



Annual Report 2007-08

Our Vision

Engender works to make Scotland a fairer, safer place where women can flourish and contribute to both the social and market economies with dignity, freedom and justice.

To this end we seek to increase women's power and influence; make visible the impact of sexism on women and on Scotland's social, economic and political development; and support people, organisations and our government to make equality a reality.

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Welcome from the Convener

The past year has been a whirlwind of activity, and reflecting meaningfully on 2007-08 in 500 words is a daunting task. “Thinking women” – Niki’s phrase that has stuck to just about everything we’ve done this year--seems a good place to start. I love the double meaning and think it is an apt description both of Engender’s activities (the thinking-about-women meaning) this year and of our expanding networks (the thoughtful, insightful, witty and passionate women who have engaged in thinking about women with us).

Our work plan for this year has been ambitious and focused, and we are delivering the goods for our members, for funders, and, most important, for Scotland’s women. By this time next year we will have published a series of position papers that take a feminist look at our current “stranded” equalities agenda in



Scotland (pun intended) and at poverty policy and women, which has long been the neglected issue at Engender. A read of our Executive Director’s report gives just a flavour of the buzz at Engender these days: new ideas, new staff, new members, new relationships with other organisations, and a new visibility and higher profile (and a new office!). Michele Le Doeuff said, “A feminist is a woman who does not allow anyone to think in her place,” and the feminists thinking women at Engender are great examples, creating a library of position papers, “think pieces,” board games, and the like that we will rely on for some time to come.

Of course the last year has seen the bedding-in of the new government, and Engender has engaged with the new leadership (see Niki’s report re meetings with Cabinet Secretaries



and Ministers) and with the new Parliament. We have been pleased with the new administration's willingness to engage over its first year and were happily surprised when one minister calmly stated in a meeting with us that the government's intention was to "gender all our policies." Given the absence of equalities outcomes in the new National Framework, the failure to use gender-sensitive budgeting in the government's budget, and the on-going struggle to keep women's issues on the agenda, we can be forgiven for stray thoughts about the road to hell being paved with good intentions as we continue to work with our colleagues in government as a critical friend.

We have also continued our work on linking women in Scotland and women in Europe this year (or, as I like to call it, our "Europe 'R Us" theme), devoting a newsletter to European and international issues and hosting a reception at the European Parliament offices in Edinburgh. As the UK member on the Board of the European Women's Lobby, I have had an opportunity to forge some good links with feminist policy making/thinking in Brussels,

and Engender is using the opportunity to establish stronger networks and spheres of influence in Europe and at the UN for Scottish women.

Our next year promises to be exciting and challenging, and we on the Board are increasingly aware that we need sufficient strategic capacity to support the pace of change while holding fast to our mission. We will meet in November to assess the structure and functioning of Engender's Board, to look at the size and composition of the Board and to consider some steps to formalise our recruitment processes. We are committed to developing a dynamic, accountable, and outcomes-focused Board that is capable of driving needed change and innovation while sustaining our greatest strength, which is, of course, thinking women.

Marsha Scott



Become an Engender member... join us online at www.engender.org.uk

Executive Director's Report

It has been a busy year for Engender! A great deal of work has gone into developing a strong and coherent strategic vision for the organisation, raising our profile and involving our members and others in analysis and action for transformation towards a Scotland that

- is a fairer, safer place for women, where they can flourish and contribute to both the social-reproductive and market economies with dignity, freedom and justice; and acknowledges the role and worth of women in both economies;
- creates an expectation of equality and reacts when that expectation is not met;
- acknowledges the difference women make in public office and the challenges they face in overcoming institutional sexism;
- recognises the gendered nature of poverty;
- knows that violence against women is a cause and a consequence of women's inequality and that addressing violence means tackling sexism in our society and institutions in all its guises;
- understands that power inequalities result in



social, economic and political impoverishment, violence and vulnerability; and that Scotland does not have to be that way.

Through analysis, partnership and action, Engender has worked to increase women's power and influence; make visible the impact of sexism on women and on Scotland's social, economic and political development; and support people, organisations and our government to take action to make equality a reality.

We were lucky enough to secure some unexpected funding to do some interesting work on poverty (thanks to Oxfam and SCVO) and hard working enough to secure strategic funding from the EHRC and the Scottish Government (the latter for 3 years). This funding has allowed us to increase our staff team to 4: Executive Director (35 hours), Policy Lead (28 hours), Communications Lead (25 hours) and an Administrator (28 hours). Along side the Board and our Associates and Gender Equality Mentors (GEMs), these staff have delivered a wide range of activities and outputs, including:

- The 'Chicken and Egg' materials spelling out the relationship between gender inequality and violence against women;

- The participatory development of 'Everywoman' materials and poverty time line to provoke thought about the gendered nature of poverty;
- Four newsletters;
- The training of GEMs and preparation for their introduction into public bodies;
- The creation of 'Women Thinking Equality' to explore the relationships between the different inequality 'strands';
- The revamping of 'Thinking Women' as 'Inspiring Women' to stimulate and generate feminist analysis;
- Training and awareness raising work for clients such as SCVO, West Lothian Council, Glasgow Procurator Fiscal offices, Fife Women's Aid and Communications Forum Scotland and through 'Prove It! (our conference on evidencing work progress on gender equality);
- Joint campaigning with the 'Women's Alliance'—key feminist partners from the violence against women sector—to get ministers to sign a statement of intent against violence against women;
- Meetings with the Cabinet Secretaries of Health and Well Being, and Justice on violence against women;
- A parliamentary event to 'Keep Women on the Agenda';
- The transfer of learning from Genderwise into a project with Oxfam that brings together GEMs, Engendering Change and participatory research to promote gendered anti poverty policy and practice;
- Joining forces with women's organisations across the UK in '2008: Women and the Vote';
- Organising our participation at the 'Women and the Vote' debate at the Festival of Politics;
- A project with SCVO to address limitations in the workplace for women returning to work, BME women and disabled women who want to progress in voluntary organisations.

This coming year will be one to celebrate women's suffrage, acknowledge progress towards women's equality and articulate clearly the distance yet to travel.

We are full of energy and ready for an even more inspirational year at Engender as we reap the fruits of this year's labour and engage with our members and partners across Scotland, the UK and Ireland, and Europe to reinvigorate the feminist agenda and challenge institutional sexism; and join with others facing institutional discrimination to make equality a reality.

Niki Kandirikirira

Scottish Women's Budget Group

It seems fair to say 2008 has been a mixed year for the SWBG and more specifically for the progress of gender budget analysis (GBA) in Scotland. Following a very successful event with John Swinney MSP who in his capacity as Cabinet Secretary for Finance and Sustainable Growth in January 2008 helped us launch our new publications, and made a number of positive commitments, pointing to the possibility of ongoing commitment to GBA in Scotland...not much progress has followed.

While interest in Scotland's experience and learning from abroad has continued with SWBG members' activity with the European Gender Budgeting Network and through Marsha Scott's activity with EWL, things on the home front are not looking so good. SWBG has been critical of the absence or at least lack of evidence of Equality Impact Assessment in the budget process and spending plans. We have also expressed our concerns about the equality impact assessment and gender equality commitments in the newly introduced Single Outcome Agreements. In addition, the Equality Proofing Budgets Advisory Group (EPBPAG)

established under previous Scottish Executives seems to have been suspended. We are trying to resuscitate it and to press for commitment from ministers and officials to progress and develop work to date on the Scottish Budget. EPBPAG activity seems to be limited to references in Scottish Government documents, including the Gender Equality Scheme, rather than real action across Directorates.

SWBG has continued to be very active over the last year, with the production and distribution of our information leaflets and briefings; parliamentary briefings; responses to consultation and correspondence with Scottish Government Ministers. We are planning a series of briefings and events on Undervaluing Women, Modern Apprenticeships and Occupational Segregation.

SWBG members are also part of the delivery team of a new programme of "Economics for Equality" funded by Oxfam's UK Poverty Programme in Scotland, and accredited through Glasgow Caledonian University. This programme aims to debunk some of the myths of "classical" economics and bring feminist economic analysis to the campaign work of local women activists and local policy makers.

Throughout 2008 SWBG has been supported by Engender in all sorts of ways including financial management and reporting,



communications and invitations to participate in events and initiatives from Engender. These included the really stimulating “Living Library” as part of the CIVICUS World Assembly in Glasgow in June. SWBG is very grateful to Engender for its ongoing support and the really positive relationship between staff and group members.

SWBG has received financial support from Oxfam in the past. We have recently reported on how the grant is still making a difference to our work and the numerous outcomes and products made possible by the last grant. Glasgow Caledonian University have also been a stalwart supporter of SWBG and continue to provide a range of support resources in kind.

Looking towards 2009 it looks like it will continue to be a busy time for SWBG as we prepare for the next budget round; to observe the Scottish Parliament’s Equal Opportunities Committee’s scrutiny of the Budget and their commitment to raise the challenge of occupational segregation and equal pay; and to encourage the Scottish Government to make a serious commitment to gender budget analysis in the Scottish Budget process and as part of the ways of working to deliver quality public services, as well as complying with the Gender Equality Duty. We travel hopefully...

Angela O’Hagan



Our Work

Gender Mainstreaming

Power & Pa

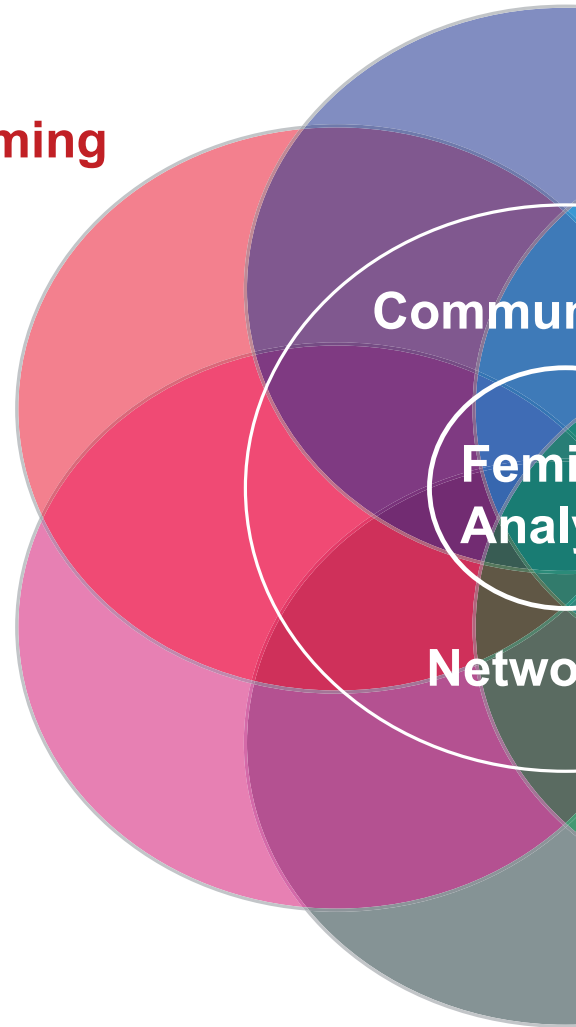
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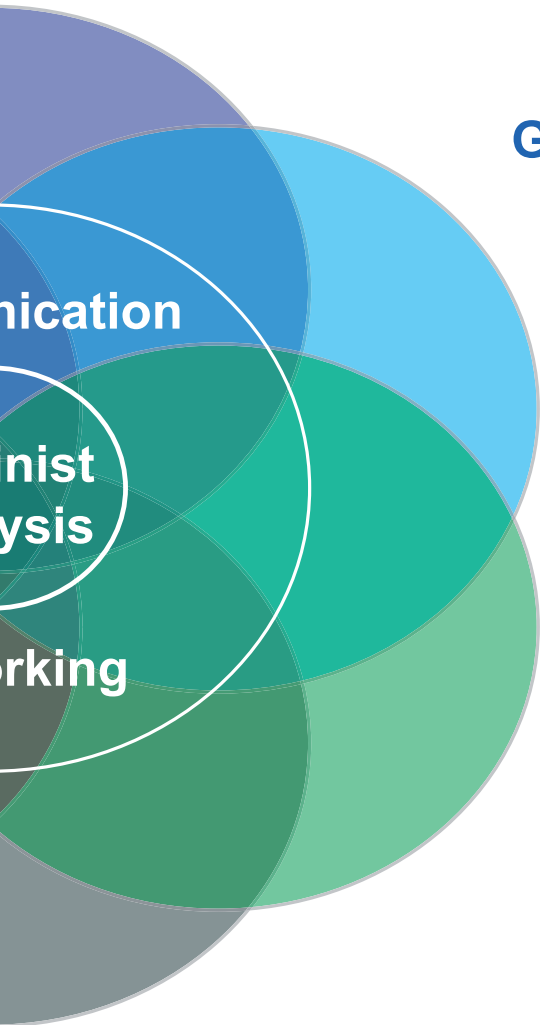
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Poverty

Europe &



Participation



Communication

**Feminist
Analysis**

Marketing

Gendered Equalities

Violence Against Women

& Global

European & International

Engender's E&I group brings a feminist analysis to European issues, to International (including United Nations) issues, and to work with the UK Women's National Commission (WNC). We have regular contact with MSPs, MPs, MEPs, the European Committee of the Scottish Parliament and the European Commission representatives in Scotland.

We:

- focus on Engender's priority areas: poverty, violence against women and access to decision making
- help strengthen links between European / International issues and Engender's work, including past and current transnational work
- keep in touch with other organisations working on our priority areas.

Europe

Engender is the Scottish partner in the United Kingdom Joint Committee on Women (UKJCW), which is made up of the four UK nations and informs the European Women's

Lobby (EWL). Engender Convener Marsha Scott currently represents the UK on the EWL Board and is the UK Expert Delegate to the EWL's European Observatory on Violence Against Women. The EWL enables women throughout Europe to lobby the European Parliament, keeping gender on the European agenda.

We are in touch with European initiatives on violence against women and involved in the Gradus transnational partnership, including looking at funding for women's groups. This year we have been broadening our understanding of European affairs – in February we held an event at the European Parliament office in Edinburgh, focusing on women and Europe with MEP Elspeth Attwooll, and we are developing a network to explore ideas and campaign on issues from a European/International perspective. We're developing closer links with parliamentary groups/committees and, with other groups, including SCVO, we are looking at how the voluntary sector can influence European policy.

Our spring Newsletter focused on European and International issues and included reports on Gender Budgeting around Europe, domestic violence in India and trafficking in Scotland.



We strive to bring a Scottish perspective to the WNC's work, especially their international network and their Violence Against Women working group.

For information on EWL, www.womenlobby.org

International

Every few years, the UK government has to produce a Report to the UN on progress towards gender equality, under terms of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). Last year we contributed to a 'Shadow' report compiled by NGOs (coordinated by the WNC), giving our own view on progress in the UK and

particularly in Scotland. The latest CEDAW hearings took place in New York this summer, and the Conclusions have just been issued. We're in the process of digesting them – so far it looks as though the CEDAW Committee's recommendations to the UK for future action are in line with some points made by Engender in the Shadow report, including extending the gender duty and increasing funding for organisations working on gender issues.

Info on UN, www.un.org/womenwatch

Kath Davies
Marsha Scott



Eispeth Attwooll MEP, Lesley Sutherland & Marsha Scott at our European event in February

Gendered Equalities

Just before last year's AGM we saw the closing of the Equal Opportunities Commission and the bringing together of the different equalities agendas [or should I say areas of systemic inequality] under one body, the Equality and Human Rights Commission. At that time there was much concern that each 'equality strand' - people fighting for equal rights because of their sex, race or disability - would lose ground. However, the shift led to some interesting equality wide cooperation, such as our engagement in an equality sector wide response to the Equalities Review and a new project with the EHRC, Women Thinking Equality.

The state's merging of their policy and practical responses to inequality is one of the major contextual factors that we are addressing this year. In the past there had been some cooperation around areas of intersection, such as BME women or BME disabled people. However, in this new context there appears to be more opportunity to explore inequality beyond a 'this plus that' equality resulting in multiple discrimination. That is not to deny the devastating impact that

multiple oppression has but rather to suggest that this shift towards acknowledging the complexity of inequality and the systemic relationships between the different areas [strands] of systemic discrimination might



serve us well. It takes us much closer to a feminist analysis of power and inequality. It takes away from a minorities discourse about people experiencing systemic inequality that never served to describe women's experience as 50% of the population. It takes us into a space that requires interaction and joined up analysis among those 'marginalised' by systemic/institutional discrimination based on ideologies of superiority. It provokes us to explore the commonalities in experience and understanding of why systemic discrimination happens and why and how it is sustained, and then what is needed to change things. More importantly, it leads us to exploring together which things that need to change are common to all of the systemically discriminated groups. This year with EHRC funding we have set up a group called Women Thinking Equality in

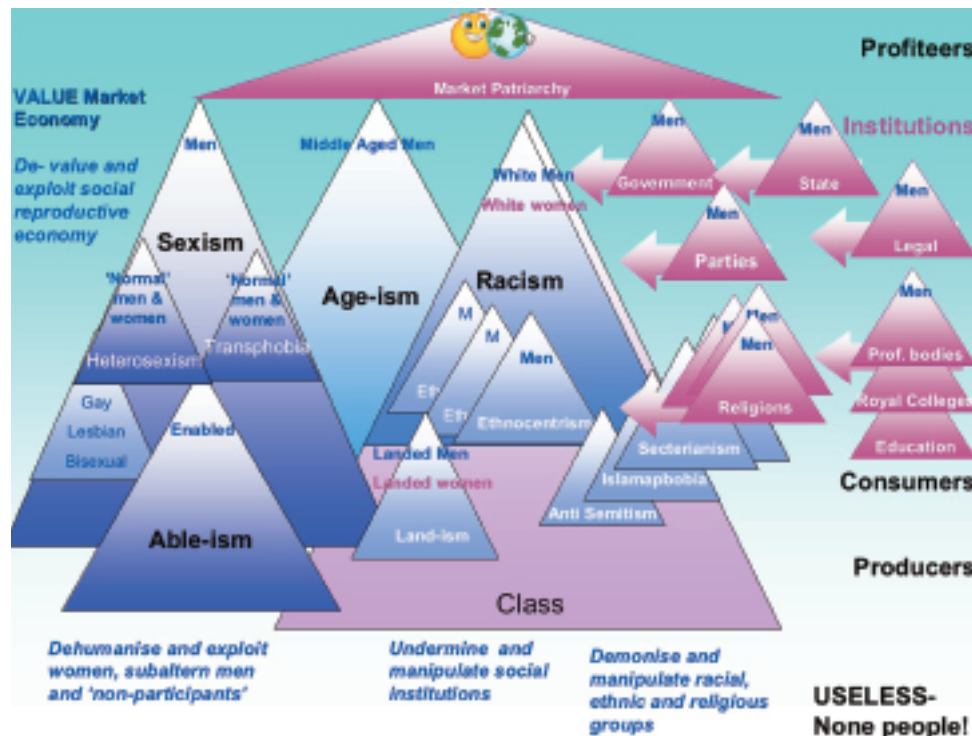


partnership with BEMIS. This is made up of 28 women from across the 'equalities strands' who are meeting monthly to explore and understand the relationships between the different areas of systemic discrimination and our social fabric [since if you add all of the inequalities groups together they are in fact the majority] and gender. It is early days and complex [as this first attempt at mapping it shows, see below] but by April they should have some interesting findings. This group is shadowed by Inspiring Women, a group made up of Engender members who will explore the same questions from a feminist perspective and add to the mix. You can track the progress

of this work on our web site or sign up for monthly briefings.

Beyond this reflective work, we have also embarked on another strategy to promote gendered equality policy and practice. GEMs [gender and equality mentors], are women with a wide range of knowledge and skills in equalities and gender/women's issues, policy and practice, who will work with managers in public and voluntary sector bodies to reflect on their work through gendered equality lenses.

Niki Kandirikirira



Gender Mainstreaming

Much of our gender mainstreaming is delivered as training or development consultancies by our Associates. This year we have worked with West Lothian and Fife Councils, Glasgow Procurator Fiscal's Office, further education colleges and SCVO project Building Bridges to develop managers' understanding of inequality, the equalities duties and how to establish expectations of equality in organisational culture.

The Genderwise project came to an end but has informed our work and the development of GEMs (Gender Equality Mentors) and has led on to a project with Oxfam aimed at improving public bodies' capacities to work with and respond to their constituencies with a particular focus on women and poverty. The project works on 2 fronts, firstly providing senior managers with GEMs and in parallel working with local women's groups to develop their skills in participatory research, assertiveness and articulation, and

engendering their knowledge in how to work with public bodies to advocate for the changes they want.

A similar project has been developed with Northern Ireland and Eire with a focus on rural women's participation and leadership. The project proposal has been submitted for European funding.

Genderwise also led to a piece of work with CFS [Communication Forum Scotland] to adapt the Engendering Change training for women with severe and enduring communications problems. This provided many challenges and rewards for the Associate working on the project. This project is being reviewed and is very likely to continue and be developed.

In March we ran 'Prove it!' a training for public sector staff on how to evidence equality in policy and practice. We had a good turn out, but had not targeted as well as we might have which resulted in a wide range of needs and competencies in the group; some people did not get as much out of it as they would have liked. In future such training will be delivered to smaller groups and be much more practical, or delivered in house as a development consultancy.

We have just started working with SCVO and PATH on a new project to support women to



take up leadership and progress in their careers in the voluntary sector. The project specifically focuses on women returning to work, BME women and disabled women. While PATH is focused on supporting the individual women through training and mentoring, Engender will be working with senior managers inside their organisations. We will train and support each of them to carry out an action research and development project aimed at creating an expectation of equality in their organisational culture.

We participate in the SWBG who promote gender budgeting, carry out gendered analysis of national budgets and provide commentary on the gendered impacts of spends. Gendered analysis of budgets and spend is a crucial aspect of any gender mainstreaming. It is interesting to note that whilst the British government [DFID] insists that 'developing' governments and projects applying for international development funds demonstrate that they have gender analysed their budgets, they don't apply the same logic at home. They insist that monitoring data is gender desegregated because they know that it is crucial to effective policy, particularly [but by no means exclusively] with regard to tackling poverty and violence against women. There seems to be a level of denial about gender inequality in Scotland that we seriously need to challenge.

Niki Kandirikira



Prove it!

Setting Gender and Equality Sensitive Indicators
And
Evidencing Impact



Are you delivering on your equality duties?
Are you proactively addressing inequality?

Can you prove it?
This one day workshop will tell you how

Monday 31st March 2008
9.30—5pm
Edinburgh Training Conference Venue
16 St Mary's Street
Edinburgh
EH1 1SU



Poverty

This has been an exciting and productive year for Engender's Poverty Policy Group. The combination of increased staffing levels and funding has made an enormous difference to our capacity to undertake exciting and innovative work and we are grateful to Oxfam and SCVO for their support in enabling us to develop a range of projects relating to women and poverty.

Engender believes that it is vitally important to make people, organisations, institutions and policy makers aware of the disproportionate level of poverty faced by women and its impact on women, families and Scotland's development.

The Lifespan project maps out the vulnerabilities that all girls and women experience throughout their lifetime as it identifies, decade by decade, the impact poverty has on women's lives. We will continue this work into next year meeting with our members and facilitating workshops with a variety of community groups to develop our map of the risks, hazards and vulnerabilities and use this evidence to inform our policy work over the coming year.



Everywoman is a series of postcards produced to deliver the message that poverty is a gendered issue. As a campaigning tool to be sent to MSPs, they detail the gender issues which leave women vulnerable to transient and persistent poverty. Focussing on caring, occupational segregation, debt, flexicurity and safety, they highlight the inequalities that still exist and are indicators of the routes to women's poverty.

We are also working on a poverty board game, provisionally titled 'Not so Trivial Pursuits' that will be a fun way to explore the hazards and risks that women face throughout their lifetime that can lead to poverty.

In June Engender responded to the Scottish Government's 'Discussion Paper on Tackling Poverty, Inequality and Deprivation in Scotland'. In our response we highlighted a number of actions that we believe would make a real and substantial change in the lives of women across Scotland.

In preparing our response we felt it was vitally important to present a gendered analysis and to get the views of as many women as possible.

We consulted widely with our members and attended workshops organised by the Poverty Alliance and EVOC, the Scottish Women's

Convention and the Child Poverty Action Group.

Here are some of the key points highlighted in our response:

Effective Gender Mainstreaming

The government must transform the way it collects data so that it can disaggregate by gender and more accurately assess poverty risks by focusing on individuals. Without reliable data it has been all too easy to continue to offer 'one size fits all' solutions to poverty.

Gender Budgeting

Producing a gender sensitive budget will improve the allocations of resources between women and men; will aid in tracing, and making transparent, the relationship between policy objectives and spending and will provide a framework for more participatory policy making.

Monitoring the Gender Equality Duty (GED) – implementation / outcomes. The GED should give more attention to why poverty affects more women than men. Public spending exercises should ensure that recipients of funding are required to demonstrate how the services they offer will consider impact on women and men.

High Level Outcome for Gender Equality
Given that public bodies generally budget, implement and perform towards achieving

those outcomes against which they will be measured Engender believes that establishing a high level outcome for equality would be an effective tool in the promotion of anti poverty policy and practice.

Addressing Multiple Inequalities

Living on a low income in Scotland means seldom having your voice heard and being seen as having less value than others. We will only succeed in ending child poverty when we address mothers' inequality by ensuring they have access to equal pay, adequate benefits and freedom from discrimination.

Joan Bree



Violence Against Women

Violence against women continues to be one of the priority issues for Engender, and we address this in cooperation with other agencies such as Scottish Women's Aid, Rape Crisis Scotland, Zero Tolerance and the Women's Support Project.

Engender worked in partnership with these organisations on the Statement of Intent 2007. This campaign asked MSPs to sign a statement pledging their commitment to tackling violence against women. The Statement was signed by the First Minister,

In March Board member Susan Moffat submitted an e-petition to the Scottish parliament which called on the Scottish Parliament to:

'urge the Scottish Government to prioritise the continuing development of strategic work on violence against women by following the 3 P's approach – active prevention of violence against women and children; adequate provision of quality support services for women and children; and appropriate and effective legal protection for women and children.'



Alex Salmond on behalf of the government at a press launch in December.

To coincide with the 16 days against violence against women, which is marked worldwide, Engender's December newsletter focussed on VAW. Among the articles were contributions from SHAKTI on women with no recourse to public funds and White Ribbon Scotland, a campaigning group which encourages and supports men to become involved in working to end violence against women.

The petition was signed by 873 people and has received a positive response from the Scottish Government.

Long-standing concerns over the response of the criminal justice system to the crimes of rape and sexual assault led to a Scottish Law Commission review of the law relating to rape and sexual offences. In March, Engender's response to the consultation released by the Scottish Government welcomed the proposed Sexual Offences Bill and recognised that this represents one of the most significant opportunities for many years to reshape

Scottish law on rape and sexual abuse.

Engender believes that the new Sexual Offences (Scotland) Bill will be an important step in improving legal responses to rape in Scotland. However we also feel it cannot be seen in isolation from wider changes which are required. Changes within legal responses to rape must be matched by a commitment to challenge attitudes within Scottish society to women's behaviour and sexuality. Engender will be submitting a response to the Sexual Offences (Scotland) Bill consultation.

Although there is more recognition of the prevalence of violence against women, and more support in place locally and nationally, the violence has not ended and the link between this violence and other gender based inequalities has not been fully accepted or understood. Because of this need to see violence against women in a broader context, Engender produced a series of postcards and a leaflet to get the message over. The concept of Chicken and Egg was used to symbolise the message that:

'Violence against women is a cause and a consequence of women's inequality' and 'women's inequality is a cause and consequence of violence against women'

These materials emphasise that violence against women flourishes in a social system that perpetuates men's expectation of

entitlement and privilege.

Copies of 'chicken and egg' can be ordered from the Engender office.

Engender will continue to press for recognition of a definition of VAW which includes domestic abuse, female genital mutilation, forced marriage, pornography, prostitution, rape, sexual assault, sexual exploitation, sexual harassment, stalking, so-called 'honour' crimes and trafficking for sexual exploitation.

Susan Moffat



First Minister, Alex Salmond signs the Statement of Intent

Power & Participation

Power and participation is one of Engender's key priorities and we have a small group supporting this area of work. Women's representation in politics is one significant strand - that is something that tends to get attention when elections are imminent but not so much otherwise - so we are trying to find ways to keep the spotlight on women's under-representation. Looking towards 2009, we are working with other organisations to celebrate the centenary of the Women's Suffrage march in Edinburgh, and also to use the first decade of the Scottish Parliament as another focus for activity. The European elections are yet another key opportunity to raise issues of women's representation and participation in the political process.

This year we have been part of the steering group of the campaign 2008: Women and the Vote with the Electoral Reform Society, Centre



www.womenandthevote.com

for Women and Democracy, The Hansard Society, Unlock Democracy and the Fawcett Society. The aim of the campaign is to celebrate the 90th anniversary of women winning the right to vote and to stand for election and the 80th anniversary of universal suffrage. However, with only 291 female MPs since 1918 (out of 4654) we are also asking current MP's and Scottish and Welsh Parliamentarians to give the issue of equal representation a higher profile within their parties. 2008: Women and the Vote hosted receptions at the Labour, Conservative and Liberal Democrat national conferences this Autumn and will hold an end of year reception in the House of Commons, the Scottish Parliament and the Welsh Assembly. Find out more and sign up to support the campaign at www.womenandthevote.com

Power and Participation was the theme of our summer newsletter and featured, among others, contributions from the Commissioner for Public Appointments in Scotland, Karen Carlton on what is being done to encourage more women to get involved in public life and the European Women's Lobby on Women's representation around Europe.

In July, Engender members were invited to meet with the Community Engagement Officer from the Electoral Reform Society to discuss what difference the electoral system introduced last May for local government, the

Single Transferable Vote, has made to those seeking to influence their Councillors. The meeting heard from a community campaigner on her experience of lobbying local councillors and discussed issues around women's participation in the political process.

Lesley Sutherland represented Engender at a debate titled 'Women and the the vote' at the Festival of Politics at the Scottish Parliament in August, setting out why gender equality in representative, decision-making structures and women's participation in the political process are essential in a democracy fit for the 21st century. Also on the Panel were Beatrice Barleon from the 2008: Women and the Vote group and Bill Butler MSP. The debate, in front of a capacity audience, was chaired by Cathie Peattie MSP and took questions from the floor about positive action, childcare and how to interest young women in politics.

We will continue to look for other ideas and opportunities to develop and expand our activity, beyond women's representation and participation in political decision-making into addressing the lack of gender balance in wider public life.

Lesley Sutherland



Festival of Politics debate L-R: Beatrice Barleon, Cathie Peattie MSP, Lesley Sutherland, Bill Butler MSP

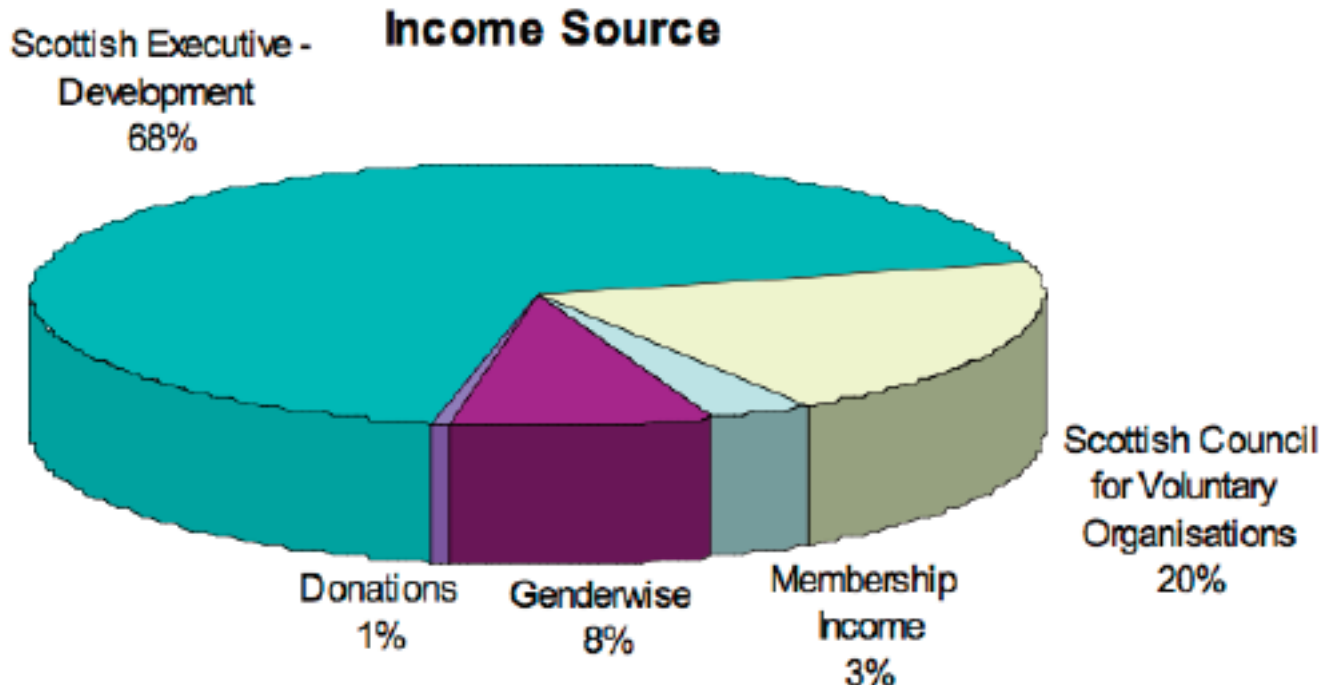
Treasurer's Report

1st April 2007 to March 31st 2008

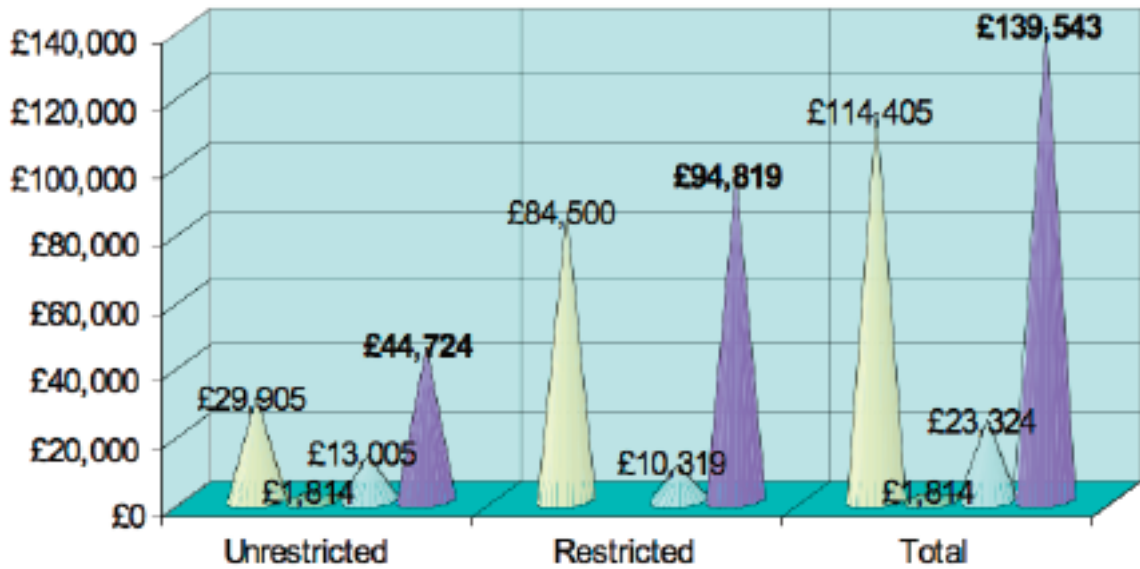
This year Engender spent £36,948 more than we brought. However, this was a strategically managed process that included the hand over of funds and accounting responsibility to the Scottish Women's Convention as they established themselves as an independent body; working with the SWBG to ensure that the funds held for their work were expended; and a decision to spend some of our restricted

funds to deliver self financed projects to generate energy around the organisation. At the end of the accounting period Engender's accumulated reserves stood at £25,966. Our income for the period was £139,543. This was made up of funds from the Scottish Executive/ Government, SCVO, Genderwise and membership fees and donations.

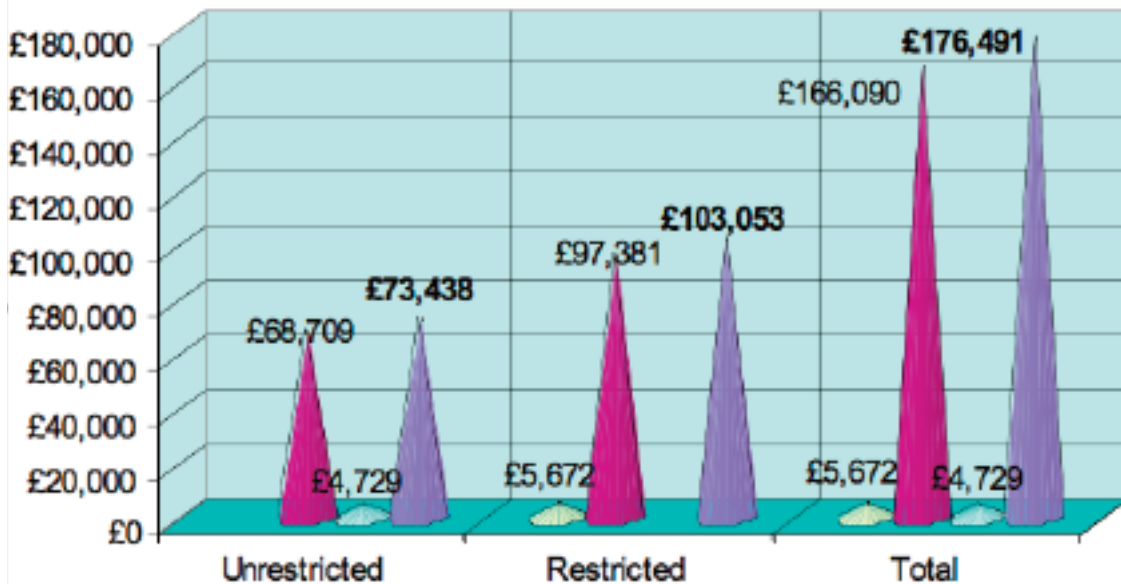
Lesley Sutherland



Incoming Resources



Resources Expended



Board & Staff

Board:

Kate Arnot, Joan Bree, Kath Davies (Vice Convener), Susan Moffat (Vice Convener), Tanveer Parnez, Kirsten Rummery, Marsha Scott (Convener), Lesley Sutherland (Treasurer)

Staff:

Niki Kandirikirira (Executive Director), Karen Dargo (Communications Lead), Carol Flack (Policy lead), Claudia Lloyd (Administrator), Lynsey Wilson (Administrator Sept. '07 - June '08)

Volunteers: Megan Curran, Tanita Maxwell, Jo Argyle-Robinson





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