

# #GENERATIONEQUAL

First Minister's National Advisory  
Council on Women and Girls

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Nicola Sturgeon is the First Minister of Scotland.



She wants to make life better for women and girls in Scotland.



A group of women help the First Minister to find out more about life for women and girls in Scotland.



The group talk about different issues every year.



The group write a report at the end of each year.

The report is about the issues they have talked about.



## What does the 2019 report say?



The report says what needs to change to make things better for women and girls in Scotland.



It has 3 recommendations.

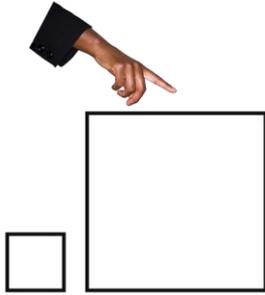
These are things they would like to change.

### Recommendation 1:

This has 3 parts:

1. There is a team at the Scottish Government which tries to make Scotland a more equal place for everyone.





The team needs to be bigger so there are enough staff to support everyone.



People in all main areas of the Scottish Government should be responsible for training their staff.

The training will be about treating everyone equally.



2. There will be a group of managers to make sure Scottish Government policies are good for everyone in Scotland.



The group will have some people in it who do not work for the Scottish Government.



3. People working for the Scottish Government should have special training to make sure they think about women and girls when making decisions.

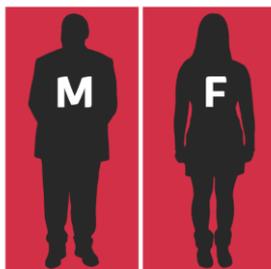


Every year staff will be asked how they are thinking about women and girls when they make work decisions.

### **Recommendation 2:**



Every year a Minister, who is a member of Scottish Parliament, will explain what work the Scottish Government is doing to make the country a more gender equal place to grow up and live in.



Gender means to identify between male and female.

Some people do not see themselves as male or female.

Gender equal means treating everyone the same, no matter what gender they are.



The Minister will say:

- how the Scottish Government spends money in a way that is good for women and girls, not just for men and boys.



- how lots of different women and girls from across Scotland are being involved in making big decisions.



- what the Scottish Government is doing to encourage businesses to treat men and women in the same way and pay them the same wages.

### Recommendation 3:

This has 2 parts.

1. The Scottish Government should work with other organisations to make policies that are right for the experiences and lives of women and girls.





Experts from lots of different areas should be involved to make sure that all women and girls can take part.

An expert is someone who knows a lot about a subject.



We need to know more about the lives of women and girls and what has happened to them.



This information is just as important as facts and figures.

We must use all of this information when we are making decisions.



Policies must work well for women and girls from all areas of Scotland.



We need to get more information from all women and girls.

We need to look at the information to see what it tells us.



We need to make sure there is enough money and staff to do this.



More information means that people can make better decisions for women and girls.



## What happens in 2020?



The group will talk about different things in 2020.



The group will look at how to make Scotland a more equal place for every woman and girl.



If you have any questions send an email to: [ACWG@gov.scot](mailto:ACWG@gov.scot)

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