

ENGENDER ANNUAL REPORT

2019-2020



CONVENER'S WELCOME

I imagine that every annual report this year will open with similar lines, reflecting on a year which has seen our lives turned upside down by the Covid-19 pandemic and the ensuing public health measures. This annual report, running from November 2019 to November 2020 covers what has definitely been a year of two halves, although fittingly one which began with a discussion of women's invisibility in healthcare provision at our 2019 AGM.

We started 2020 with a bang, hosting our second 'Scotland's Feminist Future' conference at the fantastic Glasgow Women's Library. Two days of optimism – bringing together feminists from around Scotland to face global challenges head on, from climate change and the rise of the far right, to how we can build public space around women's lives. And then Covid-19 hit the UK and for Engender, just as it did for women across Scotland, things got a lot busier. Contrary to news reports of crashing productivity, women in Scotland found their already precarious work-life balance close to toppling over as their unpaid care work increased and expanded into home schooling, socially distanced emotional support, and online family management.

The Covid pandemic meant that Engender's work also increased in volume and in urgency. Our staff worked to highlight the gendered nature of both the spread of the virus, and the attempts to curb it. Working to ensure that measures put in place to protect us all did not inadvertently deepen women's inequality has been vital both in the immediate crisis and as we look forward to a post-Covid world. Covid-19 highlighted the ways that women are still unequal in Scotland, and touched on many of the issues Engender has been working on for many years – inadequacy of social security, women's unpaid care work, violence against women, the way that women, especially women of colour, are excluded from economic decision-making, and the lack of women's voices in our democratic processes. In doing so it has highlighted the importance of our feminist movement.

**Thank you, as ever, for your continued support and engagement with our work.
In sisterhood, Nina Murray**

SCOTLAND'S FEMINIST FUTURE 2020

KINDNESS, PASSION + MOTIVATION...

FEMINISM IS A HOPEFUL MOVEMENT!

WE ARE LIVING IN INTERESTING TIMES...

A WOMAN'S PLACE IS IN THE RESISTANCE

THERE ARE ONLY 2 WOMEN OUT OF 15 MEN AT THE TOP OF SCOTTISH COMPANIES

THERE'S NEVER BEEN A MSP WOMAN OF COLOUR!

POPULATION OF WOMEN IS UNDERREPRESENTED IN PARLIAMENT

WE NEED TO TALK ABOUT INTERSECTIONALITY IN EVERYTHING THAT WE DO!

WE NEED TO MAKE SYSTEMIC CHANGES!

CARERS have a LACK OF TRUST in politics - IT NEEDS TO BE BETTER CONNECTED TO PEOPLE'S LIVES!

CHALLENGE FAR-RIGHT NARRATIVES

YOU HAVE TO CONTINUE TO ACT AND BE AN ALLY every day

ACTIVISM COMES AS A COST TO DIFFERENT PEOPLE...

HOLD INSTITUTIONS ACCOUNTABLE!

GET MORE WOMEN'S VOICES INTO PUBLIC DOMAINS!

NEVER STOP BEING ANGRY!

THINK ABOUT THE INVISIBLE LABOUR WOMEN OF COLOUR CONTRIBUTE

HAVING A WOKE BADGE DOESN'T MEAN ANYTHING - WE ARE NOT PERFECT AND CAN ALL LEARN & CHANGE

OPEN UNPAID!

SEX & POWER



FRIDAY

A Game of HIGHER or LOWER?

	2017	2019
SECRETARY OF SCOTTISH TRADE UNIONS	26.1%	17.4%
SHERIFFS	23.3%	22.2%
MEPs	16.7%	50%
EDITORS	0%	5.9%
SG Strategic BOARD	66%	55%

(NOW 0% AGAIN)

PLANNING session



GENDER & The PLANNING: world is not built for WOMEN

IF YOU CAN'T TRAVEL TO GET INVOLVED YOU REMAIN INVISIBLE...

LOCAL MEETINGS

DO YOU FEEL visible ENOUGH IN THESE SPACES?

HOME ETC WORK SHOPS DAYCARE

PUBLIC TRANSPORT IS NOT BUILT FOR THE MANY DAILY TRIPS WOMEN HAVE TO MAKE...

MANY LGBTQ+ SPACES ARE INACCESSIBLE

LAST BUS MISSED

NO SAFETY AT NIGHT

TRANSPORT IS PERSONAL

EVERYTHING WE DO NEEDS TO BE INCLUSIVE

The WOMEN just AREN'T THERE in PLANNING & DECISION-MAKING

CENTRALISED GP PRACTICES & FAMILY PLANNING

TOWN CENTRE = long travel times



LOTS OF PEOPLE THINK DISABLED PEOPLE SHOULDN'T BE OUT DURING THE DAY.

- wish list:
- GUARDS ON TRAINS
 - Street LIGHTING
 - PUBLIC SPACE should be PUBLIC (NOT COMMERCIAL)

ENGENDER #SCOTFEMFUTURE

@julescheele



GENDER MATTERS IN COVID-19

Covid-19 has dominated Engender's policy work this year as we have sought to ensure that the Scottish Government's response to the crisis doesn't further exacerbate women's inequality. Like every other organisation, we have had to work quickly to understand the impact of the pandemic on our own work, on the work of the Scottish Government and Parliament, and on women's lives.

Through engagement with the Coronavirus Bill(s) in the Scottish Parliament, we have had success in both highlighting the disproportionate impact of Covid-19 on women, and in gendering the Government's response. When the pandemic hit the UK, it was clear that women's equality was not an immediate consideration in the public health response – exemplified by the fact that caring roles were not initially recognised by the job retention scheme.

Engender successfully lobbied for the **Coronavirus (Scotland) Bill** to include a duty to pay due regard to the need to advance equality and eliminate discrimination, and has since worked with sister organisations to call for an economic and social recovery with women's equality at its heart. Engender's director Emma Ritch now sits on the **Scottish Government's Advisory Board on Social Renewal**.

As well as direct engagement with gendering the Covid-19 response, we have also worked to ensure other areas of women's equality are not forgotten during the pandemic, such as enabling women to **access abortion healthcare at home**, and highlighting **childcare as national infrastructure**.

Finally, we have worked to ensure that women's voices are not absent from discussions of Covid-19, by participating in a number of research and polling partnerships, and also with our **@WomenCovidScot** initiative to chart women's experiences during the pandemic.



GENDER MATTERS LOCALLY

Engender works to promote gender equality in our communities, whether they are based on geography, background or interest, by supporting women within their communities and by challenging communities to recognise and tackle sexism and inequality.

In January this year, we were lucky to be able to bring women from communities across Europe together for our second **Scotland's Feminist Future** conference at the Glasgow Women's Library. Over two days attendees took part in sessions on women's participation in politics, workshops on the Equality Act, misogyny, sex and power, feminist governance and Scotland's international obligations, as well as exploring the links between gender and planning, peace and climate change.

Much has changed in how we come together as communities this year, and we've been pleased to find ways of continuing to work with partner organisations on a number of digital events including a lunchtime webinar series, and several online film screenings with organisations like the **Scottish Women's Budget Group** and the **Gender Equal Media Scotland** project. We've also been pleased to be part of the **Gender Representation in the Media** online course offered by the University of Strathclyde, and additionally have been able to participate in talks and workshops on issues around gender equality at schools, conferences, universities and community groups across Scotland and the UK.



How we talk about the issues that affect our communities matters, especially when it comes to highlighting sexist stereotypes or harmful tropes in media reporting, and this autumn we have published our **F-words** series of blogs by a diverse range of external contributors on feminist language and why it matters. Submissions have tackled issues such as abortion, intersectionality, racism, body image and much more.

We marked **International Women's Day** by inviting women to share their days with us on social media to highlight women's work, including the various aspects of paid and unpaid caring done by women thrown into sharp relief by the Covid-19 pandemic, as part of our **Making Work Visible** campaign. This year, we were also able to commission blogs from women across Scotland exploring women's often invisible and unpaid labour.



As part of our ongoing work to keep women's equality at the heart of discussions around policy-making in the pandemic, we've used our **On The Engender** podcast to look at key issues for women in relation to **Covid-19**, covering unpaid care, the importance of data, the public sector equality duty, and how we need an economic recovery that works for everybody.



SCOTLAND'S FEMINIST FUTURE 2020

WELCOME

ENGENDER: WE ARE A FEMINIST CIVIL SOCIETY ORGANISATION & CHARITY



We are a **MOVEMENT**

WE WORK ON **POLICY AND ADVOCACY**

SOCIALLY CONSTRUCTED ROLES

562 WOMEN MISSING FROM LEADERSHIP ROLES

WOMEN ARE THE POOREST CARERS

ARE STILL BEING PUSHED ON WOMEN, BOYS+GIRLS, AND NON-BINARY PEOPLE

£343 bn = VALUE OF DOMESTIC CAREWORK

WE NEED TO GET AT THE



CATCHING UP ON AREAS OF **POLICY**

A MORE FEMINIST PUBLIC SECTOR

OF THE SYSTEM!

"Why Jack, you hate women"
THE CASE FOR A STANDALONE MISOGYNY OFFENCE IN SCOTLAND

JACK-THE-RIPPER SPECIAL

THERE'S A CULTURAL TOLERANCE FOR VIOLENCE AGAINST WOMEN

YOU CAN ALWAYS DEFEND YOURSELF!

HOSTILE LEGAL environment for WOMEN

CASES GOING TO COURT: HORRENDOUS EXPERIENCE FOR SURVIVORS

PICK UP ARTISTS: LACK OF CLARITY AROUND CRIMINAL BEHAVIOUR

POLICE ARE KEY

IF THEY DON'T HAVE TRAINING - THEY DON'T TAKE IT SERIOUSLY

POLICY VS WOMEN'S LIVES

3/4 OF GIRLS SAY ANXIETY OF SEXUAL HARASSMENT IN SCHOOL AFFECTS THEIR LIFE

ONLINE HARASSMENT

increasing since 2010

THE TOPIC OF HATE CRIME IS SHIFTING INTO A DISCUSSION ABOUT SECTARIANISM NOT INCLUDING GENDER EXPERTS

WE NEED A SYSTEMIC SOLUTION.

HOW TO ADVOCATE FOR CHANGE!

TOXIC MASCULINITY

HOW NOT TO LOSE? **hope!**

CONSENSUS BUILDING

MEETING OBSTRUCTION = THE MAN IN THE WAY

CHALLENGING LANGUAGE

getting DATA

PRESS AS A tool!

UPHOLDING SCOTLAND'S international OBLIGATIONS

ACCOUNTABILITY

HUMAN RIGHTS ACT & EQUALITY LAW: A FRAMEWORK THAT SAYS WOMEN'S RIGHTS AREN'T UP FOR DEBATE

VISIBILITY & SPECIFICITY

WOMEN'S RIGHTS ONLY RECOGNISED AS HUMAN RIGHTS in 1970s

GEDAW

189 COUNTRIES SIGNED & RATIFIED - WHAT WE WANT IS COMMON SENSE!

carefully pick the things that SUPPORT you

RECOGNISE UNPAID LABOUR & CARE ACTION ON MISOGYNIST ABUSE BETTER RAPE CONVICTION RATE EDUCATION

WE ARE ALL PART OF THE MACHINERY

ENGENDER

#SCOTFEMFUTURE

BRING TOGETHER EXPERTS IN LAW AND GENDER with international expertise...

illu: @julescheele

SATURDAY

INVEST IN CARE

SCOTTISH NATIONAL INVESTMENT BANK

WOMEN-LED BUSINESSES FIND GETTING FINANCING MORE DIFFICULT!

UPHOLDING SCOTLAND'S international OBLIGATIONS

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illu: @julescheele

GENDER MATTERS NATIONALLY

While much of our work at a national level this year has been focused on keeping women's equality at the heart of policy-making during the pandemic, we have also continued to work across key policy areas and have worked on bills, consultations and strategies brought forward by the Scottish Government.

Development of a **Women's Health Plan** for Scotland was announced in the 2019-2020 Programme for Government, and earlier this year saw the creation of a working group on the plan, which Engender's Executive Director Emma Ritch sits on. Work has continued remotely throughout the year, with subgroups exploring several key areas of women's health. We're pleased to see commitment to work in an area which both Covid-19 and responses to the pandemic have intensified existing inequalities for women.



At the start of the year, we released our **Sex & Power in Scotland 2020** report, tracking the extent of men's overrepresentation in positions of power in Scotland. Since our 2017 Sex & Power report, women's representation has increased just 4%, and we'll be working with partner organisations in the Equal Representation Coalition to call for better representation of women at all levels of governance and in public life.

Emma Ritch has continued to sit on the **First Minister's National Advisory Council for Women and Girls**, which is now in the final year of its initial three-year mandate, and we are looking forward to the next set of recommendations in the coming months.

Women's access to **safe and affordable housing** has also been thrown into sharp relief by the pandemic, and this year Engender has worked to highlight that for many women a safe and secure home is out of reach, with systems failing to consider their needs. We've been working with colleagues at Scottish Women's Aid on ensuring access to housing for those experiencing domestic abuse, and we're pleased that the Scottish Government is now taking initial steps to address women's needs through its housing strategy.

Alongside colleagues at Close the Gap, we've been successful in ensuring that the principles of **advancing equality and non-discrimination** were included in the **Scottish National Investment Bank Bill**, and our joint work means that the bank must publish intersectional gender-disaggregated data; create and report on a gender equality strategy; and carry out equal pay reviews.



Decisions around **spending and women's equality** have been sharpened by the pandemic, and we've worked with Close the Gap to produce principles for an **economic recovery that works for everyone** in Scotland, which have been supported by women's and parenting organisations. We've also produced 'gender edits' of the Programme for Government 2020-21 and the most recent Scottish Government budget.

Other large pieces of policy have included work around **Scottish hate crime legislation** and the potential for a **standalone misogyny offence, incorporation of CEDAW**, the UN women's bill of rights, **social security**, the implementation of the **Gender Pay Gap Action Plan** and **women's health**. We have also delivered work around **equality impact assessments and gender mainstreaming**.

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 the 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 Best Start Reference Group; Gender Equality Taskforce on Education and Learning; implementation group for the gender pay gap action plan; National Taskforce on Human Rights civil society reference group; working group on Commercial Sexual Exploitation.

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:

Cohabitation Law | Female Genital Mutilation (Protection and Guidance Bill) | Period Products | Social Care | Civil Partnerships | Abortion in NI | The Gender Recognition Act | Scotland's National Transport Strategy | Incorporation of UN Convention on Children's Rights | Sexual Harassment | National Planning Framework 4 | Data and gender |



GENDER MATTERS INTERNATIONALLY

In a year which has made the world seem more connected than ever, while simultaneously witnessing travel bans and xenophobia, Engender has continued to work with our sister organisations across the UK, Europe, and internationally.

2019 marked the end of the most recent round of the UK's examination under the **UN Convention on the Elimination of all forms of Discrimination Against Women** and we published **CEDAW: a superhero for women in Scotland** which brought together all of the work which had taken place over the previous two years. Engender's focus now is to influence work on the incorporation of CEDAW into Scots Law.

Through our work on the **UK Joint Committee on Women** we continue to collaborate with women's organisations across the UK to share information and research about Covid-19 responses across England and the devolved nations, and represent the UK at the **European Women's Lobby**.

Brexit still remains a key focus, as we continue to be concerned about the impact of a 'no deal' Brexit on women's rights that are currently underpinned by EU law, and on the wellbeing of European citizens currently living in the UK.



GENDER MATTERS INFRASTRUCTURE

Engender was in a fairly fortunate position when the Scottish lockdown began, as we have worked hard for the past few years to put systems in place to enable remote working. Both due to individual staff requirements, and our commitment to widening access, we were well versed in Zoom meetings, online events, and cats appearing on webcams. That doesn't mean that 2020 didn't provide challenges to our way of working and we have had to adapt to not using our office or attending events in person, the increased policy work resulting from Covid-19, and ensuring that our staff's wellbeing is a priority.

This year we've been delighted to welcome new staff to our organisation; **Mariah Kelly** our Policy Officer, **Anya Stewart** our Communications and Engagement Assistant, and **Miranda Barty-Taylor** who is being hosted by Engender while working for the Gender Equal Media Scotland coalition.

Our membership continues to grow, as does our social media presence, and we maintain strong working relationships with other organisations in the women's and wider equality sector. This includes collaborative policy work, joint events, and co-ordination of coalitions and networks such as the Equal Representation Coalition, and the Communications Network.



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 | Equality Network | Coalition for Racial Equality and Rights | CEMVO | LGBT Youth Scotland | Stonewall | Women 5050 | 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 | Christian Aid | 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 |

And our funders:

Scottish Government Equality Fund | ROSA, the UK fund for women and girls | the Joseph Rowntree Reform Trust | the Standard Life Foundation | and all of the individual members and donors whose contributions help us carry out our work |

ENGENDER'S STAFF 2019-20

As mentioned above, our staff team grew this year. We also said 'see you later' to our Policy Manager Jill Wood who left in March on maternity leave, and from May until August we were pleased to work with student Jess Robinson on a project exploring feminist public interest litigation.

Emma Ritch

Executive Director

Catriona Kirkpatrick

Head of Development

Eilidh Dickson

Policy and Parliamentary Manager

Jill Wood

Policy Manager

Mariah Kelly

Policy Officer

Miranda Barty-Taylor

Development Officer (Gender Equal Media Scotland)

Alys Mumford

Communications and Engagement Manager

Maxine Blane

Communications and Administrative Assistant

Anya Stewart

Communications and Engagement Assistant

Amanda Stanley

Podcast Producer

ENGENDER'S BOARD 2019-20

Nina Murray (Convener)

Emily Thomson (Vice-Convener)

Jenny Bloomfield (Treasurer)

Louise Brodie

Pam Duncan-Glancy

Emma Hutton

Zara Kitson

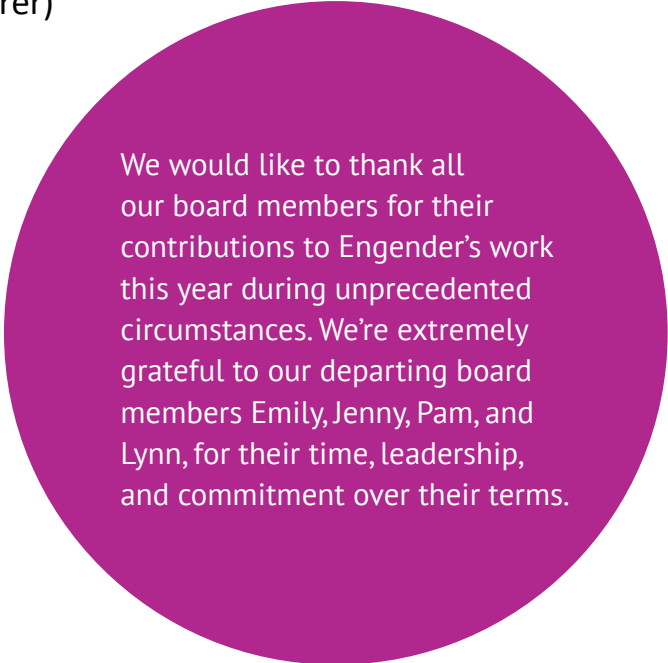
Lucy Mulvagh

Jacquelyn O'Brien

Nighet Riaz

Lynn Williams

Leanne Wilson



We would like to thank all our board members for their contributions to Engender's work this year during unprecedented circumstances. We're extremely grateful to our departing board members Emily, Jenny, Pam, and Lynn, for their time, leadership, and commitment over their terms.

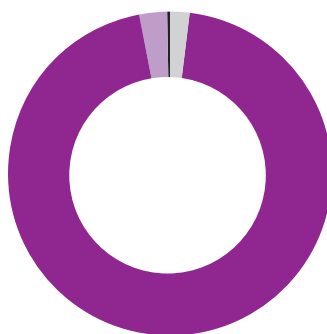
Engender's board of directors is responsible for the governance and strategic direction of the organisation. Directors bring a vital range of skills and experiences to guide Engender, and support the staff in delivering the organisation's aims.

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

INCOME AND EXPENDITURE

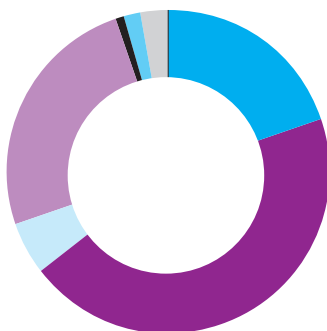
APRIL 2019 - MARCH 2020

INCOME	
Donations and Membership (including a large legacy donation)	8,228
Scottish Government	362,304
Consultancy	10,826
Other Income	178
Total	£381,536



- Donations and membership
- Scottish Government
- Consultancy
- Other Income

EXPENDITURE	
Staff costs	189,799
Premises costs	27,627
Running costs	62,176
Travel costs	7,051
Legal and professional fees	34,786
Interest and finance charges	1,215
Depreciation	2,174
Cost of generating voluntary income	3,805
Total	£328,633



- 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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ENGENDER

November 2020