



# ANNUAL REPORT

2021-2022

# CONVENER'S WELCOME

2022 has been a year of continuing crisis for women in Scotland. The Covid-19 pandemic is not over yet, and this – coupled with financial uncertainty and ballooning inflation rates – exacerbated the cost of living crisis that many women were already experiencing. It is imperative that the responses to these crises are gendered and Engender has been working hard to advocate for feminist solutions which will not further entrench women's inequality.

However, the immediacy of these challenges doesn't mean that Engender's 'every day' work for women's equality doesn't continue. From human rights incorporation to abortion service provision, mental health frameworks to ending sexual harassment – Engender staff have been undertaking research, analysis, engagement, and campaigning for change.

I'm also incredibly proud of the thoughtful, innovative work Engender does to seek long-term solutions to women's inequality in media and the arts, to tackle the democratic deficit in Scotland's corridors of power, and to develop a theory of change around policy solutions to interrupting men's violence.

This year Engender welcomed Catherine Murphy as our new Executive Director. Catherine has extensive experience and expertise in international reproductive justice, strategic insight into advocating for change, and feminist policy. We're delighted to have Catherine on board! I'd also like to pay tribute to my predecessor as Convener, Nina Murray, who ably steered the organisation through a challenging transition period following the tragic and untimely death of Emma Ritch in 2021.

Finally, I would like to thank Engender's members and supporters for your continued dedication to feminist policy and advocacy, and a Scotland where women have equal access to safety, power and resources.

**In sisterhood,  
Lucy Mulvagh, Convener**

# EXECUTIVE DIRECTOR'S WELCOME

It was with enthusiasm, pride, and a little trepidation that I joined Engender this year. I've been a long-time admirer of the organisation - the feminist analysis that it produces, how it has skilfully shaped the debate on women's equality, and the landmark wins it has secured in Scotland over nearly three decades.

My first six months in the role have confirmed that my admiration was well placed, as I've seen first-hand how our dedicated team take on the challenges of such a rapidly shifting external policy environment. It has been inspiring to see up close the breadth of our efforts this year - whether working persistently to bring about change across the complex web of social security provisions impacting women, lending insight and expertise to ground-breaking work on misogyny or making the case for mainstreaming to Scottish Government and Parliament. It is a privilege to join an organisation working in such a committed and comprehensive way to achieve systemic change.

I also want to pay tribute to the enormous legacy that Emma Ritch has left for the organisation and for women in Scotland. She has left an incredible body of work and wealth of thought leadership that will endure for many years to come. Any initial nerves I may have had on joining have faded now as staff, Board and many of our members have made me feel so welcome in the role. I want to thank them and you, and I look forward to meeting more of our members in the coming months.

I know that the scale of the challenge we face in securing substantive equality for all women and girls in Scotland is still significant. The power structures that underpin this inequality are complex, intersecting and at times intractable. It will take our considerable and combined efforts to dismantle them. I'm delighted to be in such great company as we continue this fight in Scotland and look forward to working with you all in the year ahead.

**In solidarity,**  
**Catherine Murphy, Executive Director**

# THE COST OF LIVING CRISIS: A CRISIS FOR WOMEN'S EQUALITY

As this annual report is being written, we are facing a winter which will see the cost of living crisis cause untold harm.

Women in Scotland are and will be disproportionately impacted by the cost of living crisis, with acute ramifications in terms of economic and physical security, health and wellbeing. This is the result of existing economic inequality that repeatedly sees women, and especially minoritised groups of women, at the sharp end of economic and other crises.

The disastrous forecast for the rate of inflation cannot be divorced from the egregious impact of the Covid-19 pandemic on equality, which has already placed women at greater risk of economic insecurity. A rollback on women's rights and equality is widely recognised, with specific issues and their ongoing implications manifesting for Black and minority ethnic women, young women, disabled women, unpaid carers, mothers, pregnant women, LGBT women, and women with insecure immigration status, amongst other groups. Against this baseline, the current cost of living crisis will further exacerbate women's economic inequality, pushing many into poverty. The harm this will cause will resound throughout the course of women's lives and those of their children.

Since the scale and depth of the impending crisis became clear in mid-2021, Engender has been working to highlight the deeply gendered nature of the crisis, producing Parliamentary Briefings, working in coalition with anti-poverty organisations and trade unions, and calling for feminist economic solutions.

# ENGENDER'S WORK FOR INTERSECTIONAL FEMINIST POLICYMAKING

Engender's policy, analysis and research works to highlight women's inequality in Scotland and make recommendations to increase women's resources, power, and safety. This necessarily covers a wide range of policy areas, including those traditionally seen as areas of concern to women, and those where more effort is needed to make clear the links between decision-making and women's equality.

**Covid-19** remains a key concern for women in Scotland, as the majority of carers and frontline workers exposed to risk, and as people most likely to be financially vulnerable. Engender has done extensive work to **gender the response to the crisis**, and to gather data on the **experiences of women during the pandemic**. In order to inform the evidence we will submit to the public inquiry into the handling of Covid-19 in Scotland, we have worked with the ALLIANCE to produce a survey into **women's experiences of pregnancy** and maternity services during Covid-19.

**Women's health inequality** outwith Covid-19 remains an area of focus, and Engender's new Executive Director Catherine Murphy sits on the Scottish Government's Women's Health Plan Implementation Programme Board. There remains a huge **mental health gap** with inequality contributing to poor mental wellbeing for women; Engender has worked to highlight a near-total gender blindness in the current Mental Health Strategy and propose areas for immediate action.

Internationally, and here in Scotland, **reproductive justice** has been a key theme, as the overturning of Roe v Wade in the United States led to renewed calls for the **decriminalisation of abortion** in Scotland. Along with other women's equality and human rights organisations, Engender successfully lobbied for **early medical abortion at home** – introduced during the Covid-19 pandemic – to be made

permanent. We have also supported the work of Back Off Scotland and others to introduce **Buffer Zones** to Scotland.

As well as our ongoing work to tackle women's inequality as both a cause and a consequence of **violence against women**, this year has seen Engender produce a comprehensive report and recommendations for **tackling workplace sexual harassment**. This has involved working with experts in equality and employment law to produce a **Model Sexual Harassment Prevention and Action Policy**, encouraging employers to adapt and adopt it for their own workplaces.

As work for the incorporation of the **UN Convention on the Elimination of All Forms of Discrimination Against Women** into Scots Law continues, we have also turned our attention to the **International Covenant on Economic, Social and Cultural Rights** and were pleased to host student Beatriz Morganti Brandão to explore how this treaty can be used to protect and enhance women's rights in Scotland.

Finally, our vital work to **mainstream equality** continues, and we have been engaging with the long-awaited review of the **Public Sector Equality Duty** both by responding to the Scottish Government consultation, and working with legal experts to produce our own recommended Duties. We also saw success with the announcement of a **Parliamentary Gender Audit**, following our calls to look at not only how women get access to decision-making, but how the Parliament itself supports them and their colleagues to make law that benefits all of us.

## **This year, we have developed briefings, evidence and analysis on the following areas:**

Menopause | Safe Access Zone (Buffer Zones) | National Care Service | Barriers to participation in politics | International Day for the Elimination of Violence Against Women | Human Rights Day | Improving Data Collection | Social Security and Domestic Abuse | Gender Recognition Reform Bill | the Public Sector Equality Duty | Scottish Carer's Assistance | Women's Health Inequalities | the Budget and Programme for Government | Women's Poverty | Human Rights Budgeting | Mental Health and Wellbeing Strategy | Covid-19 and women's equality

All of these are available on Engender's website.

## **Boards and advisory bodies that Engender sits on:**

First Minister's National Advisory Council on Women and Girls | Equally Safe in Practice Advisory Group | Human Rights Bill Advisory Board | Misogyny and Criminal Justice in Scotland Working Group | Gender Based Violence and Learning Disability Working Group | Carers Benefit Advisory Group | Joint strategic board of Equally Safe | Scottish Campaign on Rights to Social Security | Gender Equality Taskforce on Education and Learning | Implementation group for the Gender Pay Gap Action Plan | The United Kingdom Joint Committee on Women | End Child Poverty Coalition | Minimum Income Guarantee Steering Group | HIS Sexual health standards Development Group | Women's Health Plan Implementation Programme Board | Write to End Violence Against Women Awards | Scottish Parliament Gender Audit Group | Centenary Action Group 'Women Count' Steering Group

# ENGENDER'S DEVELOPMENT WORK

## Gender Equality In Media And Culture

Engender's work to promote gender equality in Scotland's media and cultural sectors continues through collaborating with and supporting key partners, and commissioning and producing original research.

Our Development Officer Dr Miranda Barty-Taylor successfully presented her work to Government, examining routes to greater equality in Scotland's media and creative sectors, including:

- Analysis by academics from Edinburgh and Robert Gordon Universities on barriers to participation that multiply-marginalised women face in the media and cultural organisations in Scotland.
- A review of equality initiatives in gender and media internationally.
- A theory of change for increasing opportunities for women and marginalised people to create and consume representative media and culture in Scotland.

Alongside this suite of reports Engender submitted a proposal for a new Equal Media and Culture Centre for Scotland, which reflects the recommendation made by the First Minister's National Advisory Council for Women and Girls that Scotland should create such a body. We have secured a positive commitment from Government towards funding this new monitoring and research Centre, and preparatory work is ongoing to develop governance structures, including a new Advisory Group.

Alongside this work, Engender also hosted two media student placements. Through the Scottish Graduate School of Social Science's Doctoral Training Partnership Claire Kish from Glasgow University produced a comprehensive report on the gendered online harassment of women journalists, reviewing research, employment law and the application of gender equality policies in Scotland, and student Kirsty Rorrison from the University of Strathclyde



researched gendered portrayals of politicians in Scottish news to produce a report and blogs.

Engender's network of partners in the media and cultural spheres continues to develop, including attendance at Stellar Quine's Hack the Patriarchy events, sitting on the Steering Group for the new Write to End Violence Against Women Awards, run by End Violence Against Women and Zero Tolerance, and establishing links with the relaunched Glasgow Media Group.

## Equal Representation In Politics

It has been a busy year for the Equal Representation Project, which aims to increase the representation of women in all their diversity within Scottish politics, from grassroots activism through to our democratic institutions.

The May 2022 local council elections have been a major focus this year. In the lead up to the election we worked with Equal Representation Coalition partners to raise awareness of the need for robust, high-quality data on the diversity of our elected representatives by publishing a series of blogs looking at why knowledge is power when it comes to designing the interventions that will tackle inequality in our political system.

We were pleased to host student Rowan Ledingham from Strathclyde University to explore the issues and impact of women withdrawing from local politics and not re-standing for election, highlighting the need for action to tackle sexism in politics in all areas. Following the local council elections (in which women numbered only around 35% of successful candidates), we have worked with Elect Her and Women 50:50 to launch the "Making it Happen for 2027: Transforming Local Democracy for Women" campaign which calls on government, parliament, councils, political parties and media to take action so that come the next local elections in 2027 women's equal representation is a realistic prospect. As part of this project we published a series of reports and resources including a joint research piece conducted in partnership with the Gender Equality in Media and Culture and Equal Representation projects.

Other work in this area has included feeding into the work of the Local Government, Housing and Planning Committee's work on barriers to participation in local politics. The project has also continued to work closely with political parties, including through promotion of the equal representation toolkit and by attending party conferences to connect with local activists as well as councillors and parliamentarians.

Elsewhere our Equal Representation Development Officer Jessie Duncan has joined the steering group of the Centenary Action Group's "Women Count" project which focus on examining the role of gender in candidate selection at UK elections.

## Delivering Equally Safe

Violence against women and girls is not inevitable and public policy must recognise this if we want to see meaningful change.

Equally Safe, Scotland's strategy to prevent and eradicate violence against women and girls uses a feminist analysis of violence against women and girls by recognising it as a cause and consequence of gender inequality. One of Equally Safe's core objectives is primary prevention; the prevention of violence before it occurs. This is different to secondary prevention or early intervention which addresses violence that has already happened. For a primary prevention approach to be effective, intervention is required across different levels of society, including in the media, schools and institutions, for example. So in July Engender was delighted to welcome Hannah Brisbane into an exciting new Delivering Equally Safe Policy Officer role. This project is focused on integrating primary prevention of different forms of men's violence into the development of public policy.

As part of this, external researchers have also been engaged to work with women who have lived experience of men's violence. The findings from this research will help us further understand the impact of public policy on women's experiences and identify key public policy areas of concern to develop policy recommendations in response to the issues raised.

To assist with this work, Engender has convened an Expert Advisory Group on Primary Prevention comprising organisations from Scotland's women's sector. This will help us to develop a tool for policymakers which will support them to integrate primary prevention into the development of public policies.

## ENGENDER'S COMMUNICATIONS AND ENGAGEMENT WORK

With in-person events still not the norm, Engender has continued to hold a number of **online events** over the past year to discuss key policy areas, engage the public in feminist issues, and bring Engender members together. Informative webinars on **abortion decriminalisation** and the introduction of **buffer zones**, consultation events on what women need from a **Scottish Carers Assistance**, and an International Women's Day event on **Exploring Black Feminism in Europe**.

Through our **On the Engender podcast**, we hosted discussions on public participation in policy making, the Public Sector Equality Duty, women's equality and trade unions, abortion, anti-racism activism and intersectionality, and a two part interview with Baroness Helena Kennedy on misogyny. Our blog has continued to host news, updates and think pieces, and our **commissioning pot to pay for contributions** has seen us increase the range and diversity of voices represented. Topics covered have included climate change, disability and exclusion, women's rights in divorce, young women's political representation, and our recently launched miniseries on the cost of living crisis has so far included contributions on unpaid care, mental health, housing, and economic abuse.

This year we have undertaken work to find out more about the make up of our members, and what they want from Engender. This will result in a strategy to **increase and diversify our membership**, as well as a refresh of our website and Friday Feminist Five newsletter. Our presence on social media allows us to follow and contribute to key feminist debates, and this year we launched our new **Instagram account** to help engage with a new audience. Follow us at @Engender.Scot for news, information, and clips from our events and podcasts.

## 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 | CEMVO | LGBT Youth Scotland | Stonewall Scotland | Strathclyde University | Women in Journalism Scotland | National Union of Journalists | Inclusion Scotland | People First | Glasgow Women's Library | SCLD | CoSLA | National Library of Scotland | Poverty Alliance | Saheliya | Young Women's Movement Scotland | Edinburgh University | Amina Muslim Women's Resource Centre | Scottish Trans Alliance | Scottish Youth Parliament | Pass the Mic | Scottish Women's Budget Group | First Minister's National Advisory Group on Women and Girls | Poverty and Inequality Commission | Glasgow Caledonian University | Human Rights Consortium Scotland | Amnesty Scotland | The Fawcett Society | Women's Equality Network Wales | Northern Ireland Women's Platform | ElectHer | the ALLIANCE | Scottish Women's Convention | the STUC

## And our funders:

Scottish Government Equality and Human Rights Fund | Delivering Equally Safe | ROSA, the UK fund for women and girls | and all of the individual members and donors whose contributions help us carry out our work

# ENGENDER'S STAFF AT NOVEMBER 2022

**Catherine Murphy**

Executive Director

## **Policy Team**

**Jill Wood**

Policy Manager

**Lucy Hughes Policy and Parliamentary Manager**

Development Team

**Catriona Kirkpatrick**

Head of Development

**Dr Miranda Barty-Taylor**

Development Officer (Gender Equal Media Scotland)

**Jessie Duncan**

Development Officer (Equal Representation)

**Hannah Brisbane**

Delivering Equally Safe Policy Officer

## **Communications and Engagement Team**

**Alys Mumford**

Communications and Engagement Manager

**Maxine Blane**

Communications and Administrative Assistant

This year we have said farewell to Eilidh Dickson, Anya Stewart and Amanda Aitken who have gone on to exciting new adventures. Thanks to them for all their work with Engender, and best wishes for the future!

# ENGENDER'S BOARD 2021-2022

Lucy Mulvagh (Convener)

Zara Kitson (Vice Convener)

Maria Pakpahan (Vice Convener)

Louise Brodie (Treasurer)

Camila Cavalcante

Emma Hutton

Suzanne McLaughlin

Jacquelyn O'Brien

Dr Nighet Riaz

Iffat Shahnaz

Leanne Wilson

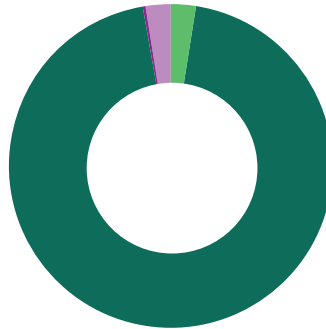
Engender's board of directors is responsible for the governance and strategic direction of the organisation. Directors bring a vital range of skills and experiences to guide Engender, and support the staff in delivering the organisation's aims. The board usually meets five times a year, and directors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

Thanks to Dr Shelly-Ann Brown, Jacquelyn O'Brien and Leanne Wilson who are leaving the board this year for their time and commitment to the board, and we are particularly grateful to Nina Murray and Emma Hutton who stepped down during the year after extending their term to aid Engender through the recruitment of a new Executive Director.

# INCOME AND EXPENDITURE

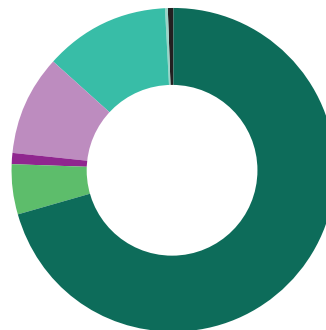
APRIL 2021 – MARCH 2022

INCOME	
Donations and legacies	£10,134
Scottish Government	£354,841
Other grants	£1,000
Consultancy	£8,796
<b>Total</b>	<b>£374,771</b>




- Donations and legacies
- Scottish Government
- Other grants
- Consultancy

EXPENDITURE	
Staff costs	£322,592
Premises costs	£23,076
Raising funds	£5,536
Running costs	£45,790
Legal and professional fees	£57,033
Interest and finance charges	£1,565
Depreciation	£1,557
<b>Total</b>	<b>£457,149</b>



- Staff Costs
- Premises costs
- Running costs
- Legal and professional fees
- Interest and finance charges
- Depreciation



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