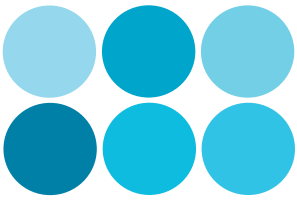


ENGENDER ANNUAL REPORT

2013-14





Engender's Convener: Dr. Marsha Scott

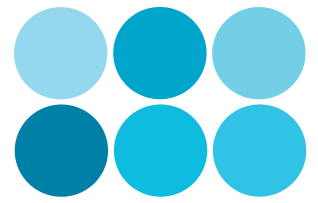
Engender's last year, like Scotland's, has been filled with new experiences: our first year with our creative, savvy new executive director, Emma Ritch; a new website and membership system, and, most exciting, a newly energised and politically active public. Event after event in the last year has been oversubscribed, moved to a larger venue, filled again. We are at the dawning of a fresh wave of feminism in Scotland. New powers, old powers, devo max for Scotland: the opportunities—and the challenges—have not been greater for a broad-church women's movement since our foremothers worked for suffrage.

Change is all around us, and Engender is stepping up to the plate with an enticing menu (excuse the Americanism and the mixed metaphor) of policy papers, joint events with key partners, a new short film about the economy (a worthy successor to our internationally successful CEDAW Superhero), and myriad other initiatives to support, challenge, and inform our membership and the Scottish polity. There has never been a better time to be an Engender member, in my view.

This year ends with some goodbyes, although *au revoir* may be more accurate. Kath Davies, one of Engender's longest-serving board members, is leaving the board. Kath, an Engender member since our earliest days, has been a wise and witty stalwart on our board, offering in her quiet way an incisive feminism, grounded in the history of the movement and of Engender, that has steadied ship Engender many a time. She will be missed enormously.

This year, Engender's staff has been particularly critical to the organisation's stellar performance in the run-up to the referendum. It seemed they were everywhere, sponsoring consultation cafes, tweeting and re-tweeting information from events and from sister organisations out to our members, designing our new website, publishing policy papers on every aspect of women's lives touched by the independence question. Amazingly, the staff delivered all this while under-manned and, as always, with pennies to spend. Special thanks to Catriona Kirkpatrick and Jill Wood for their unflagging enthusiasm and willingness to step into the breach, over and over!

Finally, a plea. Engender continues to expand our membership, our visibility, and our impact. We are striving to build a feminist organisation that is stable, sustainably funded by diverse sources, and responsive. Please consider setting up a standing order to contribute £10 or more a month to help. You—and Scotland's women—will be glad you did.



Engender's Executive Director: Emma Ritch

2013-14 has seen the delivery of the late middle of a three-year workplan that was developed before Scotland knew it would be going to the polls in September 2014 to vote on the question of independence. We expanded our planned activity to enable women across Scotland to grapple with the question of constitution change, and to deliberate about how women's equality might form part of Scotland's future.

Organisations that we have worked with throughout the year include:

Close the Gap, Scottish Women's Aid, Scottish Women's Budget Group, Scottish Refugee Council, Rape Crisis Scotland, Zero Tolerance, Shakti Women's Aid, YWCA Scotland, White Ribbon Campaign, Scottish Women's Convention, Inclusion Scotland, Scottish Transgender Alliance, CEMVO, W1 MEWS, Urbancroft, Wise Women, Scottish Human Rights Commission, Equality and Human Rights Commission, University of Edinburgh, Scottish Centre on Constitutional change, Electoral Reform Society Scotland, University of Stirling.

Gender and Scotland's futures

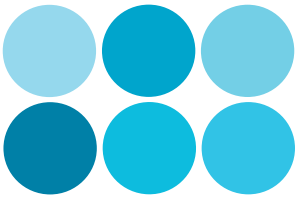
The Scottish independence question presented a significant opportunity for women in Scotland to engage with politics, and to imagine constitutional arrangements that might support women's equality.

This year we drew together the findings from our series of *Feminists Talk Scotland's Futures* discussion events, and our members-only *Inspiring Women* events, into a paper that set out the division of power and responsibility to tackle women's inequality between Westminster and Holyrood. This was launched at our International Women's Day conference on 7 March.

We hosted a number of discussion events during the year, including in partnership with the Scottish Centre on Constitutional Change, Glasgow's North West Women's Centre, and Glasgow East Women's Aid, and played host to commentators across the two campaigns on our blog. We produced 'gender edits' of the Scottish Government white paper on independence, and the Labour party's 'red paper'.

We also hosted an event with Electoral Reform Society Scotland on 'What a good democracy looks like for women'.

We delivered a significant project in partnership with the University of Stirling on care under different constitutional arrangements, and will be disseminating findings from this work in the year to come.



Post-referendum, we surveyed over a thousand members and women in Scotland on the subject of further powers, and consolidated those findings with perspectives that had emerged through the independence referendum debate to make a submission to the Smith Commission.

Women's economic inequality

We launched our *Marginal-Eyes* film, produced by Media Co-op, at our International Women's Day conference. This film explores the theme of women's unpaid and invisible domestic labour. The film was also screened at the Document human rights film festival.

The main focus of our work on women's economic inequality has centred around 'welfare reform'. We have been working with women from Glasgow's North West Women's Centre to capture the impact on them of 'welfare reform', and to enable them to articulate their experience of poverty. Building on this work, Engender has co-ordinated a coalition of women's organisations, including Close the Gap, Scottish Women's Aid, Scottish Refugee Council, Scottish Women's Convention, and Zero Tolerance to produce briefing papers on women's negative experience of changes to the welfare benefits system, to meet with Scottish Government officials, and to submit evidence to the Welfare Reform Committee of the Scottish Parliament as it scrutinises the budget. We are represented within the Scottish Coalition on Welfare Reform.

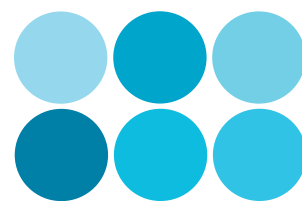
We have increased our support to the Scottish Women's Budget Group this year, contributing to a number of their briefing papers. We also produced our own 'gender edit' of the Scottish budget.

Women and enterprise relates to Engender's work on economic issues, and we co-convened a meeting with Close the Gap and Women's Enterprise Scotland to brief those organisations' staff, and academics working on women and enterprise, and to identify shared research and development interests.

Substantial work has gone in to developing a pilot project in West Lothian to tackle some of the gendered barriers to women's participation in the modern apprenticeship programme. Working with Close the Gap, we are currently developing a broad programme of activity with public bodies and other stakeholders based in the local authority area.

Women's rights are human rights

Engender has played a role in the implementation of the Scottish National Action Plan on human rights, and has taken part in a number of the working groups taking its actions forward, as well as on its leadership group.



We have continued to develop our work on CEDAW; hosting an event in partnership with the Equality and Human Rights Commission to brief members and stakeholders on the examination of the UK. We delivered a similar input to a conference in Wales on CEDAW and its implementation.

Engender and Rape Crisis Scotland co-hosted a discussion event on the Council of Europe convention on violence against women (Istanbul Convention), and secured commitment from the violence against women sector for action to encourage the Scottish Government to implement the convention in Scotland. The Istanbul Convention receives a mention in the new violence against women strategy, *Equally Safe*.

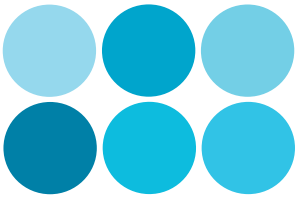
Communities of interest

Women are not a homogenous group, and Engender has always worked intersectionally and to tackle multiple discrimination and disadvantage.

Over the past year we have focused work on four specific intersecting identities. We have worked with women across Scotland from all faith communities and with women who have no belief to gather their perspectives on sectarianism, and to identify how this manifests in communities and in women's lives. This has been a significant project, involving events attracting hundreds of women and a participatory film project. We have worked with disabled people's organisations and violence against women organisations on disabled women's experience of men's violence, and have co-hosted events with Inclusion Scotland and with Rape Crisis Scotland and Shakti Women's Aid. We have worked with the black women's network W1 MEWS to support their development and sustainability. We have worked with young women to enable them to contribute to a NAWO-led young women's manifesto for the European elections.

Membership and communications

We have refreshed our website this year, and changed the ways that we communicate with our members. Engender members now receive a weekly bulletin on gender equality matters in Scotland, the UK, and Europe.



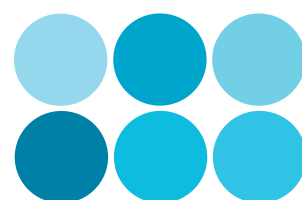
SWBG's Convener: Dr. Angela O'Hagan

In her opening last year, Marsha Scott said “It was the best of times. It was the worst of times...” For the Scottish Women’s Budget Group and many Engender members, and sisters beyond, 2013-14 was among the worst of times. Our friend, sister, and firebrand feminist economist, Ailsa McKay died on 5 March 2014, leaving her children and partner, friends and colleagues devastated. Ailsa also leaves an enormous legacy of thought, passion and energy. Having galvanised many of us in the movement for feminist change by introducing us to other thinkers in feminist economics, and lit a few fires under politicians and policy makers Ailsa made a lasting contribution to politics and people Scotland. A founder member of the SWBG, Ailsa used her powers of intellect and persuasion, routes into government and parliament, argument and evidence in the effort to embed gender analysis in the Scottish budget process. All of us within SWBG, Engender, STUC and beyond share that ambition and the determination to press on. I miss Ailsa every day in so many ways, and will miss her pith, humour and kitchen table where we often pulled together so much of the work of SWBG.

Engender has re-energised under Emma Ritch’s directorship. SWBG has benefited from the updating of Engender’s website and communications work and will soon have a refreshed website. This will be a huge boost to SWBG in pushing out our materials, building our membership and keeping up the pressure for gender analysis in public policy and the budget. I am very grateful to Emma for this support, and to other members of SWBG. I also want to record my thanks – and relief – for the support to SWBG that Jill Wood has been able to provide in the last few months.

The Indyref was hugely energising and completely exhausting in fairly equal measure. One of the main causes of frustration was the persistent absence of gendered analysis in the political discussions on the economy, welfare and social security, poverty, and power. This systemic failure by larger established political parties and many of the think tanks and commentary organisations yet again underscores the need for strong voices like SWBG, Engender and others to challenge the norms and assumptions that keep women poor, unequal and locked in to gendered roles.

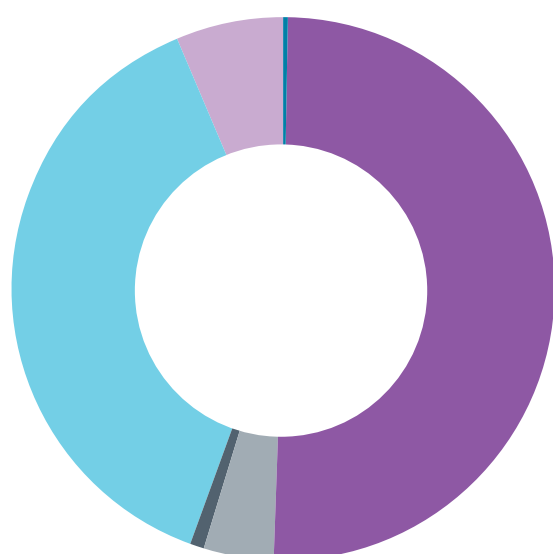
Looking forward to 2015-16 with a lacklustre budget from a pre-election Scottish Government, SWBG members are working on key demands of politicians in the new parliament and for the prospective new powers that further devolution will bring. With Engender and others, SWBG will do our best within our limited resources to engage with women across Scotland, policy makers and media keep up the pressure for public resources and public policy to delivery autonomy and equality for women in Scotland.



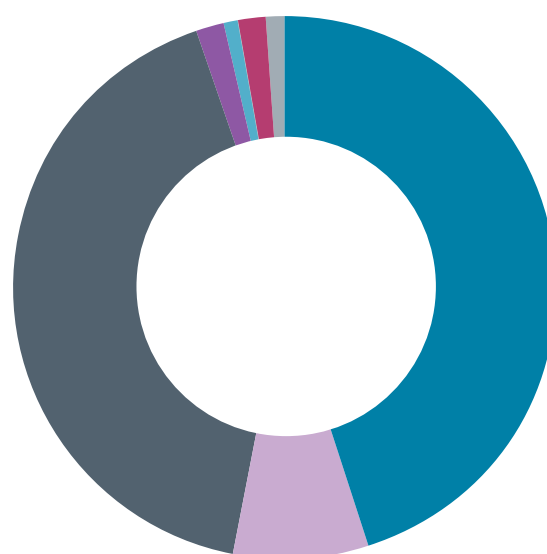
INCOME AND EXPENDITURE

INCOME	
Donations	783
Scottish Government	120,000
Awards for All	10,000
Membership income	1,459
VAF CSU	90,868
Consultancy	14,740
TOTAL	237,927

EXPENDITURE	
Staff costs	94,464
Premises costs	16,938
Running costs	86,863
Travel costs	3,363
Legal and professional fees	1,743
Interest and finance charges	160
Depreciation	6
Cost of generating voluntary income	3,744
Governance costs	1,852
TOTAL	209,133



- Donations
- Scottish Government
- Awards for All
- Membership income
- VAF CSU
- Consultancy



- Staff costs
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- Running costs
- Travel costs
- Legal and professional fees
- Cost of generating voluntary income
- Governance costs

Engender's board 2013-14

Marsha Scott (Convener)
Nina Murray (Vice Convener)
Wendy Davies (Treasurer)
Emily Thomson
Kirstein Rummery
Anne Meikle
Angela O'Hagan
Kelley Temple
Stacey Devine
Megan Bastick
Kath Davies
Lesley Sutherland



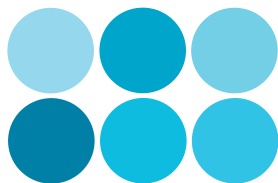
Standing down from the board this year is Kath Davies, who has been a member of Engender's management committee and then board since its inception. We thank you for your wit, wisdom, and support of the work.

We also bid farewell to Stacey Devine, who ended her term as NUS Scotland Women's Officer and with it her automatic role on Engender's board, and Anne Meikle, who also stands down this year.

Engender's staff 2013-14

Emma Ritch (Executive Director)
Catriona Kirkpatrick (Development Manager)
Jill Wood (Policy Manager)
Rosaria Votta (Development Officer)
Wakoko Smith (Finance and Administrative Assistant)

Rosaria and Wakoko left Engender during the year.
We wish them both well.



Contact us

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