

**First Minister's National Advisory  
Council on Women and Girls**

2019 Report and Recommendations

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## Our Manifesto

For generations, our history  
has been written by one gender.

One perspective, one vision,  
one half of the population.

Half of history is missing.

For years, we've been striving for change.

But now is the time to change for good.

To design a future where gender inequality  
is a historical curiosity.

With the voice of everyone we want  
to create a Scotland where we're all  
equal – with an equal future.

**Together, we are generation equal.**

**#GENERATION  
EQUAL**

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## ‘Chucking It Down’ – Ellen Renton

Ellen Renton is an award-winning young Scottish poet. Ellen performed this poem at the January Circle event and kindly agreed to letting us use her words in this report.

Cobbles are slick with it  
and it moulds The Mound  
as Everest,  
unequal in its height  
but now twice as treacherous  
my coat wasn't made for this.

There's a man who is held together  
by his tie, when the sky  
splits he adds an inch  
to his stride.

Without looking  
his fingers find a button  
and his umbrella breathes out  
until its diaphragm is as wide  
as the disbelief of an open mouth.

It's all black  
but for the discreet crest of a brand  
and as the water lands  
he is lidded distant  
from its urgent sound.

Two steps behind  
I playfight with mine.  
It's all line and Velcro and edge  
sharp bits and pattern mess,  
I'm pitching a tent halfway through the night  
While Edinburgh pours itself  
down my neck.

It takes strength to grip a handle  
already too wet or to walk  
when the wind makes me a kite.  
We're almost the same, this man and I -  
he has gained muscle from holding things still  
when I have built it through struggle,  
because it's always a wrestle  
when the clouds spill  
but the main difference between us lies  
when I arrive at the top of the hill  
I'll hurt where I shouldn't and shoogle myself dry,  
I'll be grateful for the ground changing  
and he, with the black umbrella,  
will not notice that it's still raining.



# The NACWG: Summary of Recommendations

The ambition of our 2019 Report and Recommendations is a call for the creation of a **“Scottish Approach to Gender Coherence” across all spheres of government, public services and business.**

This approach to gender coherence would be intersectional, collaborative and kind, with highly effective co-designed feedback loops, and clear and sustained accountability mechanisms built in.

The NACWG’s vision of a Scottish approach should clearly and directly feed into the National Performance Framework, the Sustainable Development Goals and national economic policy, with a long-term ambition to further align Scottish law and policy with international human rights standards.

The suggested component parts of a systems approach to gender equality in Scotland have been structured below under the NACWG’s three themes of Leadership, Accountability and Creating Conditions.

## Leadership

### 1. Creating a culture of gender equality policy-making in the Scottish Government:

- 1.1 The creation of a standalone Equalities Directorate along with the establishment of “Centres of Expertise” created in all Scottish Government Directorates, on intersectional gender competence.
- 1.2 The creation of a senior officials and leaders group.
- 1.3 The creation of “Policy-makers National Standards” to support quality standards and accountability on intersectional gender competence in policy-making, with a requirement that all policy and analytical staff will adhere to it.

We call on Convention of Scottish Local Authorities, Scottish Council for Voluntary Organisations and key business member organisations to consider the above and how these might be shared, adapted or mirrored in their own settings.

## Accountability

### 2. Scrutiny of gender competent policy-making:

- 2.1 We recommend Scottish Ministers deliver an Annual Statement, followed by a debate, on Gender Policy Coherence to the Scottish Parliament.

## Creating Conditions

### 3. People powered policy-making:

- 3.1 The Scottish Government, Local Government and Public Bodies should build on existing work already underway (Scottish Approach to Service Design) to create a genuine effort in co-production of policy-making with evidence of lived experience at its heart.
- 3.2 Audit Scotland and the Accounts Commission consider producing a set of scrutiny principles to support this methodology/ approach for public bodies, similar to their recent “Principles for Community Empowerment”, (linked to the Policy-makers National Standards).
- 3.3 We recommend adequate resourcing to enable the collection and analysis of robust intersectional data.

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## Glossary

- **BAME:** Black, Asian and Minority Ethnic.
- **EQIA:** Equality Impact Assessment. An activity or process that helps assess the impact of a policy on different groups of people.
- **Feminist:** an advocate of women's rights on the grounds of equality of the sexes.
- **Feminist economics:** economics that focus on what is needed to produce a gender-equal society. It takes a more holistic approach, factoring in all activities that currently fall outside of the mainstream economic sphere, but without which, the economy would not be able to run.
- **Gender:** refers to socially-constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women.
- **Gender budgeting:** a way of analysing a budget (money) and budget decisions to understand the impact and potential impacts on women.
- **Gender mainstreaming:** gender mainstreaming is a strategy towards realising gender equality, which includes the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies and programmes.
- **Gender pay gap:** the difference in average pay between men and women that exists in society.
- **Gender sensitive/gender competence:** refers to the skills, knowledge and analytical capability to develop policy that is well-gendered, and which takes into account the socially constructed differences between men's and women's lives and experiences.
- **Intersectionality:** a framework for understanding how multiple categories of identity (such as gender, race and class) interact in ways that create complex systems of oppression and power.
- **Misogyny:** dislike of, contempt for, or ingrained prejudice against women.
- **Occupational/Subject segregation:** this refers to the phenomenon whereby people are channelled into different, gendered, types of employment or education choices.
- **Patriarchal:** relating to or denoting a system of society or government controlled by men.
- **Policy:** a course or principle of action adopted or proposed by an organisation or individual.
- **Policy coherence:** the development of mutually reinforcing policies to create synergies towards achieving agreed objectives and to avoid or minimise negative spillovers in other policy areas.
- **Protected characteristics:** nine characteristics which are protected in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- **STEM:** Science, Technology, Engineering and Maths. Variations include the disciplines of Medicine (STEMM) and Robotics (STREM).



## Foreword from the Chair

**“YOU THINK THAT BECAUSE YOU UNDERSTAND ‘ONE’ THAT YOU MUST THEREFORE UNDERSTAND ‘TWO’ BECAUSE ONE AND ONE MAKE TWO. BUT YOU FORGET THAT YOU MUST ALSO UNDERSTAND ‘AND’.”**

Donella H Meadows, “Thinking in Systems”



In our second year of the National Advisory Council on Women and Girls (NACWG), there continued to be an incredible energy around the work. I want to acknowledge first and foremost all of the organisations, communities, networks, specialists and individuals who have spent time with us; shared their insight, their frustrations and their ideas; plus allowed us to explore challenging questions about what policy coherence could look like and the impact it could have. Their generous participation and impatience for change is what makes progress possible.

We were delighted that the First Minister accepted our first set of recommendations around changing the culture for gender equality – seven in full and the remaining four set as the direction of travel with more scoping work required. We held a very successful “Accountability Day” in the Scottish Parliament in November where the Minister for Older People and Equalities, Christina McKelvie, Permanent Secretary, Leslie Evans and senior colleagues from across government updated the NACWG and invited experts on progress so far. We are grateful to them all for their commitment to this work, both in direction and intent,

and to Ms McKelvie for her leadership. We look forward to further engagement on these recommendations during 2020 and will be running another Accountability Day for our second set of recommendations in Autumn 2020.

Our Circle has significantly expanded, as has engagement with our online platforms and Spotlight topics. We have worked hard to widen and deepen the spaces we offer to allow cross-sector, intersectional views to be shared with us – introducing specialist roundtables with women’s organisations, business, BAME women and young people. There is more to do here, but we are learning as we go, open to challenge and provocations to do better on diversity, inclusion and accessibility. Listening is good – but action is essential.

For 2019 we moved our focus to exploring Policy Coherence and gender equality, continuing to frame our exploration of the topic under the themes of Leadership, Accountability and Creating Conditions. We also maintained our ambition for our work and recommendations to not only focus on Scottish Government and public services. Whilst there are some areas where only they can lead, we believe that much of what we are calling for can be reflected or mirrored across all spheres of government, the third sector and business communities.

As we progressed this year on our work around Policy Coherence, we came to understand that at heart this is an issue about “machine systems” meeting “human systems”. And so far, those machine systems have not been designed for women and girls in mind. Policy-making rarely reflects complexity but in addition if policy-making is gender blind then it is bad policy.

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Time and again people told us that the system was generating targets and measures that (sometimes) ticked the box but all too often missed the point. And this isn't about being gender-neutral – it's about being gender-sensitive.

People told us that the policy-making system itself is not transparent or can appear inconsistent. Overall, we also identified a lack of understanding of the transformative potential – social and economic – of considering 51% of the population up front.

We were told that policy-makers need more curiosity, compassion and humility in their policy-making balanced with technical competence in gendered issues. And they need to move from managing the status quo to managing change. Time and again there were questions about how to make equalities core to everyone's business, with a view shared that too many see it as "the Equality Unit's" responsibility only – rather than one they need to own. This was not limited to Scottish Government. We want to see that shift where it becomes not about compliance with rules, but instead it being part of values and behaviours, because it is clear that many of the solutions to these complex times lie in our compassion, agility, creativity, kindness and commitment to equity.

And there was significant frustration with inconsistent engagement and participation processes around policy-making, with the issue of how to ensure we have equivalence between data and voice – giving equal weight to community evidence alongside academic research – raised at every meeting. Lived experience IS expertise.

We have a lot to be proud of so far – but there is not one second of time available for complacency. We are living in an era of backlash. Which is why our policy-making systems must become even more robust and thoughtful, breaking the so-called "Strategic Silence" on women's issues. Women are not niche; we are half the world. But it is not enough to pass a law or create a strategy – shifting to a wellbeing government with gender equality at its heart is a culture change central to the system, which has to be

reinforced in multiple ways. If a system – or any part of it – is gender-blind, then it is a bad system. We must stop seeing gender and intersectionality as a "complicating factor" in policy-making. It is a democratic responsibility to include women who are at the sharpest end of policy-making. Our gains continue to feel fragile and we need to restate our case far too often. So, we must all commit to increasing the pace of change.

At one of our Youth Circles, when asked what she wanted to tell the First Minister about policy-making in Scotland, an 11 year-old told us: "It should be kind". With this work on gender equality and policy coherence, we have the opportunity to be an important disruptor – but a disruptor where kindness matters most.

At our second Youth Circle, feminist activist Brenna Jessie shared a message with the young people that transformed the energy in the room. She told them: "Don't make yourself small!". Let's all be transformed by that; yes, our recommendations are ambitious – because they need to be. Scotland needs them to be. Women and girls, plus boys and men and those who don't identify, need them to be.

US Congresswoman Alexandria Ocasio-Cortez famously said: "You can't wait for hope. You have to BE hope." And hope is our most dangerous weapon. We need to listen. To talk together respectfully. And then take action. We have an incredible opportunity in Scotland where the system is ready for change. So now is the time to act – setting in place meaningful action at a system level that will set ripples in motion to move the entire ecosystem. As leaders, we must empower those throughout the system – and then get out of the way.

We make no apology for our hopeful impatience.

We commend this report to the First Minister.



**Louise Macdonald OBE**  
Independent Chair



## The NACWG Council Members

Independently Chaired by Louise Macdonald OBE, CEO of national youth information charity Young Scot, the NACWG has 16 members aged 17-plus, with three aged 21 and under. All members are passionate about tackling gender inequality and are drawn from a range of disciplines. The NACWG meets three times a year face-to-face to work on our strategy and in between meetings they work virtually.



**Amina Ahmed,**  
Scottish  
Government  
Fairer Future  
Codesign Panel



**Kara Brown,**  
International  
Legal Officer



**Tressa Burke,**  
CEO,  
Glasgow  
Disability  
Alliance



**Catherine  
Calderwood,**  
MA Cantab.  
MBChB FRCOG  
FRCP Edin,  
Chief Medical  
Officer



**Sharon Edwards,**  
Chair Women's  
Committee,  
STUC



**Vicky  
Featherstone,**  
Artistic Director,  
London's Royal  
Court Theatre



**Jacqui Ferguson,**  
Non-Executive  
Director,  
Wood Group PLC,  
Tesco Bank and  
Croda PLC



**Dame Anne  
Glover,**  
President,  
Royal Society  
of Edinburgh



**Dame  
Katherine  
Grainger,**  
Chair,  
UK Women  
in Sport



**Katie Horsburgh,**  
Volunteer  
Advocate,  
Girlguiding  
Scotland



**Baroness  
Kennedy of  
the Shaws,**  
QC



**Emma Ritch,**  
Executive  
Director,  
Engender



**Louise  
Macdonald OBE,**  
Independent  
Chair



**Satwat Rehman,**  
CEO,  
One Parent  
Families  
Scotland



**Suki Wan,**  
Former Chair,  
Scottish Youth  
Parliament



**Talat Yaqoob,**  
Director,  
Equate Scotland  
and Co-Founder,  
Women 5050

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# The NACWG Model, Circle Members and Community

The NACWG are supported by the **Circle**, a wider group of individuals, allies and organisations, of all genders and those that don't identify, who are supportive of the #GenerationEqual movement. The core Advisory Council meet three times a year to work on the chosen annual topics. Membership of the Circle currently stands at over **1000**, a selection of whom meet on the same day as the NACWG to explore the annual topic. The Circle have been involved with NACWG from the beginning and the outputs from the inaugural meeting on 6 December 2017 helped to formulate the NACWG's initial three-year strategy.

The NACWG's focus is on inclusion, collaboration and listening. Circle membership continues to grow and members are encouraged to pledge to the #GenerationEqual movement and spread awareness of the NACWG and gender inequality, both through their professional and personal environments. New Circle members are provided with information, guidance and assets to support them, and all members receive regular updates encouraging them to engage in the movement both in person at Circle events and digitally if they are unable to attend a Circle session.



Growth in Circle Members from November 2018 – November 2019

## The Community – Digital Platform and Spotlights

Further and extensive community engagement takes place via the NACWG's digital platform, which launched on 1 June 2018 with #GenerationEqual. Bi-monthly, the NACWG put the Spotlight on a broad range of diverse and complex issues that affect women and girls and explore these topics, seeking feedback and insight from the public.

A key purpose of the Spotlights is to spread awareness and explore a topic in depth and they are supported by accompanying information including, a 'State of the Nation' research snapshot by Scottish Government analytical services; 'What We Already Know' a policy piece by the Scottish Government; provocation articles to generate conversation; as well as local and national projects and activity to shine a light on the incredible work already taking place in Scotland. This channel and those who engage with it are referred to as the **Community**.

Traffic is driven to the digital platform by social media channels and anonymous summary feedback reports for each Spotlight are shared on the website. The NACWG closely monitor this valuable feedback and take it into consideration when writing their annual Report and Recommendations. We have seen an active increase in participation over the course of 2019 and received particularly high numbers of responses to the Health and Older Women Spotlights; highlighting the importance of these issues to the people of Scotland.



The NACWG apply a continuous improvement approach to ensure processes result in the best user experience possible. As part of this development model we transitioned from monthly to bi-monthly Spotlights in March 2019, to provide more time for the public to explore these complex issues, answer questions in-depth and feedback their valuable insights.

#### **Spotlight topics during 2019 included:**

**January: Education** – provocation piece by Mona Dixon and two case studies from YWCA Scotland - The Young Women's Movement; GenUp and YGirls.

**February: Justice** – provocation piece by Helena Kennedy QC (Baroness of the Shaws) and case studies from Scottish Women's Aid and Shakti Women's Aid.

**March/April: Health** – provocation piece by Professor Colin Berry and case studies from Endometriosis UK and Period Poverty, University of Edinburgh.

**May/June: Older Women** – provocation piece by Joan Smith and case studies from Alzheimer Scotland, National Dementia Carers Action Network, Feisty Women, MECOPP, Menopause Café and Tide.

**July/August: Early Years** – case studies from Gender Diary, Let Toys Be Toys, The Gender Friendly Nursery and Zero Tolerance.

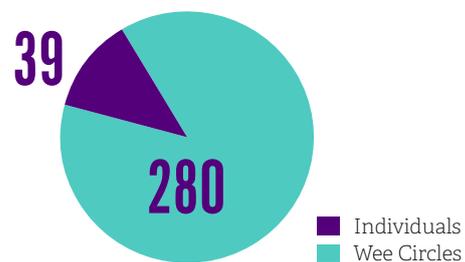
**September/October: Sport** – provocation piece by Rachel Corse and Amanda Jones and case studies from Renfrewshire Leisure Sports Services, Scottish Disability Sport, Girls in Boccia, Scottish Women in Sport, H//T SQUASH and VeloFife, Platform.

**November/December: Carers** – provocation piece by Fiona Phillips, case studies from Lynn Williams, Carers for Carers, Coalition of Carers Scotland and Edinburgh Young Carers.

#### **Partnership Working**

The NACWG have continued to develop partnerships with established and respected organisations in Scotland, such as Health and Social Care Alliance Scotland (the ALLIANCE), YouthLink Scotland, Highlands and Islands Enterprise, Scottish National Heritage, The Highland Council, Skills Development Scotland (SDS), Inverness and Central Highland and Orkney Rape & Sexual Assault Service, which allows us to explore these issues wider across Scotland and obtain further insight. Partnerships are an extremely important communications channel for the NACWG and these platforms engage with all genders in diverse grassroots communities across Scotland in our community and support them to nurture an awareness about gender inequality. These women and girls – as well as men, boys and those that don't identify – are further encouraged to hold their own discussions on the Spotlight issues in what the NACWG call Spotlight Wee Circles. The NACWG encourage these informal group discussions as we feel it normalises the conversation on gender inequality.

The NACWG's digital platform sees an average of **949** visits per month. **280** individual responses and **39** 'Wee Circle' responses have contributed to the Spotlights over the year to date. It is estimated that around **335** people in communities across Scotland have contributed through 'Wee Circle' feedback.



#### **PR**

Positive PR coverage of the NACWG and #GenerationEqual has had a total reach of **77 million** so far in 2019 with features in publications such as Stylist, The Herald, The National, The Scotsman, The Times, The Guardian and other medias such as podcasts including Glasgow Girls Club Podcast.

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## NACWG: Our Story So Far

A commitment was made in the Scottish Government Programme for Government (PfG) 2016/17 to establish a National Advisory Council on Women and Girls (NACWG) and Louise Macdonald OBE was announced as the independent Chair in March 2017. The First Minister was inspired by the White House Council on Women and Girls – an internal group of officials established by President Obama in 2009 – and pledged to establish an Advisory Council. The First Minister wanted to be challenged and instead of an internal body, which only considered governmental policies and legislation, like that of President Obama, the desire from inception was an external and independently Chaired Scottish NACWG. This model would simultaneously allow for wider considerations while being more inclusive and would be delivered via a co-design model with communities across Scotland, for communities across Scotland.

The First Minister wants to understand what it's like to be a girl or woman in Scotland, just as much as she wants to know if policies and legislation work coherently and what improvements need to be made to ensure that Scotland is the most equal place to grow up in and thrive. Following a further commitment in the PfG 2017/18, membership was announced on 19 November 2017.

From September 2017, dedicated Scottish Government support for the NACWG was in place and the Advisory Council inaugural meeting took place on 6 December 2017. It was at this meeting, with the NACWG and their Circle, that the initial three-year strategy was developed and co-designed.

The NACWG are working to calendar years and the chosen annual topics are the focus of our end of year reports:

- 2018: Attitudes and Culture Change – in public life, in work and in learning systems.
- 2019: Policy Coherence – how is policy made and do policies work against each other.
- 2020: Creating an Intersectional Gender Architecture – the status of women in Scotland, structures and intersectionality.

Over the course of 2019 (March, June and September) we have hosted three large scale participation events with a selection of our Circle of over 1000 members and explored our annual topic, beginning with an introduction of the topic and moving on to a deeper exploration, before developing final thoughts – all of which has been expertly facilitated by volunteers from across Scotland.

These events have all been very well-attended by cross-sector organisations, senior leaders and stakeholders, and have included leading experts such as Caroline Criado-Perez OBE, author of *Invisible Women*, who spoke at the Circle in June and met with the First Minister, Permanent Secretary and NACWG Chair. The First Minister attended meetings in 2019, providing her insight and encouraging the NACWG to challenge her further and provide her with bold, ambitious advice on how to make gender inequality a historical curiosity.



**“EQUALITY DOESN'T NECESSARILY MEAN TREATING EVERYONE THE SAME, IF PEOPLE HAVE DIFFERENT NEEDS, YOU NEED TO ADDRESS THOSE DIFFERENT NEEDS. EQUALITY MEANS EVERYONE HAVING THE SAME LEVEL OF OPPORTUNITY... DIVERSITY IS NOT JUST A TICK BOX. IT ACTUALLY MAKES A TANGIBLE DIFFERENCE TO THE POLICIES, TO THE PRODUCTS, TO THE SERVICES THAT ARE CREATED.”**

Caroline Criado Perez –  
June 2019 Circle Event

### **Roundtables**

The NACWG want to hear from, and collaborate with, everyone across Scotland and identified that further engagement needed to take place throughout 2019. The NACWG therefore held a number of roundtable events and heard from representatives from the women's sector, business and BAME communities. The outputs of these sessions were fed into the main findings alongside the Circle events. Next year, as the NACWG enter the final year of our initial three year strategy, we will take forward targeted engagement events at the beginning of the year, in order to inform our thinking on the annual topic and allow for further engagement over the year.

### **Youth Circles**

These were tested over 2019 at our June Circle in Glasgow and September Circle in Edinburgh, with great success and feedback from these events will help with planning into 2020. Youth Circles were co-developed with our younger Advisory Council members and are aimed at 11-18 year-olds, accompanied by a youth worker or responsible adult. The young people discuss the same questions as those asked during the main Circle session, which are adapted to make them more accessible, and explored through the arts and creative mediums. Such creative workshops have included spoken word, audio creation and Zine-making. The Youth Circles have provided the NACWG with lived experience of what it feels like to be a young person growing up in Scotland and their valuable outputs, which include creating policy in the spirit of kindness, are at the core of the Advisory Council's report and ambition.

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### **Satellite Wee Circles**

These have been scaled up and further developed. They now take place three to four weeks after the main Circle session to give time for the interactive meeting note to be circulated. This allows participants taking part in the Satellite to watch videos of the speakers and read the outputs from the table discussions before their event is taken forward.

Communities from Orkney to Royston have explored the same questions as those asked of Circle members at the main event, and outputs from these events have fed into the annual topic and strategy.

### **Digital Engagement**

The NACWG are mindful that not all Circle members can attend the main Circle event or a Satellite and wanted to provide a further channel that allowed their input into the core strategy. Over 2019, after each Circle event, once the interactive meeting note had been produced, all Circle members were invited to provide feedback on the table discussion questions via a survey. This channel has proved to be popular and input has increased over the year.

An annual Circle survey has also been built into the NACWG model this year which asks questions about all aspects of our model. The NACWG will use the outputs of this survey to plan going forward.

### **Scottish Government Response to the 2018 Report and Recommendations**

2019 has been a significant year for the NACWG and we are already making change happen. In June, the Scottish Government accepted 7 of the 11 recommendations and accepted the ambition behind 4 of the recommendations in the 2018 Report and Recommendations, and in September a further commitment was made by including seven of those recommendations in the 2019/20 Programme for Government (PfG) statement.

### **Accountability Day**

As one of the three pillars (Leadership, Accountability and Creating Conditions) of our reporting model, the NACWG are dedicated to building accountability into the system and therefore, in November, we took forward an Accountability Day to check in on the progress of the 2018 Report and Recommendations. The event was held at Parliament and attended by key stakeholders, experts and senior decision-makers, including the Minister for Older People and Equalities and the Permanent Secretary, as well as leading policy officials. Learnings from this event will be taken forward into planning for future events.



# Legal Framework, Policy and Gender Equality

## Legal Framework

Women and girls in Scotland have legal equality with men and boys. The Sex Discrimination Act (1975) and Equal Pay Act (1970) protected women and girls from discrimination in employment, and in access to goods, facilities, and services, for decades until they were consolidated into the Equality Act (2010). These laws, which are underpinned by European law, have given individual women and girls formal redress in the employment tribunal or in the courts if they are directly or indirectly discriminated against. Many workplace norms around maternity leave and pay, recruitment, sexual harassment, and flexible working come from cases that individual women have taken.

Although these legal protections are important, they provide remedy when things have gone wrong and employers or service-providers have already discriminated against women and girls. In 1995, the UN World Conference on Women in Beijing committed to gender mainstreaming as the best possible tool for states and public authorities to stop discrimination before it starts and build equality into all of their activities. In Scotland, the practice of gender mainstreaming has been a live requirement on public bodies since 2007, when the gender equality duty came into force. The obligation on most public authorities in Scotland to proactively reduce gender discrimination and advance gender equality is now contained within the public sector equality duty, which was created by the Equality Act 2010, with the specific duties created by secondary legislation in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. These aim to help listed authorities in Scotland meet the needs of the general equality duty.

Although the ambition of the public sector equality duty is a transformation in equality for women and girls, this has yet to be realised. The NACWG is keeping a watching brief on the review of the public sector equality duty's specific duties which the Scottish Government is undertaking.

## Policy Framework

Scotland does not currently have an overarching gender equality strategy. The two key gender equality policy frameworks within Scottish Government are Equally Safe, the violence against women strategy that Government co-owns with the Convention of Scottish Local Authorities (CoSLA), and Scotland's first pay gap action plan.

Each of these represents a step forward in co-ordinated activity across Government and with stakeholders to do ambitious work to bring about equality and rights for women and girls. Together they span a number of policy domains: criminal and civil justice, early years and childcare, pre-16 education, post-16 education and skills, employability, labour market, social security, procurement, and economic development. They are based on women and girls' human rights, including binding obligations set out in these two international treaties: the UN Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and the International Covenant on Economic, Social, and Cultural Rights (ICESCR).

Outside of these frameworks, gender equality considerations are unevenly reflected in policy. This includes areas where the rights of disabled women and Black, Asian and minority ethnic women are set out in international treaties.

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This includes the UN Convention on the Rights of Persons with Disabilities (CRPD) and the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD). Some pieces of policy work, like the child poverty delivery plan, Every Child Every Chance, are extremely well gendered. Others simply do not reflect the huge differences in lived experience between men and women, boys and girls, and do not take advantage of the opportunity to close the gaps in equality of access to resources, power, and safety.

The importance of gendered policy-making to how Scottish Government conducts its work cannot be overstated. The NACWG believe there is an opportunity to ensure effective alignment with key policies and activities such as the Fairer Scotland Duty and the Fair Work Action Plan, as well as the Enterprise and Skills Strategic Board Strategic Plan.

### **United Nations' Sustainable Development Goals**

## **GOAL 5: ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS**

While the world has achieved progress towards gender equality and women's empowerment under the Millennium and Sustainable Development Goals (including equal access to primary education between girls and boys), women and girls continue to suffer discrimination and violence in every part of the world.

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.

Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.

### **Scottish Government National Performance Framework**

In 2007, the Scottish Government launched its first National Performance Framework (NPF), a ten-year vision through which to measure our national wellbeing beyond GDP. The sixteen National Outcomes contained in the framework provided a focus and direction for policy action across the public sector as a whole. Progress towards achieving this vision was measured through a range of economic, health, social and environmental indicators. Importantly, the NPF transformed the way public services were delivered in Scotland into an outcomes-based approach.

Ten years later, and with the outcomes approach placed in statute through the Community Empowerment Scotland (2015) Act, there was a public review of the National Outcomes for Scotland. The Scottish Government asked the public, practitioners and experts what kind of Scotland they would like to live in, and developed a new set of National Outcomes which reflected this vision.

This, completely revised NPF, has been developed together with the people of Scotland to reflect our values as a nation and the aspirations we hold for our future. It has also been formulated to link with and promote our commitment to the United Nations' Sustainable Development Goals, which are aimed at improving wellbeing across the world.



# Gender Equality: The Current Picture in Scotland

## Women do more unpaid care

Unpaid carers, around 60% of whom are women,<sup>1</sup> provide around £10.8bn worth of care per year.<sup>2</sup> This amounts to around a quarter of the 2019-20 Scottish Budget.

Women aged 16-24 in the UK who were providing 20+ hours of care have been found significantly less likely to be in education than men providing a similar amount of care.<sup>3</sup> 28% of women who provide unpaid care say that this has impacted on their employment: 8% were unable to take up work, 10% worked fewer hours, and 7% left work altogether or took early retirement.<sup>4</sup> Over a third of carers who responded to a recent survey indicated that they were struggling to make ends meet financially, while over a fifth said that they are in, or have been, in debt as a result of caring.<sup>5</sup>

Carers are less likely to report good general health and are more likely to have a long-term health problem or disability that limits their day-to-day activities.<sup>6</sup> Over a third of women who are carers said that they experienced a negative impact on their health and wellbeing in 2017-18, and only 63% said that they had a good balance between caring and other things in their life.<sup>7</sup>

In 2011, 87% of lone-parent families in Scotland were female lone parents.<sup>8</sup> On average, women in Scotland spend more than twice as much time as men caring for their own children.<sup>9</sup> A quarter of mothers of 5 year olds who are looking for work say that childcare issues are a barrier to finding work.<sup>10</sup>

## Gender stereotypes persist

In 2014, the majority (52%) of people said they would buy a toy truck for a girl without saying anything, while 14% said they would make her put it back and pick a toy more common for girls. A third (33%) would buy the truck, but first try to get her to pick a toy more common for girls.<sup>11</sup> People were even less willing to buy a boy a princess doll without saying anything (40%) and a quarter said that they would make him put it back and pick a toy more common for boys (24%).

## Girls are sexually harassed at school

In 2015, three quarters (75%) of girls and young women in the UK who responded to Girlguiding's attitudes survey reported anxiety about experiencing sexual harassment, with a quarter (25%) of 11 to 16 year olds saying that it made them consider whether to speak out in class.<sup>12</sup>

A small-scale study conducted in England found that two thirds of Year 11 girls agreed that STEM jobs were male-dominated, and this, along with their experiences of boys' behaviour in the classroom, led to them opting out of Physics and Maths beyond GCSE.<sup>13</sup> However, there seems to have been some improvement in girls in the UK enjoying traditionally male-dominated subjects like technology and ICT, science and maths since 2009 – although progress is not uniform.<sup>14</sup>

## Overall, girls do better at school

Over two thirds (69%) of girls leave school with at least one qualification at SCQF level 6 or better, compared to just 56% of boys.<sup>15</sup>

### Women fare worse in the labour market

A lower proportion of women (70.3%) than men (78.0%) aged 16-64 in Scotland were employed in 2018.<sup>16</sup> This represented a **gender employment gap** of 7.6 percentage points:



Women are over-represented amongst people in **part-time** employment: in 2018 women aged 16 and over accounted for three-quarters of part-time employees in Scotland.<sup>17</sup>



Women also tend to be concentrated in **lower paid occupational sectors** and the **lower grades** within an organisation. Almost half of employed women aged over 16 work in the public admin, education and health sector (47.4%), compared to under a fifth of men (16.9%).<sup>18</sup> More women than men who are in employment are in administrative and secretarial occupations (15.7% vs 4.7%) while fewer women than men are in skilled trades occupations (2.0% vs 19.8%).<sup>19</sup>

In 2019, the gender pay gap was 7.1%.<sup>20</sup> When all employees were included, this rose to 14.3%, since a higher proportion of women are part-time workers, who tend to earn less per hour. 19.5% of employed women aged 18 and over earn less than the real Living Wage (£9.00), compared to 14.0% of men.<sup>21</sup>

### Women are under-represented in positions of power

36% of Members of the Scottish Parliament (MSPs) are women.<sup>22</sup> There are no minority ethnic female MSPs.<sup>23</sup> In local government, 29% of councillors are women.<sup>24</sup>

In 2016, men occupied 73% of the 3029 'positions of influence' Engender identified across business, judiciary, political institutions, transport bodies, universities and colleges, trade unions, and media and culture. This means that there are 703 women 'missing' from positions of power.<sup>25</sup> Only 14% of CEO positions across Scotland's national sports governing bodies, for example, are held by women.<sup>26</sup>

### Women have better cultural participation and sense of community belonging

Women are somewhat more likely than men to say that they have a very strong feeling of belonging to their community (38% vs 34%).<sup>27</sup> More women (82%) than men (79%) attend **cultural events or places** and more women also take part in **cultural activities** (81% vs 71% of men). More women (28%) than men (25%) **volunteer** for groups or organisations.

### Women do less physical activity

Women are significantly less likely than men to meet **physical activity** guidelines; just 62% of women do the recommended amount of activity per week, compared to 70% of men.<sup>28</sup> Women's sport is estimated to receive less than 0.5% of the total value of UK sports sponsorship, with a further 14% going to mixed sports.<sup>29</sup>

### Crime and domestic abuse

Where gender information was recorded, 81% of all incidents of domestic abuse recorded by the Police in 2017-18 had a female victim and a male accused.<sup>30</sup> The vast majority (88%) of violent crimes are committed by male offenders only.<sup>31</sup> Women are much less likely to feel safe walking alone in their neighbourhood after dark (66% vs 89% of men).<sup>32</sup>

### Those who feel safe walking alone in their neighbourhood after dark





### **Victim-blaming attitudes**

Attitudes endure which at least partly blame women for being raped in certain situations. Only 58% of people in 2014 said that a woman wearing revealing clothing on a night out is 'not at all to blame' for being raped, and 60% said the same of a woman who is very drunk. 37% agreed that 'rape results from men being unable to control their need for sex'.<sup>33</sup>

### **Many women and girls face further inequality because of intersecting aspects of their identity or their socio-economic status**

For example, the minority ethnic employment gap is much higher for women than for men (26.8 vs 11.2 percentage points in 2018), while women from the most deprived areas are less likely to meet physical activity guidelines than those in the least deprived areas (52% vs 67%).<sup>34</sup> 35% of disabled women (and 30% of disabled men) were paid below the Living Wage in the UK in the period up to 2014 (compared to 25% of non-disabled men and 29% of non-disabled women in the same period).<sup>35</sup>

Minority ethnic women, immigrant women, disabled women, LGBT women and women of different religions can experience gendered bigotry, racism, islamophobia, sectarianism, homophobia, xenophobia and disablism in a specific way which can expose them to higher levels of or multi-layered violence or abuse.

**“IF YOU GOT A GROUP OF MISOGYNISTS IN THE ROOM AND SAID ‘HOW CAN WE MAKE THIS SYSTEM WORK FOR MEN AND NOT WOMEN?’ THEY WOULD HAVE COME UP WITH THE SAME SYSTEM THAT THE UK HAS TODAY.”<sup>36</sup>**

Professor Philip Alston,–  
United Nations Special Rapporteur On  
Extreme Poverty and Human Rights

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## The NACWG: Our Focus in 2019

Gender inequality is complex and harmful and affects everyone – not just women and girls – collectively as a country. The issues that the members of our NACWG Circle raised at our inaugural event on 6 December 2017 were not new, but collectively indicated that policy coherence – of lack of – is a key priority.

**“BE CURIOUS, DON’T TAKE WHAT YOU SEE AT FACE VALUE, DON’T SETTLE FOR THE OBVIOUS ANSWER AND EVALUATE POLICY WITH REAL CARE”...AND I ENCOURAGE YOU TO ENGAGE WITH THE COMPLEXITY AND THE MESSINESS - IT IS MESSY AND IT IS COMPLEX, BUT IF YOU DON’T TRY TO UNDERSTAND HOW THAT FEELS AND HOW THAT PLAYS OUT, THEN I THINK YOUR UNDERSTANDING WILL ONLY BE PARTIAL”**

Sarah Davidson, March 2019 Circle Event

Over the course of 2019 we have heard how people from all cross-sectors of society, from grassroots, third sector, public sector and business, are all seeking to break down barriers and realise gender equality. But too often, the policies which seek to benefit the people of Scotland, can be inconsistently developed or work against each other to perpetuate inequalities.

We have heard from a large intersection of women and girls about the multiple struggles and multifaceted barriers they face daily, and we have learned from organisations who have taken forward policy initiatives and campaigns about what works and, crucially, what doesn't.

**“THE EXPERTISE COMMUNITIES CAN HOLD OF THE ISSUES THEY EXPERIENCE IS THE KNOWLEDGE AND EXPERTISE THAT NEEDS TO BE INCORPORATED IN A MUCH MORE AUTHORITATIVE AND DIRECT WAY INTO POLICY, RESEARCH, PRACTICE AND SERVICE PLANNING.”**

Dr Ima Jackson – September 2019 Circle Event

The NACWG's priority is to listen, and throughout 2019 we have learned that, in order to make real, sustainable change and develop coherent, effective, policies which advance gender equality, we must seek to transform systems: legal and political; public and private; social and economic.



A good and tangible example of coherent, collaborative law and policy in Scotland is the Child Poverty Act 2017 and related delivery plan. While the full impact remains to be seen, the NACWG and other experts are in favour of this policy-making model.

At one of our Youth Circles, we asked what the future of policy making should look like, one attendee responded:

### **“IT SHOULD BE KIND”**

Anonymous, Youth Circle, June 2019

This sentiment is at the heart of our report: that an environment of kindness should be built into all policy making at every level.

From the outset, the NACWG quickly understood that incoherence exists – and is prolific – within the policy making eco-system and, to achieve coherence, the system needs to change. Key themes were repeated throughout the year during various engagement discussions, including:

- How will policy, which is made for us and not with us, be coherent and beneficial?
- Who is accountable and how are they held to account?
- What would gender competent and intersectional policy making look like?

**“...THE PLACES AND SPACES TO DETERMINE WHAT IS TO BE RESEARCHED, WHAT IS THE EVIDENCE, WHAT IS THE VALUE, WHO’S STORY IS UNIVERSAL, WHO’S NARRATIVE BECOMES PART OF OUR PUBLIC KNOWLEDGE AND PROCESSES, NEEDS CAREFUL EXAMINATION BEFORE WE DETERMINE WHAT IT IS WE SEEK TO UNDERSTAND. THESE ARE THE DECISION-MAKING SPACES WHERE PEOPLE OF COLOUR, PEOPLE OFTEN RACIALIZED, ARE OFTEN NOT REPRESENTED.”**

Dr Ima Jackson – September 2019 Circle Event

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# The NACWG: Our Recommendations

The ambition of our 2019 Report and Recommendations is a call for the creation of a **“Scottish Approach to Gender Coherence” across all spheres of government; public services and business.**

This approach to gender coherence would be intersectional, collaborative and kind, with highly effective co-designed feedback loops, and clear and sustained accountability mechanisms built in.

The NACWG’s vision of a Scottish Approach should clearly and directly feed into the National Performance Framework, the Sustainable Development Goals and national economic policy, with a long-term ambition to further aligning Scottish law and policy with international human rights standards.

The NACWG believe that mainstreaming gender equality through this new approach is bolder, more efficient and more sustainable than any standalone Scottish Gender Equality Strategy could be. The NACWG also believe that if the Scottish Government is serious about tackling equalities, including gender, then it needs to be adequately resourced to do so. We believe that this whole system approach would create the systemic change required to ensure gender policy coherence across Scotland.

We appreciate that there are other spheres of activity and cultural influence in Scotland, such as the business community, which would not take forward this approach in the same way. However, we would welcome the business community and in particular, industry representative bodies, developing work on how they can take a “whole sector” approach to gender equality and culture change which would complement the recommendations in this report and embed the change needed to tackle deep-rooted issues such as occupational segregation.

The suggested component parts of a systems approach to gender equality in Scotland have been structured below under the NACWG’s three themes of Leadership, Accountability and Creating Conditions.

## **Leadership:**

### **1 Creating a culture of gender equality policy-making in the Scottish Government:**

- 1.1 To integrate an intersectional gendered approach into policy-making the Scottish Government needs to substantially scale up its mainstreaming work. To provide the necessary levers to lead the change required, we recommend that **the current Equality Unit should be scaled up to a standalone Directorate.** To support and embed this wider focus on mainstreaming we would also like to see the establishment of a parallel programme on mainstreaming gender equality that will have **“Centres of Expertise” created in all Scottish Government Directorates, on intersectional gender competence,** responsible for leading and ensuring minimum levels of knowledge and analytical capability on gender in their Directorates, and therefore across all civil servants, in what can sometimes be a transient workforce. The intended outcome of these three key aspects will be the advancement of equality and reduction of discrimination for all women and girls in all areas across the government (including transport, justice, environment, employment, health or education policy, etc.).



1.2 We recommend the **creation of a senior officials and leaders group** with the express purpose of ensuring intersectional gender-competent policy coherence across Scottish Government's policy development and have a role in ensuring the consistent application of EQIAs across policy-making by also acting as a review panel, should the competence of an EQIA be questioned. Our preference would be for this group to include external members. This will ensure that policy development does not inadvertently undermine equality between women and men, or boys and girls, while pursuing other positive outcomes. This group will look to any learnings and follow a similar model to the recently established Scottish Government Directors' Child Poverty Group.

1.3 We recommend the creation of **"Policy-makers National Standards"** to support quality standards and accountability on intersectional gender competence in policy-making, with a requirement that all policy and analytical staff will adhere to it. The National Standards will include a level of knowledge and skill that will enable officials to carry out intersectional gender analysis as part of policy development. Gender competence should be integrated into the performance management framework of civil servants, and annual reviews should discuss how individuals have taken a gendered approach to their work. There will be an expectation that staff will then have continuing professional development in this area to enable them to continually design policy (regardless of the policy portfolio being worked on) which improves the lives of women and girls; in particular those women and girls furthest away from access to opportunity and influence.

**We call on COSLA, SCVO and key business member organisations to consider the above – and how these might be shared, adapted or mirrored in their own settings.**

### **Accountability:**

## **2 Scrutiny of gender competent policy-making**

a) We recognise the importance of the Scottish Parliament and its committees in scrutinising law and policy-making. We recommend Scottish Ministers **deliver an Annual Statement, followed by a debate, on Gender Policy Coherence to the Scottish Parliament**. This annual report would cover the work that Scottish Government is undertaking to:

- Deliver its change programme on intersectional gender mainstreaming;
- Demonstrate how work on gender equality is being aligned with the budget process for Scotland;
- Incorporate appropriate engagement with different groups of women and girls into key pieces of policy-making;
- Develop/implement "The Policy-makers National Standards" and the activity of the senior leaders' group on gender policy mainstreaming and coherence; and
- Develop gender equality efforts in the business community, including but not restricted to, an update on the impact and progress of the Business Pledge, improvements to tackle the gender pay gap and what engagement is taking place with business/industry representative bodies to embed gender equality in a more strategic and coherent way.

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## Creating conditions:

### 3 People powered policy-making:

- 3.1 We heard time and time again at our Circle and roundtables for the development of a radical programme of meaningful co-production and participation in policy making. We recommend **the Scottish Government, Local Government and Public Bodies should build on existing work already underway (Scottish Approach to Service Design) to create a genuine effort in co-production of policy-making with evidence of lived experience at its heart.** The gap that exists between policy-makers and the women and girls it is impacting is large. The results being that, either negatively or positively, those at the sharpest end of policy – particularly BAME, disabled, working class, LGBT women and girls and those who are carers – are impacted the most. Any methodology should be informed by a forum of independent equalities experts, feminists, third sector and those with a robust understanding of participatory methods, who can inform appropriate ways of designing engagement relevant to the policy being developed, including effective outreach at local levels. This should come with

long-term investment/allocated resources and robust evaluation, to allow improvements to be built in. The purpose of this is to develop a system that ensures that lived experience and community evidence is fully valued alongside available datasets and academic research, and to enable a well-rounded and people-centred approach to policy development. **We would like Audit Scotland and the Accounts Commission to consider producing a set of scrutiny principles to support this methodology/approach for public bodies, similar to their recent “Principles for Community Empowerment”, (linked to the Policy-makers National Standards).**

- 3.2 To enable the participation and co-production of all women and girls, we need to know more about where they are and what they are experiencing. In particular, we need to know more about the impact of policies on women and girls who experience multiple discriminations. As such, **we recommend adequate resourcing to enable the collection and analysis of intersectional data** to allow policy-makers and influencers to have access to more robust information, leading to more effective policy-making.



## Appendix

Over the course of 2019 the NACWG also held roundtables with gender equality experts, business representatives and BAME audiences on our topic of policy coherence. Although structured differently, these discussions brought up a lot of the same issues explored at Circle sessions, and the outputs were considered in line with all the other engagement and listening sessions undertaken over 2019.

### Gender Experts

Participants had a very good understanding of examples of policy coherence and incoherence, the implications of this, and thoughts about how improvements could be made. The main points drawn out during discussion were:

- Where good or better practice is evident, the biggest difference is a dedicated person or team with explicit gender focus in a specific policy-oriented team or directorate. For example, the violence against women policy leads within Justice and Health have mainstreamed gender equality considerations into policy development and acted as a point of contact for civil society experts. This requires leadership at 'middle level' within Scottish Government, in order to secure that resources for this purpose are prioritised.
- Conversely, overreliance on individual leaders or champions to ensure mainstreaming takes place can create problems if they leave and take knowledge with them.

- The Equality Unit is not sufficiently staffed. There is an expectation that they will be able to produce impact assessments, or mainstreaming reports, for everyone across the organisation.
- There is no core policy-making mandatory training within the government and therefore officials are not skilled with equality considerations.

### Business

Although the Circle membership is now over 1000, the engagement from business has been limited to key membership organisations. To upweight this, two roundtables were taken forward over 2019. The main points drawn out during the discussions were:

- The business to education interconnect is seen a barrier to gender equality. Those that attended recommend more co-ordinated activity aimed at primary as well as secondary schools.
- There is a sense there are too many competing initiatives, creating confusing and diffused effort. It would be beneficial to see government and industry sectors (e.g. Financial Services, Energy etc.) align on key equality objectives relevant to industry equality challenges.
- Setting targets and measuring progress was viewed as a positive step and one to be welcomed. The Hampton-Alexander Review and the Athena Swan Charter were cited as good examples. Can government lead and collaborate with business in appointing key business leaders to set equality targets for the industry?
- Accurate data is key, what gets measured gets done.

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## **BAME**

As an already marginalised group, the need for a BAME-specific event highlights the systemic problems which already exist in the system and society. Equitable progress will only ever be achieved when policy is made with – and not for – intersectional communities. The main points drawn out during the discussion included:

- There is a plethora of evidence which already exists, consultation fatigue is strong, and there is a perceived lack of action or any accountability for inaction.
- The continuous expectation of BAME organisations to engage in consultations, along with expectations of funded organisations to take forward requests out with their contract and provide evidence without further funding.
- In recent times, engagement has felt incoherent and tokenistic which has resulted in a trust deficit.

## **Disabled Women**

The NACWG did not hold roundtables directly with disabled people, but instead throughout 2018 and 2019, disabled women have been supported by Glasgow Disability Alliance to attend the Circle events, contributing their lived experience to dialogue, deliberation, priorities and suggestions put forward. This has been supported by wider sessions run by Glasgow Disability Alliance which have fed into this process, and the main points to note are:

- Disabled women were concerned that all of the issues affecting women are compounded for disabled women and this becomes an exponential impact, when overlaid with other barriers and inequalities as a reaction to

personal characteristics such as race, age, faith and sexual orientation. There was a sense that the practical costs of reducing barriers and supporting participation has hardened attitudes and resulted in hostility, aggression and further marginalisation of disabled people and disabled women. It has been highlighted by disabled women that even good attitudes now have a cost.

- The same barriers which cause disabled women's inequality – inaccessible transport, poverty, lack of education and employment, unmet support needs and negative attitudes – prevent them from being involved. Practical support, role models and connections to opportunities are required to support disabled women's strengthened voices, increased visibility and enhanced involvement in communities, work, volunteering and decisions that affect them.
- Disabled women and girls highlighted the critical importance of embedding their lived experience into policy-making: this will enable a better understanding of barriers faced and the tools to remove these. In particular, disabled women require accessible safe space with peer support, accessible capacity building including information, briefings and practical support to consider perspectives and bring forward useful recommendations.



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## Next Steps

This report builds upon the model and recommendations made in the NACWG 2018 Report and Recommendations, and the focus still strongly remains on addressing the systematic change which we feel is needed to progress to a gender-equal Scotland. The First Minister asked us to be bold, she asked us to be ambitious, and she asked us to be courageous, and in return we ask only one thing of her: that she considers our recommendations in the same spirit.

The NACWG firmly believe that by taking forward the recommendations within this report, Scotland will continue to move towards gender equality with solid foundations and robust accountability and will reflect the world leading feminist society which Scotland called for and deserves.

Following this submission, the NACWG will move on to focus on the final topic of our **initial** three-year strategy 'Creating an Intersectional Gender Architecture'. Intersectionality is at the core the of NACWG's work and ethos and thinking on this topic has already begun to take shape, including gendered inequalities in relation to race, and disability.

The NACWG will develop the way in which engagement is taken forward over 2020, including Youth Circles, and hold an Accountability Day to ensure the core vision and momentum is maintained.

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## Acknowledgements

The role of the NACWG Circle and Community in contributing to and developing this movement cannot be underestimated. The dedication we have seen from our allies, members and supporters has been inspirational. We wish to thank each and every individual member of our thriving Circle and those who engage in our digital Community. A particular mention must go to all our performers, speakers and supporters at our events – it's been fantastic, and a special thanks to:

Linda Hunter, our Artist in Residence, for visually capturing all of our Circle sessions so beautifully; Creatives: Beldina Odenyo Onassis *Heir of the Cursed*, Joyous Choir, Ellen Renton and Jaimini Jethwa for their incredibly moving and emotive performances, and Ellen for allowing us to use a piece of her work in this report. And for sharing their incredible thoughts and passion with us at Circle events and elsewhere over the year we'd also like to thank: Sarah Davidson, *The Carnegie Trust*; Jane O'Donnell, *COSLA*; Cat Macaulay, *Scottish Government*; Caroline Criado Perez, author of *Invisible Women*; Dr Angela O'Hagan, *Scottish Women's Budget Group*; Gary Gillespie, *Scottish Government*; Dr Ima Jackson, *Glasgow Caledonian University*; and the First Minister. Regarding our Youth Circles – special thanks to Brenna Jessie for her inspirational keynote speech at the Edinburgh one and to our own Katie Horsburgh who worked closely with Lou Brodie to design and manage these sessions. Huge thanks must also go to the absolutely brilliant team of facilitators who have worked so hard with us over the year to make sure every thought and perspective is captured during our Circle table discussions.

The NACWG Chair would also like to thank all her fellow Advisory Council members for their continued support, and to also thank Amina Ahmed, *Scottish Government Fairer Future Codesign Panel* and Kara Brown, *Children and Young People's Commissioner Scotland* for co-chairing the celebratory event in January 2019 to mark the publication of the 2018 Report and Recommendations; and to Emma Ritch, *Engender* and Talat Yaqoob, *Equate Scotland* and *Women 5050*, for their fantastic and informative input at the March Circle event.

Thanks must also go to Dr Angela O'Hagan for her research paper on Gender Budgeting; Paul Cairney, Sean Kippin, Emily St Denny for their paper on 'Policy learning to reduce inequalities: the challenge of Scottish gender mainstreaming in a multi-level UK'; and Robert Rae, Dr Eve Hepburn and Lewis Bloss of 3rd Horizons for their work on the Policy Mapping and Systems Analysis Report.

And finally, a massive thank you must go to all those who have contributed and continue to contribute to, our Satellite Wee Circles, Spotlights and digital platform – those who have provided provocation pieces, case studies and background research, hosts and participants of Spotlight Wee Circles, and lastly to every member of our ever-expanding Circle.

Your stories, lived experience and collaborations demonstrate the passion and emotion of Scotland and what is possible when we come together and act as beacons of change for the future.

Together, we truly are,

## #GENERATIONEQUAL



## Endnotes

- <sup>1</sup> The 2018 Scottish Health Survey found that 18% of women aged 16+ reported regular unpaid care for a family member, friend or someone else because of a long-term physical condition, mental ill-health or disability; or problems related to old age. This compared to 12% for men. The report **Scotland's Carers** reported in 2015 that 59% of carers are women.
- <sup>2</sup> Carers UK, 2015. Valuing Carers 2015. Available at: <https://www.carersuk.org/for-professionals/policy/policy-library/valuing-carers-2015> [accessed 3 December 2019].
- <sup>3</sup> NUS, 2013. Learning with Care: Experiences of Student Carers in the UK. Available at: <https://www.nus.org.uk/Global/Campaigns/Learning%20with%20Care%20-%20NUS%20research%20report.pdf> [accessed 15 October 2019].
- <sup>4</sup> Scottish Health Survey, 2017. Supplementary tables: Part 2, W81. Available at: <https://www2.gov.scot/Topics/Statistics/Browse/Health/scottish-health-survey/Publications/Supplementary2017> [accessed 3 December 2019]
- <sup>5</sup> Note that this was not a random sample, and that compared to the carer population as a whole, respondents to this survey were significantly more likely to be female and caring for a high number of hours every week. Carers UK, 2018. State of Caring in Scotland 2018. Available at: <https://www.carersuk.org/for-professionals/policy/policy-library/state-of-caring-in-scotland-2018> [accessed 16 October 2019]
- <sup>6</sup> Scottish Government 2015. Scotland's Carers. Available at: <https://www.gov.scot/publications/scotlands-carers/pages/2/> [accessed 3 December 2019]; Unpublished analysis of data from Scotland's Census 2011; Table CT\_0125f\_2011: Age and provision of unpaid care by long-term health problem or disability and sex, available at: <https://www.scotlandscensus.gov.uk/ods-web/data-warehouse.html> [accessed 11 October 2019].
- <sup>7</sup> Unpublished analysis of data from the Health and Care Experience Survey, 2017-18.
- <sup>8</sup> National Records of Scotland, 2015. Household Composition for Specific Groups of People in Scotland: Scotland's Census 2011. Available at: [https://www.scotlandscensus.gov.uk/documents/analytical\\_reports/HH%20report.pdf](https://www.scotlandscensus.gov.uk/documents/analytical_reports/HH%20report.pdf) [accessed 16 October 2019].
- <sup>9</sup> Scottish Government, 2019. Time Use Survey 2014-15: Results for Scotland. Available at: <https://www.gov.scot/publications/centre-time-use-research-time-use-survey-2014-15-results-scotland> [accessed 16 October 2019]
- <sup>10</sup> L. Knudsen & P. Bradshaw, 2017. Growing Up in Scotland: Patterns of Maternal Employment and Barriers to Paid Work. Available at: <https://www.gov.scot/publications/growing-up-scotland-patterns-maternal-employment-barriers-paid-work/> [accessed 7 December 2018]
- <sup>11</sup> Scottish Government, 2015. Scottish Social Attitudes Survey 2014: Attitudes to Violence Against Women in Scotland. Available at: <https://www2.gov.scot/Resource/0048/00489760.pdf> [accessed 31 October 2018].
- <sup>12</sup> Girlguiding, 2015. Girls' Attitudes Survey 2015. Available at: <https://www.girlguiding.org.uk/globalassets/docs-and-resources/research-and-campaigns/girls-attitudes-survey-2015.pdf> [accessed 3 December 2019].
- <sup>13</sup> R. Cassidy, S. Cattan, C. Crawford & S. Dytham, 2018. How can we increase girls' uptake of maths and physics A-level? Institute for Fiscal Studies. Available at: <https://www.ifs.org.uk/publications/13277> [accessed 3 December 2018]
- <sup>14</sup> Girlguiding, 2018. We See the Big Picture: Girls' Attitude Survey 2018. Available at: <https://www.girlguiding.org.uk/globalassets/docs-and-resources/research-and-campaigns/girls-attitudes-survey-2018.pdf> [accessed 3 December 2018].
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- <sup>16</sup> Scottish Government, 2019. Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018. Available at: <https://www.gov.scot/publications/regional-employment-patterns-scotland-statistics-annual-population-survey-2018/pages/3/> [accessed 3 December 2019].
- <sup>17</sup> Scottish Government, 2019. Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018. Available at: <https://www.gov.scot/publications/regional-employment-patterns-scotland-statistics-annual-population-survey-2018/pages/4/> [accessed 3 December 2019].
- <sup>18</sup> NB: this is not the same as the public sector. Scottish Government, 2019. Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018. Available at: <https://www.gov.scot/publications/regional-employment-patterns-scotland-statistics-annual-population-survey-2018/pages/5/> [accessed 3 December 2019].

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