

ENGENDER ANNUAL REPORT

2017-2018



CONVENER'S WELCOME

2018 has marked another year which has illustrated clearly just how vital the work of Engender is. Bombarded with media dominated by Brexit and #MeToo, the work of those fighting for women's equality seems endless.

And, of course, 2018 has also marked 25 years since Engender was formalised as a charity, and it was a pleasure to see so many members old and new celebrating this at the Scottish Parliament in June. Many of us were deeply touched to hear Nicola Sturgeon pay tribute to Engender and our work for gender balance in politics as a factor in her becoming Scotland's first female First Minister.

So it's a great pleasure and privilege to introduce this year's annual report, setting out just a small snapshot of the vital work that Engender does. Much of Engender's focus this year has been on the Convention for the Elimination of all forms of Discrimination Against Women (CEDAW), which has seen staff hosting workshops and discussion across the country, mass consultation with organisations and individuals, and the creation of two substantial reports for the United Nations.

We've also continued to highlight the need for gender equality through our policy work by producing briefings and consultation responses, through engaging with women and organisations across the country to help them campaign for women's rights, and through spreading feminist ideas with our blogs, social media, and podcasts.

All of this is done with the support of individuals and organisations who make up Engender's membership. This year, we want to pay particular tribute to the work of violence against women services in Scotland. Without Scottish Women's Aid, Rape Crisis Scotland, and all of the local centres across the country, things would look a lot bleaker.

Nina Murray, Convener of Engender's board

GENDER MATTERS LOCALLY

Gender matters in our communities, whether they are based on geography, background, or interest. Engender works both to support women within their communities and to challenge communities to recognise and tackle sexism and inequality.

Our work on CEDAW saw us hosting workshops from Stranraer to Aberdeen, as well as online webinars for women in the islands, disabled women, and BME women. We've also spoken at meetings and conferences across Scotland, helping local groups to plan campaigns, or simply get informed about issues of gender equality.

This year has seen us bring together our research on the reproductive rights of disabled women with the 'Disabled Women: Our Bodies Our Rights' project. Through focus groups, workshops, and wide-reaching consultation, it is clear that disabled women are being ignored when it comes to decisions and services around family planning, sex and relationship education, and healthcare. Christina McKelvie MSP, Minister for Equalities and Older People, spoke at our conference for the project in November, showing her commitment to this issue.

We've been pleased this year to be able to open a commissioning pot, initially funded by ROSA, allowing us to offer payment for blog content and increase the diversity of voices that we feature. This saw us highlight women's lives on International Women's Day as part of our Make Work Visible project, featuring photo blogs from 10 women from across Scotland. Our blog continues to receive submissions on a range of topics.

Finally, Engender launched Gender Equal Media Scotland, bringing together academics, journalists, campaign groups, and organisations working for women's equality in Scottish media.





GENDER MATTERS NATIONALLY

There have been several high-profile areas of policy work this year, with the Scottish Government bringing forward several bills and consultations.

Social security remains a key policy focus, and this year Engender has pushed for some major victories for equality. Working with colleagues from the Coalition for Racial Equality and Rights, we successfully lobbied for one of the key principles of the Social Security Bill to be **advancing equality and non-discrimination**. We also finally saw the Scottish Parliament commit to individual payments of Universal Credit. This represents a huge amount of work for Engender's policy team, along with sister organisations including Scottish Women's Aid, and will have a significant impact on the financial autonomy of women in Scotland.

We have also seen some changes to improve women's **reproductive rights**, with legislation passing which allows women to take some medication related to abortion at home. While this is still far from the full decriminalisation of abortion we are calling for, it represents progress for abortion rights and will make a huge difference to women having to travel to access reproductive healthcare.

This year saw the launch of the **Equal Representation in Political Parties** online tool by the Equal Representation Coalition, for which Engender acted as secretariat during the year. This self-assessment website and app allows members of political parties to assess their inclusiveness across all protected characteristics and get advice on how to improve.

Other large pieces of policy work have included **hate crime**, the **public sector equality duty**, work with Close the Gap on Scottish Government's pay gap strategy, and the **Gender Recognition Act**. All of these have involved coordinating

consultation responses, developing and analysing evidence, and a lot of work behind the scenes to influence officials, ministers, and other elected representatives.

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: Scottish Court and Tribunal Service equality advisory group; Scottish Enterprise's equality advisory group; sportscotland's equality advisory group; the joint strategic board of Equally Safe; the Write to End Violence Against Women Awards steering group; the Women's Equality Strategy Group; a number of policy-specific reference groups; and working groups to develop the Scottish National Action Plan on Human Rights and consider the incorporation of economic, social, and cultural rights.

This year Engender's Executive Director Emma Ritch has also been pleased to sit on the First Minister's Advisory Council for Women and Girls, as well as the reference group for the FM's work on human rights leadership.

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:

Gender balance on public boards | The gender pay gap | The Planning Bill | The Scottish National Investment Bank | Electronic monitoring | Universal Credit Housing Payment | Electoral reform | Foreign debt and austerity measures | Sexual harassment and inappropriate conduct | Free provision of sanitary products.



GENDER MATTERS INTERNATIONALLY

Our work on the UN Convention on the Elimination of All forms of Discrimination Against Women has dominated our international work this year, as well as providing us with an opportunity to work collaboratively with our sister organisations in Northern Ireland, England, and Wales. Our four-nations work also continues through the UK Joint Committee on Women, for which Engender is the Scotland representative. Engender's Executive Director Emma Ritch also sits on the board of the European Women's Lobby, as well as a European working group on feminist economics.

Of course, Brexit dominates much of Engender's international work as we engage with the European Women's Lobby and colleagues across the UK.

We have continued to press for transparency and gender balance in Brexit negotiations, and for deeper consideration of the impact of the UK leaving the EU on women's equality.

We have also provided advice to US-based organisations on equal pay advocacy, and have linked up European and Scottish organisations to share approaches to strategic litigation.



We continue to act in solidarity with feminists across the world to highlight their campaigns, challenges and successes to our members, and would particularly like to send love to activists in Ireland whose success with the campaign to repeal the 8th Amendment has given hope to many.



GENDER MATTERS INFRASTRUCTURE

Our organisation has continued to strengthen this year, with considerable work being undertaken by our board of directors to review and improve our governance. We were also excited to move to a new office which offers us more flexible working options, and enables us to host meetings in an accessible space.

Alongside our core funding from the Scottish Government, we have been pleased to receive funding from the Heritage Lottery Fund for our work recording the history of Engender over the past 25 years, and from the Vote Centenary Grant Scheme to produce a podcast series exploring the legacy of the Representation of the People Act in 1918. We also continue to receive ad hoc funding for consultation work with other organisations.

Thanks to those organisations with whom we've worked this year:

Scottish Government | Close the Gap | Scottish Women's Aid | Rape Crisis Scotland | Zero Tolerance | EQUATE Scotland | Women 5050 | Equality Network | Coalition for Race Equality and Rights | BEMIS | CEMVO | Scottish Trans Alliance | LGBT Youth Scotland | Stonewall | Women 5050 | the Scottish Irish Abortion Rights Campaign | Strathclyde University | Women in Journalism Scotland | National Union of Journalists | Scottish Women in Sport | Inclusion Scotland | People First.

And our funders:

Scottish Government Equality Budget Fund | The Equality and Human Rights Commission | ROSA, the UK Fund for Women and Girls | Scottish Council for Voluntary Organisations | Big Lottery Fund | All of the individual members and donors whose contributions help us carry out our work.

ENGENDER'S STAFF 2017-18

Engender's staff team has seen some changes this year as we said a fond farewell to our Policy and Parliamentary Manager **Emma Trottier**, who was unfortunately not granted leave to remain in the UK, and has returned to her native Canada. We also said 'see you later' to **Jill Wood** who started her maternity leave in July.

We were delighted to welcome **Eilidh Dickson** to the team as our new Policy and Parliamentary Manager in September, and from April until August we were pleased to work on the Disabled Women: Our Bodies Our Rights project with **Chris Belous** who was employed with us through the Inclusion Scotland graduate internship scheme.

Emma Ritch

Executive Director

Catriona Kirkpatrick

Development Manager

Eilidh Dickson

Policy and Parliamentary Manager

Jill Wood

Policy Manager (Currently on maternity leave)

Alys Mumford

Communications and Engagement Manager

Maxine Blane

Communications and Administrative Assistant

Amanda Stanley

Podcast Producer

ENGENDER'S BOARD 2017-18

Nina Murray (Convener)

Emily Thomson (Vice-Convener)

Jenny Bloomfield (Treasurer)

Pam Duncan-Glancy

Emma Hutton

Zara Kitson

Carla McCormack

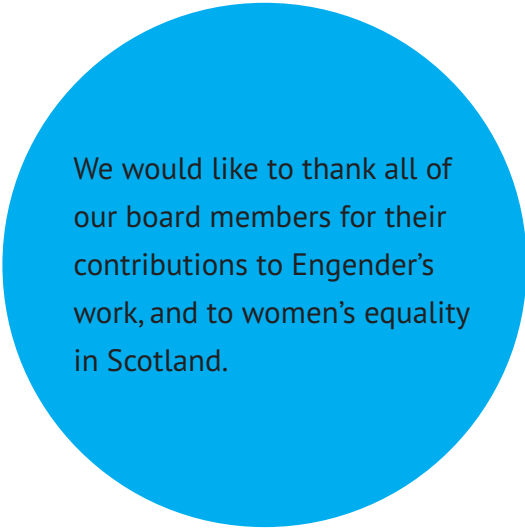
Suzanne McLaughlin

Maria Pakpahan

Susan Rae

Lynn Williams

Talat Yaqoob



We would like to thank all of our board members for their contributions to Engender's work, and to women's equality in Scotland.

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

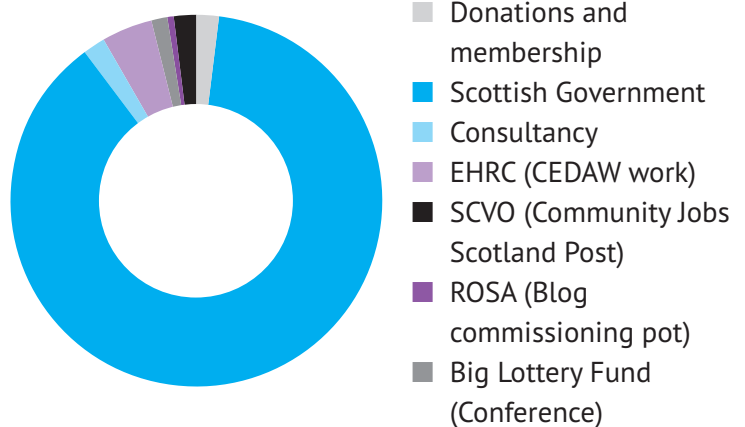
The board meets six times a year, and directors are elected annually at Engender's Annual General Meeting.

INCOME AND EXPENDITURE

APRIL 2017 - MARCH 2018

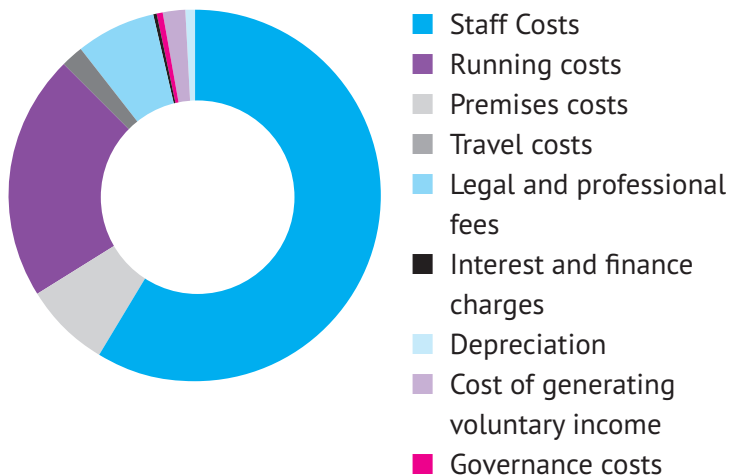
INCOME

Donations and Membership	£6,747
Scottish Government	£300,800
Consultancy	£6,784
EHRC (CEDAW work)	£15,000
SCVO (Community Jobs Scotland Post)	£4,919
ROSA (Blog commissioning pot)	£2,000
Big Lottery Fund (Conference)	£5,890
Total	£342,140

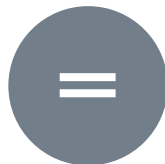


EXPENDITURE

Staff costs	£191,007
Premises costs	£24,431
Running costs	£69,597
Travel costs	£5,876
Legal and professional fees	£22,339
Interest and finance charges	£1,305
Depreciation	£1,711
Cost of generating voluntary income	£6,647
Governance costs	£1,880
Total	£324,793



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November 2018