of a pilot scheme in Scotland to gender the asylum process
- promote the access of UKBA to information, knowledge and tools that are already available within the Department for International Development (DFID) on gender in countries of origin
- work to highlight the incongruence between DFID's international prevention work in countries of origin on systemic persecution of women, and UKBA's refusal to protect women seeking safety in the UK
- investigate further the use of the gender guidelines by UKBA (they have carried out an internal review and there is opportunity in the United Nations High Commission for Refugees (UNHCR) assessment of how UKBA assesses vulnerability at the beginning of the

- asylum process which should be gendered
- use current legislative tools, particularly the UN Convention CEDAW, the Equality Act and European Union Directives where appropriate, to hold the government to account
 - seek changes in the UK asylum process that will acknowledge women's different needs and demonstrate that these are being taken into consideration, in line with gender guidance
 - lobby for the UK government to sign up in full to the EU Qualifications Directive and the new European Commission treaty on combating and preventing violence against women
 - in the long term, challenges must be made to the inadequately gender sensitive interpretation of the Refugee Convention and women as a particular social group, this which will require better interpretation of public sector guidelines and more guidance on interpretation, and better understanding by lawyers and decision makers.

Wrapping up and current work

The Equality Counting project proved to be successful in embedding our policy work in women's lived experience through working with communities of interest and creating dialogue between these groups, practitioners and academics. With the EHRC funding at an end, Engender is continuing to work along these themes under Scottish Government funding and continues to develop these relationships.

Over the next three years, Engender will continue to invest in reflective practice through engagement with communities of interest. This will include:

- working with organisations focused on child poverty towards a gender analysis
- highlighting the specific situation of women in the asylum system, and influencing that system so that it is more likely to understand women's circumstances and less likely to allow them to fall through the net
- working with organisations that work on poverty to gender the poverty debate
- working with organisations and public service providers to develop a resource on 'Women as Carers' to evidence the lived experiences and specific needs of women with caring responsibilities in Scotland.

Where we are now?

Work with the communities of interest and aims of the Scottish Government is under way and here is a brief summary of what is happening so far.

Women and care

In 2012, The Women Thinking Inclusive Communications c-o-i narrowed down to the group of women from Inverness caring for their partners. This c-o-i decided that rather than address the public sector they would prefer to use their experience to benefit other women. They wanted to share their combined knowledge with women who may find themselves in a similar situation. The findings of 'Prepare to Care' are targeted at women in general so that they can be better prepared should they find themselves in such a situation. They also bring out into the open some of the gender neutral, gender blind and gender biased issues arising for women in such situations.

'Prepare to Care' was then developed into an information booklet to be disseminated amongst health boards and voluntary organisations. The aim is to generate discussion about the particular issues for women in caring roles and to identify a Scotland-wide picture of issues facing similar groups. The leaflet was launched at Raigmore Hospital in Inverness on 20th March 2012.

Women and Asylum

Prior to the roundtable, in November 2011 Engender was invited to hold a workshop at the Scottish Refugee Council's conference: 'Raising Refugee Women's Voices.' This event went extremely well with Engender presenting the research it had conducted with UMOJA INC. This led to further partnerships such as with Asylum Aid and the UKBA (Scotland) who have asked Engender to run a training session for senior staff.

Engender continues to work with UMOJA INC and is now developing with them a short video based on the research. Engender was also asked to take part in the Scottish Refugee Council's event 'Next steps to improving a woman's journey through the asylum process' alongside the Refugee Strategy Women's Group. Engender presented and held a workshop at the event, entitled 'What is she running from?' which received very positive feedback.

Women's Poverty

Engender continues to work with a group of women from Maryhill in Glasgow on evidencing women's poverty and the impact this has on them. They continue to develop pictures, which will be gathered and used as part of research of the impact of welfare reform on women.

Child Poverty

Engender continues to work closely with organisations working on child poverty issues. Engender is organising an event to bring together people from the child poverty, poverty and gender sectors to examine the gendered nature of poverty and the inextricable links between women's and children's poverty. Jill Wood, Engender's new policy officer, will present a gendered analysis of the Scottish Government's child poverty strategy and current policies. Claire Telfer from Save the Children will also be presenting.

Women Thinking Trans Issues

Following on from the roundtable discussions on feminist relations and transgender women, Engender, with the help of Scottish Transgender Alliance (STA) and Lesbian, Gay, Bisexual and Transgender (LGBT) Youth, is now exploring how trans women in Scotland feel in women-only groups and organisations. We would like to understand what the barriers (and perceived barriers) to inclusion are for trans women in their relationship with women-only organisations. Once the survey has completed we will report on the findings.

Rosaria Votta
Development Worker

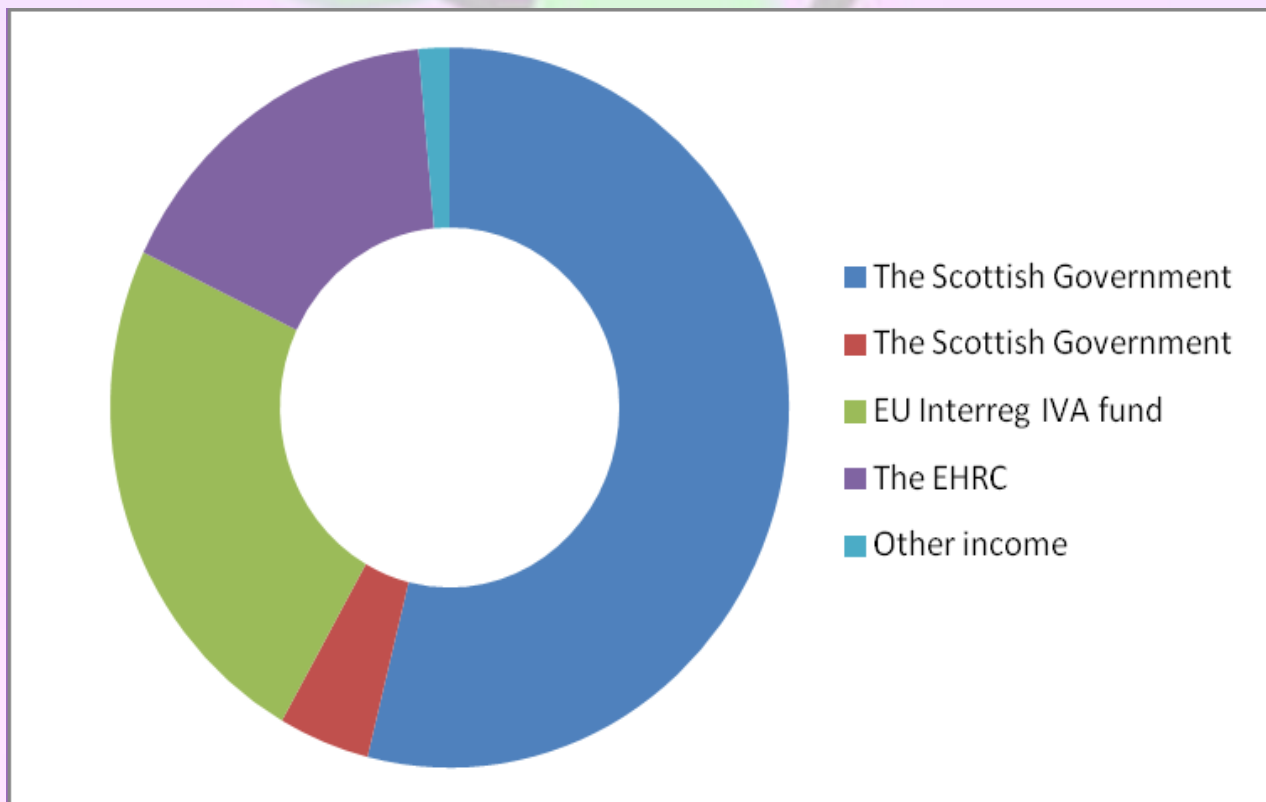
Engender Treasurer's Report 2011/2012

Income 2011-2012

Our total income this year was £222,662

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

1. The Scottish Government: £120,000 (main grant)
2. The Scottish Government: £9,648 (update of web site and CEDAW animation)
3. EU Interreg IVA fund: £53,147
4. The EHRC: £36,598
5. Other income of £3,269 was made up of membership fees, donations and commissioned work.

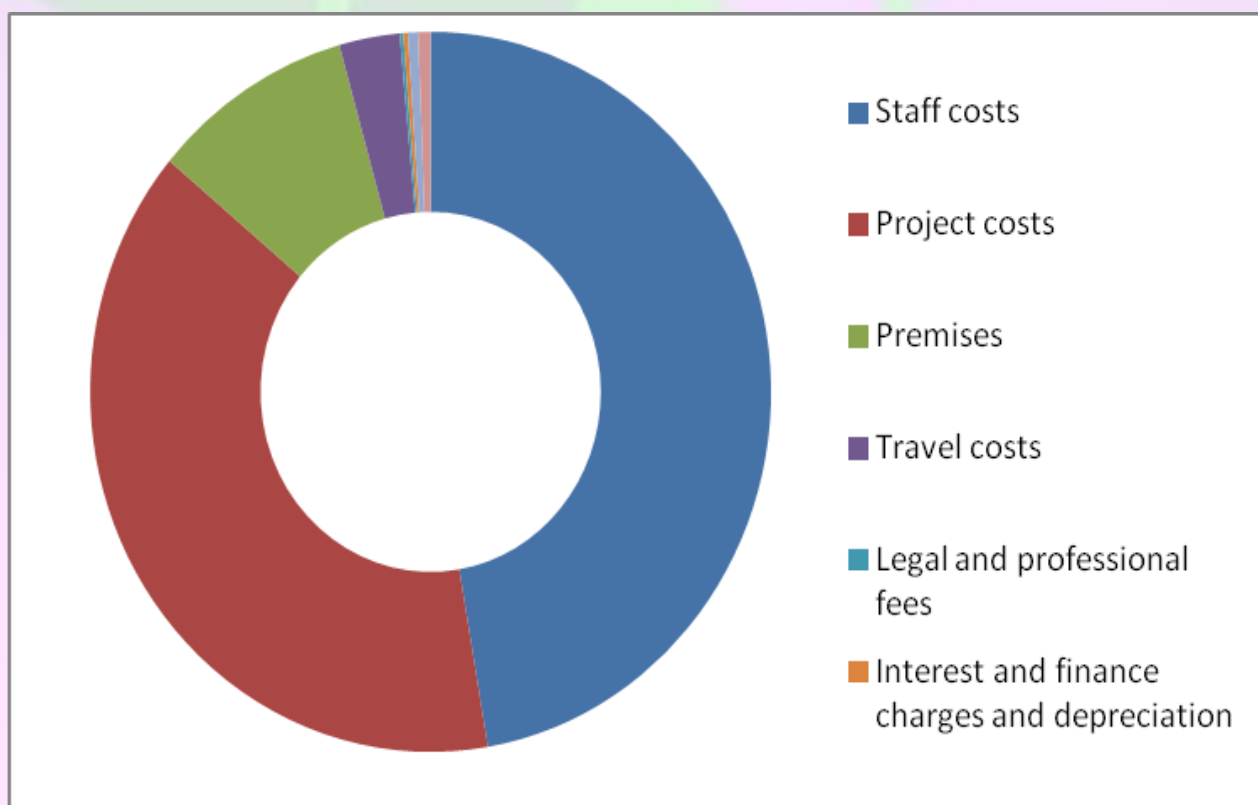


Expenditure 2011-12

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

1. Staff costs: £97,486
2. Project costs: £79,896
3. Premises: £19,752
4. Travel costs: £5,915
5. Legal and professional fees: £350
6. Interest and finance charges and depreciation: £451
7. Accountancy fees: £1,000
8. Committee expenses: £1,198

Our expenditure was £206,048 giving us a surplus of £16,614 for the year. Our deficit carried forward from last year was £14,528 so we now have reserves of £2,086.



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 2011-12

Marsha Scott (Convener) • Emma Ritch (Vice Convener) • Kirsten Rummery (Vice Convener) • Wendy Davies (Treasurer) • Kath Davies • Nina Murray • Lesley Sutherland • Kelley Temple/Stacey Devine (job-share) • Emily Thomson.

Resigned: Hazel Smith. Thanks to Hazel for her contribution over several years.

New Board members

Nina Murray



Nina is Women's Policy Development Officer at Scottish Refugee Council, where she leads on work to raise refugee women's voices and advocate for a more gender sensitive asylum process and better access to services for women seeking sanctuary in Scotland. She is also Vice-Chair of Scottish Detainee Visitors, a charity providing emotional and practical support to immigration detainees held at Dungavel Immigration Removal Centre in South Lanarkshire, and a Trustee of Ngbotima Charity Trust, working to enable vulnerable young people in Freetown (Sierra Leone) to get an education. Nina has an MA in Migration Studies from Sussex University and a BA in Iberian & Latin American Regional Studies from University College London. Prior to returning to Scotland from travelling the world, she worked as a Tour Guide and Operations Manager for G Adventures in Central America and Mediterranean Europe and volunteered with community projects in Brazil.

Emily Thomson



Emily lectures in the department of Law, Economics, Accountancy and Risk at Glasgow Caledonian University and is Co-Director of Women in Scotland's Economy (WiSE) Research Centre there. She has undertaken extensive research into gender-based occupational segregation and the Scottish Modern Apprenticeship programme, gender and leadership in Higher Education and feminist critiques of mainstream approaches to the labour market. Her teaching and research interests include feminist economics, the business case for gender equality and international development. She is a member of the Scottish Women's Budget Group and the International Association for Feminist Economics and a fellow of the International Working Group on Gender, Macroeconomics and International Economics, an international network promoting research, teaching, policy making and advocacy on gender-equitable approaches to macroeconomics, international economics and globalisation. She lives in Glasgow with her partner and two young daughters.

Staff

Niki Kandirikirira (Executive Director) • Trina Kirkpatrick (Projects and International Manager) • Karen Dargo (Information Officer) • Nicole Hewlette (Policy Assistant) • Rosaria Votta (Development Worker) • Wakako Smith (Administration and Finance Officer). **Interns:** *Lindsey Lupdag*

Karen Dargo left us in May 2012 after 7 years of hard work as our Administrator and then Information Officer. We wish her every success in her new position at Edinburgh University.

New staff members

Jill Wood: Policy and Media Analyst

Jill writes: I joined Engender earlier this year as Policy Lead. Our current areas of policy focus are women's and children's poverty in the context of welfare reform, gendered refugee and asylum issues, care and, over the longer-term, political participation. We work closely with colleagues across the women's, poverty, refugee and other relevant sectors, both to increase lobbying impact through joint positions and strategies, and in order to support organisations to gender their policy work. In the lead up to political party conference season in Spring 2013, a major policy focus will be to develop an alternative feminist manifesto. This will be our blueprint for gender equality and anti-sexism in Scotland, in light of the independence referendum in 2014. Additional plans for the near future include consultation responses to proposed Bills on the Criminalisation of the Purchase of Sex and on Lobbying Transparency.

Ceri Mollard: Digital Communication Consultant

Ceri writes: I joined Engender at the start of the summer, to get the new website up and running and to raise the profile of the organisation, its work, and equality for women. My first task was to finish off the work that had begun under the auspices of Karen Dargo to complete Engender's new website. It has been designed primarily as a platform for discussion, a place where our members, organisations and individuals we work with and others who are interested in making equality for women a reality in Scotland and the rest of the world can get their views and ideas for change heard.



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