

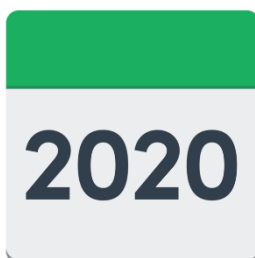


#GENERATIONEQUAL

First Minister's National Advisory
Council on Women and Girls

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**This document is the 2020 report and
recommendations of this group.**



What is the National Advisory Council for Women and Girls?



Nicola Sturgeon is the First Minister of Scotland.



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

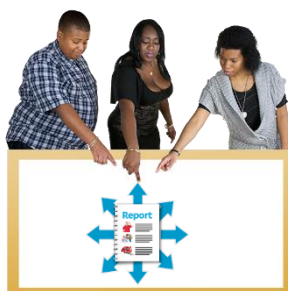


A group of women help the First Minister find out more about life for women and girls in Scotland.

They are called The National Advisory Council on Women and Girls.



They advise how to have a Scotland where we are all equal and have the same choices and chances.



The group talk about different issues every year.

They write a report at the end of the year.



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



In 2020 the group talked about gender architecture and intersectionality.

What is gender architecture?



The gender architecture of a country is:

- how a country works to support women and girls.
- what people are in charge and who makes decisions.
- the policies and laws that make sure people are treated equally and that no-one is discriminated against.



Examples of gender architecture are:



- Laws like The Human Rights Act 1998 and the Equality Act 2010.
- The Public Sector Equality Duty to make sure councils work in a fair and equal way.



- The Scottish Government's Equality Unit.



- The Equality and Fairer Budgeting Scotland Statement – it looks at how public money is spent and how it affects women and men.

What is intersectionality?



Intersectionality is a way to understand how identities work together.

An identity is how you see yourself.

We all have different identities that make us who we are.



For example:

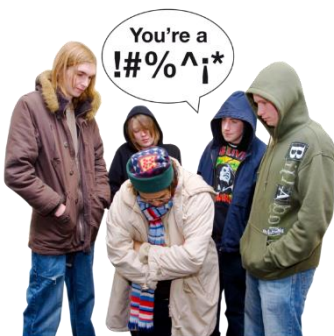
- a woman
- a Muslim
- middle class.



She might experience racism – someone treating her unfairly because of the colour of her skin.

She might also experience sexism – someone treating her unfairly because she is a woman.

These different types of discrimination might happen separately or at the same time.



Discrimination makes it difficult for women to:

- have power
- feel safe
- and have the same choices and chances.



Intersectionality means looking at how policies and laws affect women and their different identities.

We should not see women as one group.

They are all individuals with different identities.

What does the 2020 report say?



It has 5 recommendations.

These are things we would like to change.



Devolved powers mean the Scottish Parliament has control and can make laws and policies for Scotland.



Recommendation 1:

We want the Scottish Government to ask for the right to make all laws and policies about Equality.

Recommendation 2:

We want the Scottish Government to use Gender Budget Analysis in the Scottish Budget.

This should be law.



Gender Budget Analysis looks at how public money is raised and spent.

It would make sure it treated woman and men equally and gave women their rights.



Recommendation 3:

We want the Scottish Parliament to have a new group called the Equality Focussed Review Body.



This group would:

- look at all the work the Scottish Parliament does and make sure equality is at the centre of their work.
- be independent.
People in the group would not work for the Scottish Parliament.





- collect facts and figures about equality



The Scottish Government are looking at the Public Sector Equality Duty rules to see if they work well.

These rules make sure people are treated equally.



Public bodies are organisations that work for the Government and provide public services.

Recommendation 4:

We want the rules to ask Public Bodies to:



- Get facts and figures about intersectionality to make equality better.



- Make sure women and men are treated equally in the way public money is raised and spent.



Recommendation 5:

We want the Scottish Human Rights Commission to have a staff member called a Commissioner who would look at Women's Rights.



They would look at how to use the Convention on the Elimination of All Forms of Discrimination Against Women.

It says what discrimination against women is and has a plan to make this better.



We want the Scottish Human Rights Commission to be able to take on cases for people, not just organisations.



Some organisations make rules, look at complaints and make sure organisations are working well.



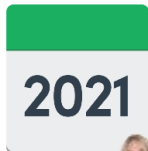
We want the Scottish Government to make sure these organisations are making equality and rights better.

What will happen in 2021?



This is the third report we have made.

If our recommendations happen Scotland will be a country where women and girls are treated equally.



The group will talk about different things in 2021.

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



If you have any questions email:

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