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## **TODAY'S WOMAN EVENT INVERNESS – 5<sup>TH</sup> JUNE 2006**

The Scottish Women's Convention (SWC) was invited by the Scottish Executive (SE) to hold two consultation events on the theme of Today's Woman. The 2 Scottish events, one in Glasgow on 2 June and the other in Inverness on 5 June, discussed the following themes: work & work life balance; health & wellbeing; safety, security & crime; money, debt & savings; education & skills. These events followed on from the 1999 UK listening to women campaign. The aim of the events was to seek out women's views on key issues that affect them in today's society.

The findings will be used to inform the development of future UK policies. After the 1999 campaign, measures were introduced to address issues which had been identified by women as key to improving their lives, such as flexible working and childcare. It is also intended to publish a report, probably in the Autumn 2006, which will contain the key findings of the events. Alongside the Today's Woman Debate, research has been commissioned into women's aspirations and needs, and the intention is for the findings from the research to be incorporated into the same report.

In the year that sees the SE developing its plans to implement the Gender Equality Duty, the findings from these events will also be used to inform the Executive's ongoing engagement with the women's agenda.

The Inverness event was opened by Agnes Tolmie, Chair of the Scottish Women's Convention. Nicola Munro, Head of Development at the SE then gave a presentation. The events were extremely successful and we would like to thank all women who participated and facilitated at the events. There was a great deal of discussion and very useful comments, suggestions and questions were raised. The main outcomes from the event in Inverness on 5<sup>th</sup> June 2006 are noted below.

### **Health and Wellbeing**

Question 1 - What more could be done to help women lead healthier lifestyles/manage their own health?

Question 2 - What improvements in health care provision would help women like you?

Question 3 - If you were Minister for Women, what one policy would you introduce to address your concerns in this area?

### **GPs**

- § Access to information particularly via GPs and including info on alternative therapies
- § Self hypnosis for pain management – got diagnosis but can't get information. The person wants to know more about their condition but is having difficulties in being given

information about alternatives. Appointment times are only five minutes and the patient requires more time so it is up to the patient to ensure that there is enough time given for the appointment.

- § HRT herbalist – disparaging sensitivities – family members with breast cancer, not wanting to use HRT. Doctor can't comment on alternatives and so many alternatives available. Offered therapy such as homeopath in one practice. Advice given often depends on the Dr's own interest. Rural areas can't choose the practices they go to. Dr's have specialisations but when the appointments are booked you are not told which Dr you are seeing. One person has been waiting for a year to see a psychologist.
- § Possibly set up telephone consultations in Inverness like what has been done in Edinburgh.

### Provision of Services

- § There seems to be no after-care available
- § Screening services seem to have stopped for certain ages (which depends on health care trust) – smear tests at the age of 60 seem to have stopped

### Prescription charges

- § Prescription charges to be reviewed - Cancer patients have to pay for prescriptions where diabetics do not. Also have to pay for prescriptions if you are on disability allowance.
- § Review prescription charges/exemption criteria & diet and nutrition as part of care provision (also preventative)

### School Dinners

- § Free school meals available for all – not means tested. This is the only method to improve the health of the nation

### Education

- § Better diet and health education needs to be provided
- § Preventative methods could be provided for young people – to give them skills to check their own health (smoking, drinking, nutrition, lifelong learning, sexual health)

### Distances to travel for treatment

- § Patients have to go to either Aberdeen (2½ hours journey) or Glasgow (3½ hours journey) for treatment. Treatment can be paid for in Inverness but you may have to wait up to 1 year for treatment.
- § Inverness is the Health Board area for those in Wick. If a person in Wick needs a special operation they could have to travel for up to 5 hours.

### Other concerns

- § From primary school onwards education on life values – respect for self and others
- § Children from early age with their mothers should have access to “Dance of Movement” sessions to promote these from an early age.

## Money, debt and savings

Question 1 - Do you feel you have access to information on long term financial planning, eg pensions? Do you know where to go for information on pensions?

- § Information needs to be more clearly stated and independent
- § Education in money matters need to start at school
- § There is a lack of information about part-time and how it affects pension – employers should give more information about pensions and reduced hours.
- § Not sure about payment of insurance stamps
- § Need to know you can go somewhere but that is not specific to women
- § More honest information needs to be given about risk factor in respect of things like endowments
- § There needs to be a policy change for carers with respect to pensions
- § Not much knowledge about where to go to discuss pensions (although Financial Advisor, Pensions section in Council and CAB were discussed)
- § Information needs to be provided on a public service basis

Question 2 - Do you think you have enough information to make appropriate choices about loans/ debts?

- § Need balanced info on choices on loans or no loans – education at school
- § Repayments not always clear
- § Advertising is too prevalent
- § Not enough information
- § Choices are being made on basis of repayment and purchases
- § Where do you get information about choosing/not choosing debt
- § More school based learning to prevent debt
- § Not enough information about choices and cash value
- § Can't take cash for purchases
- § Too much sales
- § There is not enough regulation

Question 3 - If you were Minister for Women, what one policy would you introduce to address your concerns in this area?

- § Ethical policy
- § No debt
- § Respect for ages
- § Ethical advertising
- § Re-address balance on rights and responsibilities
- § Culture (I want/I must have)
- § Advertising creating dissatisfaction
- § Something has to change so that we aren't so youth centered
- § Never the right age
- § Women's age at different times
- § Skills shortage is a problem need to people in work
- § More controls on marketing
- § More ethical advertising

## Other Concerns

- § Need to highlight credit unions in Scotland. Good work done regarding loan sharks but women's low pay precludes them from bank loans so fodder for disreputable lenders.
- § Better money management skills should be taught in schools
- § Free childcare

### **Work and Work/Life Balance**

Question 1 – How do you find balancing work and family responsibilities? Taking into account what has been done in this area, what would help you achieve a balance?

- § Difficult to balance – in rural areas the situation doesn't seem to have changed
- § Access to education is difficult
- § Not everyone has a pc or access to broadband
- § Travelling can also prove difficult if you don't have access to own vehicle
- § Courses need to be part-time
- § Teleconferencing would help
- § Women are 50% of population and normally it is women that supports other women
- § Men very rarely have to consider how they will manage a career on top of other responsibilities
- § Finances are also an issue
- § Schools usually phone the women rather than a man
- § There are also other responsibilities such as caring for grandparents
- § Men's work seems to be valued more
- § Childcare needs to be affordable and accessible and available at schools and work
- § Flexible working should be a right for both men and women
- § Enforce legislation
- § Cultural change required
- § Work/Life Balance is relates to men - for women it is more work/caring balance – these are not the same
- § Women should not be penalised for having kids

Question 2 – What can we do to improve women's opportunities in the workplace?

- § Ensure that existing legislation is enforced (equal pay audits and equal value)
- § Flexible working hours
- § Change in attitude in culture – parenting should be seen as a responsibility of both parents
- § Women to become role models (networking/mentoring/education opportunities)

Question 3 – If you were Minister for Women, what one policy would you introduce to address your concerns in this area?

- § Enforce existing legislation
- § Make flexible working hours a right not a request

### **Other concerns**

- § Need to make male dominated work places more female friendly. Education on sex discrimination – similar to Scottish Executive's race relations advertisement campaign at the moment.
- § Government should require public bodies to have a 50:50 gender balance on boards/committees etc.
- § Free childcare should be available to all – whether to enable women to work or to take part in education.

- § Incentive for farmers in supplying countries.
- § Value of women's work at home in addition to workplace – i.e. provide payment for women with pre-school age children who choose not to work outside of home.
- § “One vital provision made by government which allows women to work and progress is working families’ tax credit. I had to re-skill after having a family and becoming a single parent – WFTC allowed me to take on a job where I could re-skill and be able to pay the mortgage – I could not have survived without it!”

## **Education and Skills**

Question 1 - Do you think you are making the most of your skills? What more could we do to help you reach your potential

- § Not necessarily in the work place but through community work
- § Sometimes employers do not allow for reaching potential due to budget cuts and “international” networking
- § In rural situation, jobs are limited, employers do not make the use of current skills and therefore people find another position to make use of current skills such as community work
- § Short-term contracts do not allow women to develop their skills
- § Budget cuts affect “development” work
- § Low-level jobs in rural areas do not allow employers to develop their skills.
- § Build confidence
- § Provide a wider range of opportunities
- § Improve public transport
- § Job security – longer contracts and funding

## **Barriers to reaching potential**

- § No public transport
- § Disabilities (mobility allowances)
- § Language barriers
- § The wrong accent
- § Lack of access to evening modular units of study
- § Lack of confidence

## **Other concerns**

- § Sometimes government schemes are there “access to technology for women”
- § Access to learning for learning sake versus access to learning for acquiring qualifications
- § Is learning valued in the Highlands
- § Work placements for pupils need to be longer and better more quality orientated
- § School is a different experience for boys and for girls. Maybe some classes should be separate.
- § Cross-Curriculum projects
- § More experimentation to develop the curriculum across subjects
- § It is important “working life” but “being a mother of the 1<sup>st</sup> educator of the child is even more important”
- § Schools should provide talks by different broad range of jobs
- § Success” – depends what one believe success is. Is not about “money” only
- § Not only about “reading and writing” but about “communication skills”

## Question 2 - What more do you think school could do to prepare women for working life?

- § Teach driving skills – in particular rural areas
- § Longer, diverse work placements
- § Curriculum development
- § Positive female role models

## Question 3 - If you were Minister for Women, what one policy would you introduce to address your concerns in this area?

- § Government investment linked to community responsibility
- § Free childcare and free school meals
- § Complete curriculum review of women's roles

### Life skills

- § Investment in personal development/confidence building education and opportunities for girls and women is needed.
- § Schools to include life skills such as parenting/personal finance/ethical living and eco-priorities

### Apprenticeships

- § Practical skills in trade apprenticeships should be government funded rather than expecting private companies to fund these resulting in the skills gap and no vocational opportunities being available

### Careers advice

- § The careers agency should not have tried to include all ages as this has diluted the service which is being offered to young women. For example "In my rural area, the careers offered to girls was only covering secretarial work placements – neither very inspirational or encouraging for a full working life"
- § Schools should provide talks by different broad range of jobs. Visits by successful (in terms of job satisfaction) workers from different career backgrounds

### Parenting and life skills

- § "As the mother is the first educator of the next generation. It is very important that women are well educated. Parenting skills need to be encouraged in school".
- § Mandatory parenting classes through the life of family while kids are 0-16.
- § Mothering skills and parenting skills classes should be introduced in schools to teach the importance of mothers being the first educators of the child

### Women from other countries

- § Women from other countries are not allowed to use their "high" level skills (waste of talent leads to feelings of isolation).
- § Qualifications from other countries (including driving licences) need to be re-sat.
- § More courses to be created for women from ethnic minority backgrounds to update their skills and education from the countries they have come from and manage to join the work force in this country.

## Other Concerns

- § More opportunities for research and development need to be given to female local/authority workers working in “community development” as research and development is intrinsic to “development”
- § Requests for training and development should be encouraged in the work setting particularly for local authority workers (instead of criticised)
- § Positive discrimination for “female artists” (to counter balance the history of art) by given them more funding without age restrictions
- § Access to lifelong learning in rural areas, in particular modular learning to gain qualifications and re-train in previously male dominated careers such as engineering
- § Scholarships for women should not have age restrictions as they took longer to develop their particular stage in their careers because they might have brought up their children
- § “Schools should consider that even rural schools have a diverse community – not just inner cities ones. So classes – RE, gym, and moral and social education classes have to reflect that not every girl is from a Christian background. So special holy days/festivals need to be recognised – modesty by girls should be respected by teachers – that some subjects may be better taught in sex segregated classes”
- § “Needs to be a change in the educational culture – where moral standards are encouraged. Respect in schools begins with the teachers and should be reflected through the school”
- § More college places should be provided – equal college courses in every region
- § Training young workers in youth empowerment and more partnership with parents

## Safety, Security and Crime

Question 1 - What more could be done in your local area to make you feel safer?

- § More safety required where children run around
- § Young people and drink is more of a problem
- § Parents and “authority” do not seem to have the same goals
- § Can we explore what motivates children
- § More youth empowerment workers required.

Question 2 What more could be done to ensure fairer treatment of women in the criminal justice system?

- § More female judges are required
- § Standardised sentencing
- § Control and legalise drugs
- § Give drug addicts their dose from a pharmacy and make this part of a treatment programme (example Switzerland)
- § Care for children of drug addict families – extended family if possible
- § Courts should take account of entire family

Question 3 - If you were Minister for Women, what one policy would you introduce to address your concerns in this area?

- § Raise age for purchasing alcohol to 21
- § Role out best performing projects
- § Mandatory contraceptives for men
- § Harsher sentencing for those who sell alcohol to underage children
- § Support for overseas growers

## Youth Work

- § Massive investment in youth empowerment projects (and for youth workers) in partnership work with parents

## Drugs and Alcohol

- § Major drug rehabilitation support in prison (for women) and post prison support (90% of women in prison for drug related crime). Could look to Switzerland for example
- § Control decriminalized and rehabilitation of drugs
- § Better drug replacements
- § More support for extended families – the entire family needs to be taken into account
- § Training for families

## Other concerns

- § Very concerned with increasing violence towards Muslim woman especially post 9/11, also violence towards ethnic women generally BME.
- § Government should require the media to ensure positive and wholesome values re women are prioritised.
- § Government should require commitment/obligation from private companies to community development as a condition of funding.
- § Classes for divorce cases



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## **TODAY'S WOMAN EVENT GLASGOW – 2 JUNE 2006**

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The findings will be used to inform the development of future UK policies. After the 1999 campaign, measures were introduced to address issues which had been identified by women as key to improving their lives, such as flexible working and childcare. It is also intended to publish a report, probably in the Autumn 2006, which will contain the key findings of the events. Alongside the Today's Woman Debate, research has been commissioned into women's aspirations and needs, and the intention is for the findings from the research to be incorporated into the same report.

In the year that sees the SE developing its plans to implement the Gender Equality Duty, the findings from these events will also be used to inform the Executive's ongoing engagement with the women's agenda.

The Glasgow event was opened by Agnes Tolmie, Chair of the Scottish Women's Convention. Yvonne Strachan, Head of Equality Unit at the SE then gave a presentation. The events were extremely successful and we would like to thank all women who participated and facilitated at the events. There was a great deal of discussion and very useful comments, suggestions and questions were raised. The main outcomes from the event in Glasgow on 2<sup>nd</sup> June 2006 are noted below.

### **Health and Wellbeing**

Question 1 - What more could be done to help women lead healthier lifestyles/manage their own health?

- § Empowerment – women should be empowered to say no
- § Provide women with life coping skills such as how to deal with situations to eliminate stress
- § Important to support teenage mums to continue with their education
- § Parenting class for all
- § Holistic Well being
- § Skill sharing
- § Help from employers and more information from right people
- § Attitudes to women in higher positions e.g. counselling and education
- § Body Image – Media is too image conscious. This focus on body image effects all health and confidence
- § Older women need better coping skills to help their children
- § Life skills on Schools curriculum
- § Things have improved since the 40's
- § Media coverage is giving the wrong image
- § Better education to be provided on good relationships
- § Lack of self esteem is a problem in many people
- § Peers are more important than adults for teenagers
- § Carers for grandparents get little support
- § Personal codes, personal responsibility – own moral codes whatever is a persons religion – should be part of education for everyone
- § Should target prison population
- § Personal development, coping skills and parenting
- § Own childhood experience effects parenting
- § Recognise that School doesn't work for all – should be alternatives
- § Need support mechanisms and funding to break the chain of not coping, stress and then illness

Question 2 - What improvements in health care provision would help women like you?

- § Easier access to personal development and alternative therapies
- § More pro-active, prevention rather than cure – this is very different as everyone's needs are different, this is happening more and more
- § Availability, ease of access, and cost of childcare very stressful for women
- § More female healthcare professionals - Important to have women Doctors and female healthcare professionals – men sometimes prefer female Doctors too.
- § Female health care professionals also need help with childcare
- § Body image/Transport/Child care
- § Transport - A&E and carer provision – there is no local specialised units so travel to cities is required and therefore transport is also an issue

- § Education of media
- § Alternative to GP
- § Area group meetings re empowerment (trained people)
- § Campaigning progressive
- § Start in Schools
- § Two way progressive information campaign
- § Empowerment
- § Waiting times are an issue
- § Obesity in kids – need to encourage activity and discourage unhealthy eating
- § Expensive to buy fruit and veg
- § Need better cooking skills and people often have limited time

Question 3 - If you were Minister for Women, what one policy would you introduce to address your concerns in this area?

- § Parenting groups widely available
- § Personal development in curriculum for all teenagers
- § Local community initiatives
- § Virtual babies for all schools
- § Independent funding for information providers inclusive for e.g. CAB healthcare
- § Equality training for all
- § Exchange system for milk and veg – funding for local community initiatives
- § Child's trust fund – this is good but it is conditioned on attending parenting classes

#### Other concerns

- § Breast screening has “mobile” bus – extend concept of ‘mobile bus’ to provide advice on a range of topics for women in local community – topics community specific
- § Shouldn't feel under pressure to return to work
- § Employer's approach to women's health issues is rather disturbing. Currently being used as a tool to dismiss staff (on balance this is happening to more women than men)

#### **Money, debt and savings**

Question 1 - Do you feel you have access to information on long term financial planning, eg pensions? Do you know where to go for information on pensions?

- § Clear unbiased information on pensions and alternative. To disseminate information via public and voluntary sector organisations (women to women advice)
- § Information available tends to be too technical therefore hard to understand
- § Difficult to get unbiased advice
- § Things should be simplified – made aware – could be a role for Scottish Consumer Council. Are there pension help-lines?
- § Budgeting help should be given to young people such as role playing
- § In some situations Citizens Advice Bureau not accessible due to language barriers and child-care issues.
- § CAB – how many women are using this re pensions?
- § Not longer long term pensions/jobs
- § Women who are not working do not get pensions which have a long term implication. Married men get a pension. There are gaps (who falls through the net?)
- § There should be restrictions on the advertisement of loans
- § Education maintenance award at 16 – managing money
- § Perhaps advertise via Citizens Advice Bureau.

Question 2 - Do you think you have enough information to make appropriate choices about loans/ debts?

- § Regulation of financial companies
- § There is enough info but it is not clear
- § It is too easy to get loans there should be advice on credit cards.
- § Glasgow Info formation Advice Network – local authorities should provide debt/financial awareness
- § Support to manage money, promoting alternative ways to loans/savings
- § Credit Unions etc.
- § Should promote less consumerist society.

Question 3 - If you were Minister for Women, what one policy would you introduce to address your concerns in this area?

- § Financial sector to develop better ethical policies regarding credit cards, loans and administrative charges
- § Assessment process, safeguarding the well-being of the consumer and their family
- § Education to learn how to hand finances

#### Other concerns

- § Debt and money matters need to be part of education and skills in schools – work placements should be integrated into secondary schools. Ongoing careers advice given after each placements
- § Equal pay
- § Better pensions
- § Better financial understanding

### **Work and Work/Life Balance**

Question 1 – How do you find balancing work and family responsibilities? Taking into account what has been done in this area, what would help you achieve a balance?

- § Difficult – lack of sources of information and support which also affects single people (single person expected to take the worst holidays)
- § Challenging
- § More needs to be done – lack of knowledge of what has been done/rights
- § Depends on where one works (good policies but are they implemented)
- § SMEs? – Private/Public sector employers is there a difference? Do employers know?
- § Still problems with childcare - lack of places/flexibility/hours there should be wraparound care
- § Flexible working for everyone, change perceptions, stereotypes
- § Business case for flexible work patterns recruitment/training costs go down etc.
- § Changing in attitudes and culture (focus is on child-care and issues seen as “women’s issues” need to be seen as men’s issues too.
- § Flexible working for all
- § Need legislation to allow time off for sports days etc. rather than be dependent on good will of manage
- § Not legislation but education – societal issue build up flexitime
- § Attitudes to flexibility and diverse working practices vary enormously as does provision
- § Not just a women’s issue
- § Need to persuade employers and men that part-time flexible etc. builds career.
- § In some sectors men also work flexibly around caring issues
- § About organisational culture where women in the family have to show greater commitment to be thought of as equal
- § Other women can be more resentful

- § Employers views – flexibility can promote loyalty but legislation would be difficult for them Flexitime could cover this and the benefit of loyalty would be fantastic
- § Home working can work round it but shift work wouldn't
- § Legislation could lead to folk thinking it is a right and therefore resentment could arise
- § Employers view – if it's legislation who pay for the additional time off beyond
- § If people meet targets there can be flexibility
- § There is legislation to allow people time off for emergencies. Such legislation is unenforceable and could lead to tribunals
- § Lots of women and men don't enjoy work
- § Legislation can cause resentment amongst those who fall outside it

Question 2 – What can we do to improve women's opportunities in the workplace?

- § Awareness of legislation and access to information. Knowing where to look for support
- § Empowerment – allowing women to have flexibility/asking for support requires assertiveness
- § Employers need to be more flexible
- § Equal Pay Awards – women's organisations etc. need access to workplace information
- § Still a sense that women take time off – (men's careers seem more important)
- § Legal Aid issues for married women
- § Challenge the question opportunities to do what?
- § Value women's current work
- § Address gender pay gap so that men can be more involved with childcare and household responsibilities and elder care to free women up to pursue opportunities
- § Value the work women actually do
- § Who is putting the value on what? – Equal value debate
- § Language in advertisements – technical skills are advertised, people skills not seen as equally important
- § Large part of problem for women's opportunities is men's lack of involvement in household tasks
- § The issue of opportunities is a people/family issue not just women
- § Need to stand up and be counted
- § Bullying still an issue
- § Who decides what is a worthwhile job
- § Training is not always the answer
- § We need more women in engineering and business etc. but we need to value women's work
- § Change attitudes of those who value jobs.
- § What is opportunity?
- § Women's reasons for setting up in business are different to men and may want to be a sole trader for a few years then grow the business
- § Large part of problem for women's opportunities is men's lack of involvement in household tasks
- § Women still conceal pregnancy
- § Address the gender pay gap first then men could afford to be more involved in childcare which would then free women to have more opportunities
- § Look also at the types of work men and women do
- § School holidays an issues
- § Use of language to dismantle stereotypes
- § Issues can affect one sector more than others but it is still a societal problem to solve to the greater benefit of all
- § Integrated provision for elderly care
- § We need equality of outcome more than equality of opportunity

Question 3 – If you were Minister for Women, what one policy would you introduce to address your concerns in this area?

- § Time and resources needed to be allocated to listen to women's experiences
- § Full gender disaggregated statistics
- § All politicians to be women
- § Actively enforce existing policies – need to educate and support people to exercise their rights (childcare, attitudes)
- § Mainstream – equality is not an add on
- § Enforce and raise awareness of what is in place
- § Recognise that it's society's issues that may affect certain groups more than others. Don't ghettoise 'women's issues' in way that men's aren't (such as mental health)
- § Language used such as parental care, caring leave not just maternity leave
- § Need holistic approach – society's problem and issue (issue may effect one group but still society's issue)
- § Given women the means to do things for themselves
- § Women who speak up are seen as troublemakers
- § One policy?
- § Some sectors do have equal pay
- § Who are the decision makers – mainly men and thatcherite women
- § Need to take care of the language we use
- § Need more cross party groups e.g. on poverty

#### Other concerns

- § Flexible work procedures to allow more people working part-time – many people have to stop working. This is a waste of their experience education and they often become bored and depressed
- § Better health if less stress management should give support to women with childcare/carers responsibilities
- § Female related health issues (time off may be needed)
- § Management should be more understanding
- § Understand if time off required for other reasons
- § Jobs should be made available to women coming from ethnic minority background. They should be encouraged to apply for jobs. Offices/institutions and companies should be encouraged to take a risk in employing them as they also bring new ideas to the company

#### **Education and Skills**

Question 1 - Do you think you are making the most of your skills? What more could we do to help you reach your potential

- § More funding to voluntary sector to allow sector to make impacts rather than just having to fund raise
- § More places should be made available for respite and respite care
- § Teachers are pigeonholing skills – this needs to change
- § Retired people still have knowledge and skills to bring
- § There is very little offered to older women to keep their brain active
- § Change attitude to gender and other excluded groups

Question 2 - What more do you think school could do to prepare women for working life?

- § Women not going to University because of student loans
- § Robust structured careers guidance – placements, tasters, employment rights from S1/S2.
- § Strong mentors/roll models for women as part of their education

- § Females with disabilities receive very little opportunity e.g. Strathclyde University. Examples of good practice should be shared
- § School teachers to allow people to make choices on subjects regardless of gender
- § Life guide in employment rights and finances
- § Whole of school to be prepared for life better. Better equipping women for life
- § Disability and children with disabilities are not given support to get them into mainstream education
- § Higher Education – don't have female role models
- § Female abilities have to be recognised
- § More communication and opportunities from higher education
- § Much larger work experience
- § Career guidance far too general and not gendered orientated
- § Should recognise what people actually want
- § Strong role model for women all part of their education

Question 3 - If you were Minister for Women, what one policy would you introduce to address your concerns in this area?

- § Oversee all legislation to ensure it accounts for gender issues and that this legislation is policed
- § Free education courses
- § Equal Pay for women
- § Political will to implement equal pay – no real of enforcement and DDA
- § More accountability for the permission of grants
- § Overall legislation to ensure that when legislation is put in place it is policed.
- § Employment rights respected – part of the population not used to going for their rights

### Other Concerns

- § Education – why fuss about boys not reaching potential at school? No credit given to girls for doing well. Employers not prepared to take on girls who have proved ability rather than less able boys.
- § Introduce education to children regarding women issues and gender issues - introduce the information in the curriculum

### **Safety, Security and Crime**

Question 1 - What more could be done in your local area to make you feel safer?

- § Remove main cause of petty crime by creating more involvement of youth in the community
- § Should have more youth clubs more facilities are needed
- § Housing association should have more security features
- § Fire and safety education especially for women
- § More panic buttons should be provided like the ones on Buchanan Street
- § More local authority involvement
- § There is a cycle of deprivation which needs to be taken into account
- § More of community involvement – neighbourhood watch scheme for disturbances (elderly hardly go out at night due to fear)
- § Make drugs legal
- § Integrated services are required
- § Litter – keep environs litter free as this has a knock-on effect on respect for the area
- § The isolation of addicts is linked to crime and addiction
- § There is a lack of integrated services – services seem to be piece meal and don't look at whole picture solutions.

- § Funding is an issue for projects. There are domestic violence projects in Glasgow which will have funding cut in March 2007
- § Services and more involvement for kids
- § More policing patrolling in areas can be intimidating
- § There should be appropriate services for women before any possible sentences are given

Question 2 What more could be done to ensure fairer treatment of women in the criminal justice system?

- § Preventing those accused of domestic violence from being allowed to question and make domestic violence a criminal proceeding, not a civil one
- § Education on criminal justice widely available
- § Fairer treatment
- § Appropriate services and sentencing
- § Prevention of accused being able to question victim
- § There should be appropriate services for women before any possible sentences are given
- § There is a cycle of deprivation which needs to be taken into account
- § Some of those going into prison who go in with a small drug habit are released with a much bigger drug dependency
- § In some cases those who have been in jail would rather be sent back to jail.
- § Sheriff's seem to make decisions based on what "side of the bed they got out of"

Question 3 - If you were Minister for Women, what one policy would you introduce to address your concerns in this area?

- § Create policy of funding of minimum services – especially late night for youth
- § Equality in pay, treatment of women and progressions for women right across the board
- § Gender specific data from the criminal justice system to be made available
- § Gender training across all sectors
- § Safety classes for women – self defence classes to be made mandatory
- § Youth centres to be made available
- § Do away with religious denominational schools – sectarianism
- § Take 5 top performing women projects and roll them out – mainstream success pilot schemes
- § Shifting pilot success thro' longer term funding in 2 M/S
- § Continuity of expertise (follow thro' within position)
- § Umbrella-istic no tokenistic
- § To reduce infant mortality clinics need to address all social needs. Pre-birth consultations to be made available
- § Have to have faith in men for women (not a power ladder)
- § Some services have been set-up by men to suite their perceptions. Criminal Justice system was historically based on men offending for instance.
- § Short-term funding does not allow for developing successes - longer term funding is required – not tokenistic
- § Panic buttons
- § Discussion re legalising drugs
- § Youth involvement

Other concerns

- § Treatment of women in rape trials is a huge concern. One of the main problems is that rape trials are jury trials and while society thinks that women are "asking for it" conviction rates stay low. Changing attitudes is needed.

- § Promote safe spaces – forums for debate and discussion
- § Working with disability and carers making it easier for disabled to leave a violent partner as the benefit system needs changing to allow more flexibility on the JCF Fund to carry on and it is often the carer who is the violent person. It takes up to a year to be re-enacted to allow care needs to be met. Close links with housing – PWP disabled accessible accommodation for women and children
- § Better street lighting in dark, small areas
- § Get rid of perception children youths are a problem
- § Legalisation of drugs – reduce criminal activity (rise of hub in U.S.A.)

### **Other concerns not addressed by set themes**

#### Violence against women

- § There should be better treatment from police towards victims of violence (abuse, rape) women too scared to report crimes due to interrogation scared to leave abusive partners
- § I agree domestic violence should be treated as crime, police getting involved
- § Rape victims should not be interrogated quite as brutally leading more rapes to be reported
- § There has to be inclusion of mental abuse (apart from physical abuse) by a spouse in domestic violence. Just because there is no physical evidence and no witnesses, that doesn't matter that mental abuse cannot be taken in.
- § Advertising – women, men and children still portrayed as “sex objects” – wording of adverts sexually suggestive – nudity

#### Other concerns

- § Carer issues
- § Take into account the moral/spiritual/holistic side of things not just the practical
- § Take some steps to encourage support for parenting groups for all sections of society
- § Healthy eating for children in schools and opportunity to learn cooking and dietary skills.
- § Greater emphasis on relationships – commitment, non-sexual responsibility caring for others, respect. Emphasis at the moment on managing sex
- § Child parenting/child abuse
- § Local community initiatives to support women to achieve their own personal goals very important
- § Lack of empowerment leads to stress, feeling unable to cope health problems
- § Affordable, accessible childcare and transport – even in rural areas!
- § Women need to feel empowerment – benefits in health, education, work, community life, family life, debt, everything!
- § Poverty – Why delay in implementing equal pay. Blanket enforcement should have happened years ago. Should not have to go to court to get minimum wage or equal pay
- § Fear of crime greater than actual – so more positive reporting of good things happening
- § Media can play part in spreading information and legal issues with different case studies and documentaries made on women in context of legal issues
- § Feedback on the suggestion put forward and action taken to be sent to all participants
- § Why are women who are undergoing fertility treatment prevented from being considered for fostering and adoption? “My understanding is that if you are undergoing any kind of fertility treatment you are excluded from the right to foster or adopt. May be in the position of considering fostering and adoption in the future, dependent fertility investigation and I find a “double whammy” of loss particularly when the lack of places and people ready and willing to take on children who need care and a good home”

§ “Would you consider holding this debate in schools to get children perceptions and attitudes? They are the future generation. Also ask these questions of me (particularly for work life balance issues)