



ANNUAL REPORT

2022-2023

CONVENER'S WELCOME

2023 has seen the ongoing impact of the Covid-19 pandemic and continuing cost of living crisis have a detrimental effect on women's rights and wellbeing. Conflict, climate change and other emergencies all have a deeper impact on women and the most marginalised communities. Engender has been working hard throughout the year to ensure these continuing crises do not cause a further rollback of women's rights and equality.

In our ongoing work to mainstream gender equality, Engender staff have been campaigning for change to women's representation in local democracy, gathering women's experiences, advocating for women's reproductive rights, developing research on primary prevention of violence against women, and producing our gender edits of policy keystones like the Scottish Budget.

Women's voices are, unacceptably, still missing from the majority of positions of power in Scotland, and we need commitments to feminist leadership across the spectrum of public life to challenge this. I've been proud to see the launch of Scotland's first Equal Media and Culture Centre, housed at Engender, which fulfils a long-term commitment to advocate for equality in our media and cultural landscapes.

This year Engender marks three decades of working for women's equality and rights. Reflecting on progress achieved offers a new perspective for moving forward, and we are looking to the future with hope and optimism as we ask 'what's next?' for our work and the feminist movement in Scotland. Our commitment to intersectional gender equality remains at the forefront of our engagement and advocacy with decision-makers, community groups and women throughout the nation, and in our policy research, reports and briefings.

Our work for change wouldn't be possible without the support of Engender's members and everyone who we've worked with throughout the year - thank you for your continued commitment to intersectional equality, and joining us in looking towards a feminist future for Scotland.

In Sisterhood, Lucy Mulvagh, Convener

ENGENDER'S WORK FOR INTERSECTIONAL FEMINIST POLICYMAKING

Engender's policy, analysis and research aim to shed light on gender inequality in Scotland, providing recommendations for enhancing women's access to resources, empowerment and safety. This approach covers a wide range of policy issues, including those conventionally associated with women's concerns, as well as areas where it is essential to establish a stronger connection between decision-making and women's equality.

Women in Scotland continue to be disproportionately impacted by the **cost of living crisis**, with acute ramifications in terms of **economic and physical security, health** and **wellbeing**. We've produced a report making recommendations for immediate action from decision-makers and highlighting how issues like **fuel costs, unpaid care, housing, women's safety, mental health and social security** will all impact the most marginalised women throughout this deepening crisis.

The impact of the Covid-19 pandemic continues to be felt by women in Scotland. Women remain the majority of carers and frontline workers exposed to risk, and the most likely to be financially vulnerable. This year Engender has undertaken research in conjunction with the ALLIANCE into **women's experiences of pregnancy and maternity services during Covid-19**, culminating in a report outlining **feelings of trauma, isolation and abandonment** from women. We've brought women together with representatives working with the Scottish Covid-19 Inquiry to share these experiences, and have joined with national partners Scottish Women's Aid, Close the Gap, Rape Crisis Scotland and JustRight Scotland as the Scottish Women's Rights Organisations coalition, to give evidence to the Covid-19 Inquiry.

Women's **reproductive rights** and **access to abortion healthcare** have been key topics of our work this year, and we've been pleased to see the Bill to introduce **Buffer Zones** to Scotland begin to make progress through parliament. We've worked with women's equality and human rights organisations to lead calls

for the **decriminalisation of abortion in Scotland**, as prosecutions continue to affect women in England, to rising protest. Commitments to progress in the Programme for Government are most welcome, and we have lobbied Ministers and key decision-makers to call for swift action.

Women still have unequal access to power, decision-making and participation throughout all areas of public life. Our 2023 Sex and Power report shows that **nearly 500 women are missing from key positions of power in Scotland**, highlighting the significant void that exists in women's representation. Despite gains in some areas, statistics can only ever show part of a story and **building intersectional feminist leadership** amongst decision-makers is also a vital part of changing the picture for women's equality in Scotland.

Engender has long advocated for the incorporation of the **UN Convention on the Elimination of All Forms of Discrimination Against Women** into Scots law, and believe that a new **Human Rights Bill** could help prioritise women's rights, achieve substantive equality in Scotland and build an improved human rights culture. We have been working this year to help influence and shape the forthcoming legislation. Earlier in the year, we submitted a shadow report to the UK's examination under the **International Covenant on Economic, Social and Cultural Rights** exploring how the treaty can impact women's human rights in Scotland, supported by 18 women's, health, equalities, and carers organisations.

Increasing protections for women and girls against misogynistic behaviour and harassment is an important step in addressing the **gendered nature of violence against women and girls**, and work has continued this year around **misogyny in the law**. Finally, we've continued to call for **gender mainstreaming and intersectional budget analysis** to be at the heart of Scotland's policy and decision making, and its response to violence against women.

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

Child Poverty | Decriminalisation of Abortion | National Performance Framework Outcomes | Electoral Reform | Eradicating Violence Against Women and Girls | the Human Rights Bill | the Social Security Two-Child Limit | Reforming Criminal Law to Address Misogyny | Gender Recognition Reform Bill | Building Community Wealth | the International Culture Strategy | the Gender-Sensitive Audit of the Scottish Parliament | the Budget | International Women's Day | Effective Scottish Government Decision Making

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 | the Equally Safe in Practice Advisory Group | the Human Rights Bill Advisory Board | Gender-Based Violence and Learning Disability Working Group | the Carers Benefit Advisory Group | the Joint Strategic Board of Equally Safe | the Scottish Campaign on Rights to Social Security | The United Kingdom Joint Committee on Women | End Child Poverty Coalition | Minimum Income Guarantee Steering Group | Women's Health Plan Implementation Programme Board | the Write to End Violence Against Women Awards | Centenary Action Group 'Women Count' Steering Group | Social Security Scotland Operational Reference Group | Equality and Human Rights Forum - Mental Health Strategy | SHRC Reference Group on the Istanbul Convention | Programme Team for Scottish Universities Insight Institute Pass the Mic Project | Equal Representation Coalition | Five Family Payments Reference Group

ENGENDER'S DEVELOPMENT WORK

Equal Media And Culture Centre

This year has seen exciting developments in our work to promote gender equality in Scotland's media and cultural sectors. In September, we launched the **Equal Media and Culture Centre (EMCC) for Scotland** at the Scottish Storytelling Centre. The EMCC is housed within Engender and is a hub for **research, monitoring and advocacy for equality** in the creative and media sectors in Scotland.

Since the Centre's launch, we have published two research reports: one documenting **diversity of leadership across Scottish culture and media**; and one on the **gendered coverage of Scottish sport**, the first large-scale review of Scottish sports in print journalism. We participated in a roundtable at Parliament on the media's role in violence against women and girls, and have contributed to consultations on both the **International Culture Strategy** and the **Domestic Culture Strategy Action Plan**.

The Centre has launched '**EMCC in Focus**', a YouTube series spotlighting the work of the Centre to reflect the rich diversity of Scotland's creative industries and promote equal opportunities for all. EMCC has started to grow its presence on social media to contribute to the conversation about equality in Scotland's media, arts and sport, and you can follow us at **@emcc.scot** on Instagram for updates.

Alongside this work, EMCC also hosted two student placements from the University of Strathclyde Applied Gender Studies and Research Methods course, producing blogs and research on **online abuse** in the UK and beyond with a focus on **women in politics**, and **gender and ethnicity representation** in film and reviews in Scotland.

Our network of partners in the media and cultural spheres continues to develop, including Women in Journalism Scotland, Stellar Quines, Scottish Women in Sport, Creative Scotland, STV, BBC Scotland, We Are Here Scotland, and Pass the Mic.

Equal Representation In Politics

Diversity in our politics is beneficial for everyone. Engender's work on equal representation aims to increase the representation of women in all their diversity within Scottish politics, from grassroots activism through to our democratic institutions.

We continue to offer support to political parties to access the Equal Representation in Politics Toolkit, designed to help parties assess their activities and identify actions to **improve access for underrepresented groups**. This has included **online and in-person workshops**, and promotion of the Toolkit at party conferences. In collaboration with Equal Representation Coalition partners, work is currently underway to create a new Toolkit resource to support parties to increase access to candidacy.

After last year's local council elections where women's representation increased to only 35%, we've advocated for action from those in positions of power to **transform local democracy for women** through our **Making it Happen for 2027** campaign, including at party conferences throughout the year. We've also undertaken ongoing engagement with the work of the Scottish Parliament Local Government Committee on **barriers to participation in local politics**, and with the Scottish Government's work on **electoral reform**.

We continued to sit on the **Scottish Parliament's Gender-Sensitive Audit Advisory Board** until publication of its Audit Report: A Parliament for All in March 2023. Our role included advising on the direction of the audit, helping shape recommendations and making the case for further future work. In June, we urged MSPs to support the report's recommendations as an important first step to **securing women's equal representation and participation** at the highest level of decision-making.

This autumn, Engender partnered with Elect Her to deliver a workshop to enable us to better understand the wider landscape of work towards achieving **women's equal representation in Scotland**, as part of the development of a theory of change. The day brought together organisations from across the equalities sector, government, politics, academia and beyond to map work

currently underway and to consider our collective ambitions in achieving greater diversity in Scotland's political representation.

Delivering Equally Safe

Violence against women and girls is endemic in Scotland and has devastating physical and psychological consequences for women and girls as well as their families and communities.

Primary prevention is a core objective of the Scottish Government and COSLA's **Equally Safe Strategy**, Scotland's strategy for preventing and eradicating this violence. Engender's Delivering Equally Safe project highlights the importance of **mainstreaming primary prevention** throughout all areas of public policy, including those **beyond education, justice and equalities** where work on violence against women and girls has typically been concentrated.

This year, our Delivering Equally Safe project has gathered the **perspectives of women who have lived experience of men's violence**, to better inform key areas of concern in public policy where a primary prevention focus is needed. We have engaged with women across the country to envision a Scotland without violence against women and girls, and hosted webinars exploring the impact of primary prevention on **transport, public space** and **gender budgeting**.

We have created resources exploring primary prevention and have produced recommendations for both the Scottish Government and Scottish Parliament aimed at embedding a primary prevention approach across all areas of policy-making. This work has been supported by the project's Expert Advisory Group on Primary Prevention.

ENGENDER'S COMMUNICATIONS AND ENGAGEMENT WORK

Throughout the past year, Engender has held a number of **online events** to highlight key issues for women's equality and foreground the need for feminist policy-making in Scotland. We've brought decision-makers, Engender members and activists together for sessions on the ongoing **cost of living crisis**, policymaking and primary prevention of **violence against women and girls**, the need for **feminist leadership** to combat men's overrepresentation in decision making roles, and marked **Challenge Poverty Week** with an event on **gender budgeting** and primary prevention.

We've supported a roadshow of events from Inverness to Glasgow asking women to share their ideas for **a Scotland without violence against women and girls** as part of our **Delivering Equally Safe** project. Over the course of the year, we've engaged with all political parties at their **party conferences** to highlight Engender's work, particularly our **Making It Happen for 2027** campaign. On **International Women's Day** we highlighted women's paid and unpaid work, inviting women to share their days with us on social media as part of our **Making Work Visible** campaign.

Engender's blog has continued to host news, updates and opinion pieces. Our mini-series on the **cost of living crisis** has concluded, and at the start of the year we hosted a number of guest blogs exploring **women's experiences of pregnancy and maternity during Covid-19**. We were pleased to have a number of student placements throughout the year, who wrote blogs covering topics including **public space** and **transport, online abuse** of feminist scholars and women in politics, **diversity in Scotland's film industry**, the **cost of childcare**, and **feminist urbanism**. Our **commissioning pot to pay for guest contributions** continues to see us increase the range and diversity of voices represented.

This year we've debuted a refresh of Engender's website and a new-look version of our Friday Feminist Five newsletter. Our community on social media has grown and allows us to follow and contribute to key feminist debates, and this year we launched our LinkedIn account to help engage with a wider audience. You can follow us at **engender-scot** to see news and information about our work.

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 | Women in Journalism Scotland | National Union of Journalists | Inclusion Scotland | People First | Glasgow Women's Library | Scottish Commission for Learning Disability | COSLA | National Library of Scotland | Poverty Alliance | Saheliya | The Young Women's Movement | 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 | Strathclyde University | Sustrans Scotland | The Women's Support Project | Dundee International Women's Centre | Glasgow Disability Alliance | One Parent Families Scotland | Abortion Rights Scotland | Coalition of Carers in Scotland | Women's Enterprise Scotland | Back Off Scotland | Carers Scotland | Carer's Trust Scotland | National Carers Organisations | BPAS | Humanist Society | NUS Scotland | Royal College of Obstetricians and Gynaecologists | Royal College of General Practitioners Scotland | Faculty of Sexual and Reproductive Health | Scottish Women's Rights Centre | JustRight Scotland | Centenary Action Group | The Jo Cox Foundation | The Improvement Service | University of Exeter | Stellar Quines | Glasgow University | We Are Here Scotland | Culture Collective | The Association of Journalism Education | The Musician's Union | The International Magazine Centre | Scottish Women in Sport | Edinburgh Art Festival | Scottish Documentary Institute | Creative Scotland | STV | BBC Scotland

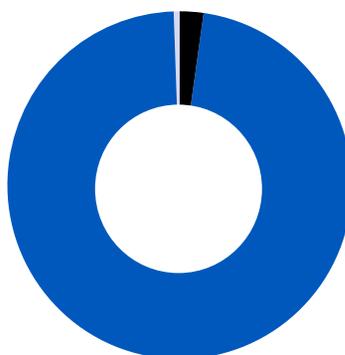
And our funders:

Scottish Government Equality and Human Rights Fund | Delivering Equally Safe | and all of the individual members and donors whose contributions help us carry out our work.

INCOME AND EXPENDITURE

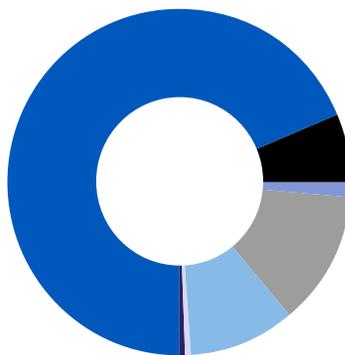
APRIL 2022 – MARCH 2023

INCOME	
Donations and legacies	£11,005
Scottish Government	£450,931
Consultancy	£2,387
Total	£464,323



- Donations and legacies
- Scottish Government
- Consultancy

EXPENDITURE	
Staff cost	£306,441
Premises costs	£28,533
Raising funds	£6,246
Running costs	£56,098
Legal and professional fees	£45,046
Interest and finance charges	£1,569
Depreciation	£2,219
Total	£446,152



- Staff cost
- Premises costs
- Raising funds
- Running costs
- Legal and professional fees
- Interest and finance charges
- Depreciation

ENGENDER'S STAFF AT NOVEMBER 2023

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

Project Manager (Equal Media and Culture Centre)

Rachel Ashenden

Communications Officer (Equal Media and Culture Centre)

Jessie Duncan

Development Officer (Equal Representation)

Hannah Brisbane

Delivering Equally Safe Policy Officer

Communications and Engagement Team

Jade Stein

Communications and Engagement Manager

Maxine Blane

Communications and Administrative Assistant

This year we have said farewell to **Alys Mumford**, who has gone on to exciting new adventures. We're very grateful for all her work with Engender, and sending best wishes for the future!

ENGENDER'S BOARD 2022-2023

Lucy Mulvagh (Convener)

Louise Brodie (Vice Convener & Treasurer)

Maria Pakpahan (Vice-Convener)

Camila Cavalcante

Emily Hutchinson

Zara Kitson

Suzanne McLaughlin

Rachel Palma Randle

Dr Nighet Riaz

Iffat Shahnaz

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.

We've been excited to welcome Engender's first Board Pioneer this year, Rutendo Amanda Hoto, who is taking part in our board meetings throughout the year. The Board Pioneer Programme is an opportunity to get involved in feminist governance, learn about Engender's work, and a chance to contribute to the decision-making and strategic direction of the organisation.

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