

# ENGENDER ANNUAL REPORT

## 2015-2016

# CONVENER'S WELCOME

This year has seen women's representation at Holyrood flatline after the elections in May, party manifestos featuring an unprecedented number and quality of commitments to realising women's equality, and an all-female remake of Ghostbusters. It's been possible to find cause to celebrate and cause to increase the volume of our calls for women's equality.

This annual report sets out the work that Engender has been doing over the past year to persuade politicians, policymakers, and those with power and influence across Scotland that gender matters. Our small and dedicated staff have been working locally, nationally, and internationally to make women's voices heard in the heart of government, at the UN, and in political and policymaking spaces across Scotland.

This year our team has grown, and so has the number of organisations we have worked with. We are proud of the strong partnerships we have sustained with so many organisations in the women's, equalities, and human rights sectors.

We also place huge value on our members, and the thoughts and concerns they have raised with us throughout the year. If you are not already a member of Engender, then we invite you to join us in this vital work to make gender matter.

**Nina Murray, Convener of Engender's board**



# GENDER MATTERS

As a feminist organisation we are clear about the change we want to see in Scotland. Our ambition is for a nation in which women and men have equal access to power, resources, and safety. The individual pieces of policy and advocacy work that we do try to answer the question: what is the next step?

A bigger question that we have been grappling with over the past two years: how do we get from where we are to where we are trying to go?

For this year's Scottish Parliament elections we drew on our *Gender Matters* engagement with women, and the women's and equalities sectors to produce our Holyrood manifesto. We also began shaping our '**gender matters roadmap**'. This roadmap will chart the key steps that the Scottish Government and other decision-makers can take over the coming decade to bring about substantive equality for women.



We will be launching our roadmap in early 2017.

# GENDER MATTERS LOCALLY

Politics is local, and we know that women's equality is about the stuff of everyday life. We have taken a strategic decision to increase the amount of local engagement we do. Throughout the year we have supported and resourced communities of place and interest to learn about and campaign on issues of particular importance to them.

The **North West Women's Centre in Glasgow** is one of our key local partnerships. We have worked with women there to hold hustings for the Holyrood elections and European referendum. The women at the centre have started a women's discussion forum so that they can dig into issues they want to talk and learn more about, like pensions and social security.

It is important to us that women's groups of all kinds can hear about Engender's work and take part in the bits that interest them. We have delivered workshops and training sessions with local groups across Scotland including **feminist societies, political party women's groups**, the **Women's Anti-Austerity Group** in the Howe and **NHS Dumfries and Galloway** equalities champions.

Sometimes our local engagement relates very directly to our policy and advocacy work. This year we co-hosted focus groups with **parents' forums and other support projects** to discuss the Scottish Government's consultation on social security.

Along with Close the Gap and Scottish Women's Aid, Engender has been involved in a pilot programme, *Building Equality*, to **pilot domestic-abuse-sensitive employability services** in three communities in Scotland.



# GENDER MATTERS NATIONALLY

The largest part of Engender's work is at national level. We were created to interject a feminist voice into political and policymaking processes in Scotland, and we are proud to continue with that mission. Political leadership on women's equality has seen some of our concerns riding high on the agenda, and we have been working to take advantage of the opportunities this creates.

In November 2015 we launched our **Gender Matters Manifesto: 20 for 2016**, which listed twenty asks for women's equality that we wanted to see appear in party manifestos. We engaged extensively with both political parties and other third sector organisations in the lead up to the election, and were pleased to see our asks appearing in party manifestos but also that they were championed by partner organisations.

A critical piece of work that we have sustained focus on over the last few years has been **social security**. We have documented the actual and potential devastating impacts of 'welfare reform' on women's equality and lives. This year saw Engender, along with Scottish Women's Aid, Carers Scotland, Close the Gap and the Refugee Women's Strategy Group, release *Securing Women's Futures: Using Scotland's new social security powers to close the gender equality gap*, which set out some shared analysis and views on what Scotland should do with our new powers over social security. A key plank of Engender's work on social security has been to call for use of the new power to deliver **default individual payments of Universal Credit**, which has been supported by over 40 women's, equalities, human rights, and anti-poverty organisations. The coalition work that we have led has framed the debate on gender and social security in Scotland.

In a dramatic political year, Engender has continued to be vocal about the need for **equal political representation for women**. This year we have produced a substantive report making the case for gender quotas. We have also co-ordinated a coalition of equalities organisations interested in pushing for Scotland's elected members to better reflect the population they represent. This

group hosted a meeting of Scotland's major political parties before the Holyrood election, and is developing a programme of work to push for change.

As austerity continues to bite, women's economic equality remains high on our agenda. We launched a report on **gender and employability** this year, and are working with Scottish Women's Aid and Close the Gap on a programme to pilot **domestic-abuse-sensitive employability services**, so that we can build knowledge on the gender gaps in employability in Scotland. We have remained committed to our role **supporting the Scottish Women's Budget Group**. Along with the Scottish Women's Budget Group and Close the Gap, Engender hosted an event in June around gender budgeting, and follow-up discussions to develop a feminist plan for Scotland's economy.

*Equally Safe*, Scotland's bold violence against women strategy, got going this year with the creation of a number of working groups to create its delivery plan. **Engender sits on its joint strategic board, and we are chairing the primary prevention workstream**, tasked with the challenge of ending men's violence by advancing women's equality.

Throughout the year we have also submitted consultation responses on such topics as diverse as board diversity succession and publication thresholds for the public sector equality duty; prostitution law reform; civil partnerships; Scottish Parliament committees' budget scrutiny; Brexit; child poverty; and social security.

In order to ensure that we see as much gender mainstreaming as possible, Engender staff members sit on a wide variety of working groups and equality advisory groups, including: Crown Office and Procurator Fiscal Service equality advisory group; Scottish Court and Tribunal Service equality advisory group; Scottish Enterprise equality advisory group; Skills Development Scotland equality advisory group; sportscotland's equality advisory group; the Best Start reference group; and working groups of the Scottish National Action Plan on Human Rights.







# GENDER MATTERS INTERNATIONALLY

As we balance on the edge of Brexit, international and Scottish co-operation on the wide variety of issues with European and international resonance has become increasingly important to us.

During the European referendum itself, Engender produced a briefing highlighting the **implications of the referendum for women's equality**, worked with local groups to explore issues around women and the EU, and shared useful events and articles with our members. Post-referendum, we have submitted evidence to the European & External Affairs Committee on the gender equality impacts of Brexit. We are also working with European Women's Lobby and UK Joint Committee on Women colleagues to build the clearest picture of what an unfolding Brexit settlement might mean for women in Scotland.

Our commitment to using the UK's international obligations to draw attention to women's inequality in Scotland saw us in Geneva in June to shadow **the UN dialogue with the UK Government about the realisation of economic, social and cultural rights**. We joined Close the Gap in highlighting concerns around the impact of social security cuts on women's equality, a lack of equal pay, persistent occupational segregation, unequal access to justice, tribunal fees, and a weak public sector equality duty. Other work on human rights has seen us represented on a number of Scottish National Action Plan on Human Rights working groups, and working with Inclusion Scotland to consult with disabled women on their views on the UN Convention on the Rights of Persons with Disabilities.

In a bid to open up participation, Engender provided sponsorship for a young BME feminist to attend the **European Women's Lobby feminist summer school**. This place was taken by Claire Heuchan, who blogs at Sister Outrider. Engender took part in the European Women's Lobby general assembly in Brussels in the summer, and is currently serving as the alternate to the board member.



# GENDER MATTERS INFRASTRUCTURE

We have continued to strengthen our organisation and build on our capacity to communicate with our members and stakeholders throughout the year, and are celebrating the successful delivery of some critical infrastructure projects.

Our **public profile** continues to rise, with strong engagement on social media, and regular requests from mainstream and new media.

We have substantially increased our **organisational membership**, and have created associate membership for organisations that are not working for women's equality exclusively, but want to work intersectionally.

Our small staff team **continues to grow**. During 2015-16 Engender hosted a paid communications and membership internship through the Community Jobs Scotland scheme, and in October 2016 Engender welcomed two new permanent staff members, working on communications and parliamentary & policy portfolios.

We continue to pursue **financial sustainability**, and to be prudent stewards of the public money that we receive and of the income that we raise from trusts, individual donors, and through consultancy projects. Engender has continued to build reserves this financial year, and we have delivered some small projects to develop our governance practice and our finance systems.

## Thanks to those organisations with whom we've worked this year

Scottish Government | Close the Gap | Scottish Women's Aid | Rape Crisis Scotland | Zero Tolerance | EQUATE Scotland | Women 5050 | Equality Network | CRER | BEMIS | CEMVO | LGBT Youth Scotland | Stonewall | Inclusion Scotland | the 1 in 5 Campaign | the Refugee Women's Strategy Group | Carers' Scotland and all those who we have worked with on individual projects.

# ENGENDER'S STAFF 2015-16



**Emma Ritch**  
Executive Director



**Catriona Kirkpatrick**  
Development Manager



**Jill Wood**  
Policy Manager



**Kate Nevens**  
Policy and Parliamentary  
Manager



**Alys Mumford**  
Communications and  
Engagement Manager



**Ceris Aston**  
Communications and  
Administrative Assistant



**Caroline Levack**  
Communications and  
Membership Assistant

We were pleased to welcome **Caroline Levack** to the Engender team for a six month paid internship through the Community Jobs Scotland scheme, and in October we were joined by new staff members **Kate Nevens** and **Ceris Aston**.

# ENGENDER'S BOARD 2015-16

Nina Murray (Convener)

Emily Thomson (Vice-Convener)

Jenny Bloomfield (Treasurer)

Aoife Keenan

Kirstein Rummery

Marsha Scott

Lesley Sutherland

Juliet Swann

Talat Yaqoob

Lee Chalmers

Emma Hutton

Maria Pakpahan

Standing down from the board this year are **Marsha Scott, Juliet Swann, Lee Chalmers** and **Aoife Keenan**.

We would like to thank them all for their contribution to Engender's work during their time as directors, and for their contribution to women's equality in Scotland. A particular thank you to Marsha Scott, for her many years of dedicated service, can be found over the page.

Engender's board of directors is responsible for the governance and strategic direction of the organisation.

Directors bring a vital range of skills and experiences to guide Engender, and support the staff in delivering the organisation's aims. The board meets six times a year, and directors are elected annually at Engender's Annual General Meeting.

# THANKS AND SO LONG TO DR SCOTT

Engender was created by feminist women in Scotland who wanted a space to network, to lobby, and to advocate for the types of change that would realise women's equality. Bringing an organisation to life requires enthusiasm, energy, commitment, and hard work. Sustaining it, and supporting its transformation from a volunteer network into something stable and functioning demands even more.



This year, a woman who has dedicated countless hours of her time to the creative work of making Engender is standing down from the board.

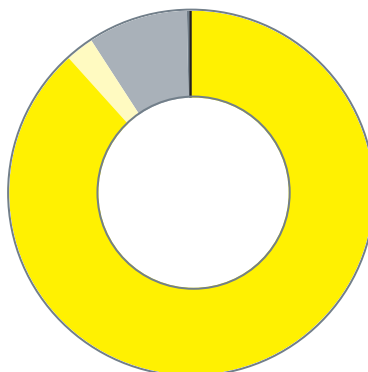
Marsha Scott has served for many years as Engender's convener, sometimes sharing that role with Lorna Ahlquist. She has filled gaps in capacity by representing Engender at the UN, at meetings, and on stalls. She has cajoled women into joining Engender, into attending events, and into promoting our work, and has made contacts and links with other feminists across the world. She has represented Engender as the UK expert on the European Observatory on violence against women. She has been Scotland's member of the UK Joint Committee on Women. She has written proposals, submissions, and minutes. She has supported and encouraged staff. Her enthusiasm for seeing us flourish is almost palpable.

That Engender is the organisation it is today is in large part due to the vision, creativity, and dedication of Marsha and the board members who supported her. As she stands down from the board to follow her passion for new feminist projects and dreams, we thank her for her service and leadership, and wish her (as she has always wished us) every good thing.

# INCOME AND EXPENDITURE

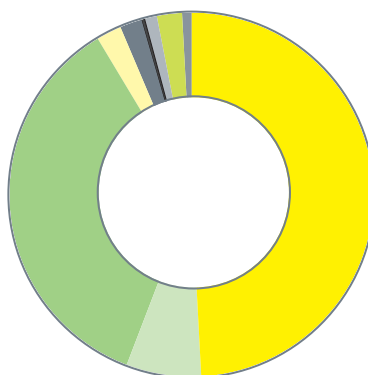
## APRIL 2015 - MARCH 2016

INCOME	
Donations	326
Scottish Government	157,741
Membership income	4,201
Consultancy	16,137
Bank interest	72
<b>Total</b>	<b>187,717</b>



- Donations
- Scottish Government
- Membership income
- Consultancy
- Bank interest

EXPENDITURE	
Staff Costs	105,603
Premises costs	14,662
Running costs	76,354
Travel costs	4,708
Legal and professional fees	3,991
Interest and finance charges	685
Depreciation	2,157
Cost of generating voluntary income	5,091
Governance costs	1,340
<b>Total</b>	<b>214,591</b>



- Staff Costs
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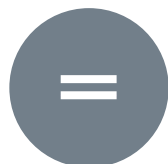
Our in-year deficit reflects the fact that we were spending up a grant for work on gender and sectarianism, and this income stream ended before the financial year began. We are pleased to report that we have increased our core income, and consequently reduced our consultancy work, to deliver new work programmes.



Engender  
1A Haddington Place  
Edinburgh  
EH7 4AE  
0131 558 9596

[info@engender.org.uk](mailto:info@engender.org.uk)  
[www.engender.org.uk](http://www.engender.org.uk)

Twitter: [@EngenderScot](https://twitter.com/EngenderScot)  
Facebook: [/engender](https://www.facebook.com/engender)



**ENGENDER**

November 2016