

ENGENDER ANNUAL REPORT

2018-2019



CONVENER'S WELCOME

2019 has been a year in which the news cycle has seemed to have been dominated by misogyny, Brexit, the climate crisis, and the rise of far-right discourse in the mainstream. In this landscape, the vital work of fighting for women's equality has never been more necessary, and we've been pleased to welcome significant commitments from the Scottish Government on the pay gap, on women's health, and on measures for women and girls' equality, while continuing to hold decision-makers to account.

As we recognise the importance of challenging sexist power structures now and every day in our work, it's essential to stop and take stock of the history of our collective feminist movements. This year, Engender has been marking 25 years of our history and the history of the wider women's movement in Scotland with our 'You'll Have Had Yer Feminism?' photo exhibition and documentary podcast, drawing on archival research and interviews with women from across Scotland, including founding Engender members.

Looking backward at progress made offers new perspective going forward, and it's with hope and pride that we introduce this year's annual report, showcasing a snapshot of the essential work that Engender does. Our day to day work continues to highlight the need for gender equality, whether in our policy briefings and consultation responses, our engagement work on women's rights with organisations, community groups and women across the country, or through our feminist social media presence.

All of this vital work is supported by Engender's members, both individuals and organisations, and we're immensely grateful to all those with whom we work and collaborate to strengthen women's equality. As the global movement for climate justice continues to gather momentum, we've been inspired by the young women both here in Scotland and globally who are raising their voices for a better, more equal future. We're proud to stand in solidarity with them and other marginalised women and communities to tackle inequality going forward.

In sisterhood, Nina Murray, Convener of Engender's board

GENDER MATTERS LOCALLY

Engender aims to promote gender equality across our communities, whether they are based on geography, background, or interest, by working both to support women within their communities and to challenge communities to recognise and tackle sexism and inequality.

We are always striving to reach out to new communities, and have this year trialled a partnership with the **Take One Action Film Festival** that saw us host screenings and discussions in Glasgow and Edinburgh, and that will continue in Aberdeen and Inverness. We have also given talks and workshops on gender equality and our work at schools, conferences, universities and community groups across Scotland.

Throughout this year, we've been shining a light on overlooked communities within women's health. Work on our '**Disabled Women: Our Bodies, Our Rights**' project on disabled women's reproductive rights continues, and we'll mark a year of action since the publication of our report with a reception at the Scottish Parliament in December. Our '**Menopause Matters**' survey gathered experiences from women in every local authority in Scotland, and highlighted a need for more specialised health care at a local level and better accommodations and flexibility in the workplace.

Since opening our blog commissioning pot, guest submissions to the On The Engender blog have increased, covering various issues and featuring a diverse range of voices. Offering payment for blog content has allowed our **Make Work Visible** project to grow and to mark International Women's Day, women from across Scotland documented their daily work for us in photographs and, for the first time, short video diaries.

We have collaborated with partners including **Gender Equal Media Scotland** to bring recordings of several events to our **On The Engender** podcast, including an event with violence against women campaigner Luke Hart and conferences on women in media and journalism.





GENDER MATTERS NATIONALLY

Our work at a national level has formed the bulk of our policy engagement this year, including work related to bills, consultations and strategies brought forward by the Scottish Government.

This year saw the launch of Scotland's first **Gender Pay Gap Action Plan**, a national strategy on women's workplace inequality which involves some of the critical systemic influences like social security, employability programme design, and violence against women. Alongside our sister organisation Close the Gap and Scottish Government, we were pleased to be involved in the development of this forward-thinking strategy to tackle the multiple causes of the gender pay gap throughout last year.

Engender's Executive Director Emma Ritch has continued to sit on the **First Minister's National Advisory Council for Women and Girls**, and we were pleased to welcome the commitments made by Scottish Government in response to the Council's first set of recommendations, and look forward to the next set of recommendations in the coming months.

Social Security remains a key policy focus, and this year Engender has worked with colleagues at Scottish Women's Aid and Coalition for Racial Equality and Rights to lobby for the development of the new Scottish social security system to be as inclusive as possible. We have also continued to work on the implementation of **individual payments of Universal Credit** and the women's equality implications of **in-work poverty**.

Ensuring that the principles of **advancing equality and non-discrimination** are included in upcoming legislation is a regular feature of our policy work, and we were pleased to see our efforts reflected in the **Planning Bill**, echoing our success with the **Social Security Bill** last year. We've engaged with the creation of the **Scottish National Investment Bank**, calling for these principles to be linked to the bank's missions, and for the bank to proactively work towards women's equality.

Decisions around spending and women's equality have been a key issue, and we have engaged with scrutiny of the **draft Scottish Budget for 2020-21**, as well as producing 'gender edits' of the current Scottish Budget and Programme for Government released in September.

Other large pieces of policy work have included the **Census (Amendment) Bill**, **Gender Representation on Public Boards** and work around **Scottish hate crime legislation** which has involved coordinating consultation responses, along with a lot of work behind the scenes discussing the importance of women's equality in these areas with officials.

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 Services equality advisory group; Scottish Court and Tribunal Service equality advisory group; Scottish Enterprise inclusive growth advisory group; the joint strategic board of Equally Safe; Scottish Campaign on Rights to Social Security; the Write to End Violence Against Women Awards steering group; the Best Start Reference Group; and a working group developing the second Scottish National Action Plan on Human Rights.

As well as producing policy based on strategic priorities, a large part of Engender's policy work is reactive; responding to consultations, speaking at evidence sessions, and briefing parliamentarians before debates.

This reactive work has included:

Disability Assistance | Abortion in NI | Public Health Scotland | the South of Scotland Enterprise Bill | Prisoner Voting | Gender Equality in the EU | Surrogacy | Pension Credit Entitlement Changes | Forensic Medical Services | UN Charter of Children's Rights | Protecting Children | National Transport Strategy |



GENDER MATTERS INTERNATIONALLY

Work on the **UN Convention on the Elimination of all forms of Discrimination Against Women** has played a large role in our international work this year, taking us to Geneva for the UK CEDAW examination this year, and we are pleased to see movement towards incorporating CEDAW into Scots Law. Our work with sister organisations in Northern Ireland, England and Wales continues through the **UK Joint Committee on Women**, for which Engender is the Scotland representative. Engender's Executive Director Emma Ritch also sits on the board of the **European Women's Lobby**, which voted this year to allow UK-based organisations to remain members regardless of the UK's position within the EU.

Brexit remains an issue for women's equality, and this year we joined with civil society colleagues across the UK to express our concerns about the impact of a 'no-deal' Brexit, particularly on women's rights in the workplace currently enshrined in EU law. Locally, we joined with the Civil Society Brexit Project and Scottish Women's Aid to consider potential Brexit impacts on women in Scotland, including EU citizens and women who have experienced violence against women.

In solidarity with sister organisations in Northern Ireland, we have supported calls for UK Government to use its powers to **reform abortion law** to comply with CEDAW and human rights obligations. Additionally, we have explored cross-border working in Ireland and the four nations of the UK as part of the **New Common Charter** project.



GENDER MATTERS INFRASTRUCTURE

We have continued to strengthen our organisation this year, building our capacity to communicate with members and supporters about our work both nationally and internationally. We were pleased to organise a training session on feminist governance for board members from across the women's sector, also attended by some of our own board of directors. We're proud to be part of a vibrant sector, which we support through coordinating communications and policy networks.

In addition to our core funding from the Scottish Government, funding received last year from the Heritage Lottery Fund has been used to complete our project marking 25 years of Engender and the wider women's sector in Scotland, and the podcast series funded by the Vote Centenary Grant scheme was released at the beginning of 2019. We also continue to receive ad-hoc funding for consultation work with other organisations.

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 | Coalition for Racial Equality and Rights | BEMIS | CEMVO | LGBT Youth Scotland | Stonewall | Women 5050 | Strathclyde University | Women in Journalism Scotland | National Union of Journalists | Scottish Women in Sport | Inclusion Scotland | People First | Take One Action Film Festival | Glasgow Zine Library | Glasgow Women's Library | SCLD | CoSLA | National Library of Scotland | Centre for Cross Border Studies | Christian Aid | Young Women's Movement Scotland | Edinburgh University | Amina | Scottish Trans Alliance | Scottish Youth Parliament

And our funders:

Scottish Government Equality Fund | Women's Vote Centenary Fund | Inclusion Scotland Fund | ROSA, the UK Fund for Women and Girls | Heritage Lottery Fund | All of the individual members and donors whose contributions help us carry out our work.

ENGENDER'S STAFF 2018-19

There were some minor changes to the Engender staff team this year. We welcomed our Policy Manager **Jill Wood** back from maternity leave in early September. From May until August we were pleased to work on the Menopause Matters survey project with **Elena Rodriguez**, who joined us as part of her studies at the University of Edinburgh, and photographer **Beth Chalmers** captured images of women from across Scotland for our 'You'll Have Had Yer Feminism' heritage project.

Emma Ritch

Executive Director

Catriona Kirkpatrick

Development Manager

Eilidh Dickson

Policy and Parliamentary Manager

Jill Wood

Policy Manager

Alys Mumford

Communications and Engagement Manager

Maxine Blane


Communications and Administrative Assistant

Amanda Stanley

Podcast Producer

ENGENDER'S BOARD 2018-19

Nina Murray (Convener)
Emily Thomson (Vice-Convener)
Jenny Bloomfield (Treasurer)
Pam Duncan-Glancy
Emma Hutton
Zara Kitson
Carla McCormack
Suzanne McLaughlin
Lucy Mulvagh
Susan Rae (until May 2019)
Lynn Williams
Talat Yaqoob



We would like to thank all our board members for their contributions to Engender's work this year, and particularly Talat and Carla, who are standing down this year, for their time and commitment over their terms.

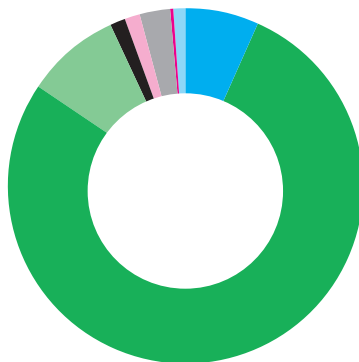
Engender's board of directors is responsible for the governance and strategic direction of the organisation. Directors bring a vital range of skills and experiences to guide Engender, and support the staff in delivering the organisation's aims.

The board meets six times a year, and directors are elected annually at Engender's Annual General Meeting.

INCOME AND EXPENDITURE

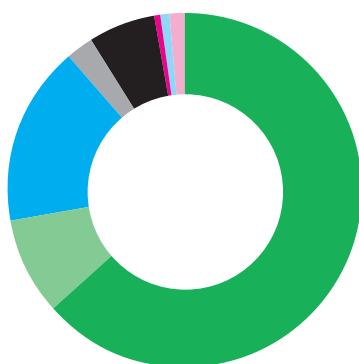
APRIL 2018 - MARCH 2019

INCOME	
Donations and Membership (including a large legacy donation)	£24,266
Scottish Government	£275,608
Consultancy	£31,093
EHRC (CEDAW work)	£5,000
Heritage Lottery Fund (Engender 25 project)	£9,800
Scottish Ministers Grant (Centenary Vote Fund)	£5,000
ROSA (Blog commissioning pot)	£772
Inclusion Scotland (internship scheme)	£3,285
Total	£354,824



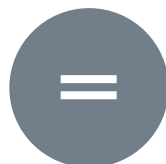
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- Heritage Lottery Fund (Engender 25 project)
- Scottish Ministers Grant (Centenary Vote Fund)
- ROSA (Blog commissioning pot)
- Inclusion Scotland (internship scheme)

EXPENDITURE	
Staff costs	£178,976
Premises costs	£24,819
Running costs	£46,153
Travel costs	£7,377
Legal and professional fees	£17,126
Interest and finance charges	£1,295
Depreciation	£2,255
Cost of generating voluntary income	£3,614
Total	£281,615



- Staff Costs
- Premises costs
- Running costs
- Travel costs
- Legal and professional fees
- Interest and finance charges
- Depreciation
- Cost of generating voluntary income

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November 2019