

CROSS PARTY GROUP on WOMEN IN ENTERPRISE

MINUTES OF MEETING HELD 26 NOVEMBER 2019

Present: Gillian Martin MSP (convenor); Jackie Baillie MSP (vice convenor); Bill Bowman MSP; Carolyn Currie; Anne Meikle; Morag Malloy; Kevin Rooney WES; Sandra Paterson, Kids Bee Happy, WES ambassador; Nathalie Agnew, Muckle Media, WES Ambassador; Pauline Rae; Lesley Landrels, Love Scottish; Wendy Edie, ECom, WES Ambassador; Criona Courtney, RBS; Paula Ritchie, RBS; Dinah Bennet ICE & WEIF (speaker); President Luis Solis WEIF (speaker); Anne Jenkins, WEIF; Dawn Shand SIE; Fiona Leslie, Scot Gov, Women of Agriculture; Joyce Campbell, Women in Agriculture Taskforce; Shona Blakely, Women's Fund; Jude Thorpe, Thorpe Malloy; Sarah Chew, Tech Fest; Jennifer Mackenzie, TEFL, WES ambassador; Gabrielle Blackburn, Women's Aid; Mairi Spowage, Fraser of Allender Institute; Angela Prenter Smith, This is Milk, WES Ambassador; Mairi Damer, Word Up Communications; Emma Reid, Ergo Law; Lyn Batchelor, Napier University Business School; Colin McBain, Scot Gov; Christina Mackay, BeYonder, WES Ambassador;

Apologies: Linda Hannah, Scottish Enterprise; Laura Jackman, HWU; Sandra Campbell, Business Gateway; Andy Wightman MSP

1. The meeting opened with a welcome from Gillian Martin and a particular welcome to our guest speakers from the Women's Economic Imperative conference and Board.
2. Before presentations from the speakers, Anne Meikle presented the annual report of the CPG. Gillian gave thanks to WES for its work on the CPG and for another successful year – including both Scottish issues as well as International ideas. Thanks was also given to RBS who sponsor the CPG and the report.
3. Paula from RBS spoke about why RBS were pleased to sponsor as they were committed to developing ideas and support for women in enterprise in Scotland. RBS are pleased to work with WES and hear what women are saying about levels of support and pleased to be part of this collaborative project.
4. President Solis (ex-President of Costa Rica) then gave a presentation. He thanked WES and the MSPs for inviting him to speak. He presented on the conclusions on UN reports on women's economic empowerment 2016/17.
 - a. The reports concluded that women's economic empowerment is not only the right thing to do but the intelligent thing to do.
 - b. President Solis also spoke about the Sustainable Development Goals (SDGs) but commented that without women's participation, and emancipation, we won't achieve them.
 - c. When dealing with women's economic empowerment, we must remember we are not only talking about the economy but talking about human rights.
 - d. It is important to put value to the work that women do – including unpaid labour – which we need to value. We also need to be aware of visibility, collective voice and representation, and the need for role models and champions.
5. A short presentation was then made by Dinah Bennett, ICE consultancy and member of the Women's Economic Imperative (WEI) board. WEI focuses on transformative action. Its aim is to drive concrete, sustainable and measurable progress for women in the economic sphere, whether in the workplace or as entrepreneurs.

Dinah gave examples of some of the work in which she has been involved and the impact of women's economic empowerment in different communities. Examples included a peer lending programme (Sampark); a health programme; the Kibera ballet; enterprise education programmes; and Ligas Femininas (a sports and education programme).

6. Discussion points included –
 - a. The contribution of unpaid labour – and unpaid care – there is still a lack of information on unpaid work. We need to get more hard information on this in Scotland. Including the cost to women's health of the 'second shift' of work.
 - b. Data is critical. T20 policy papers were important to draw out the need for better data and measurement.
 - c. Migrant women can become invisible so there is a need for data collection around migration. A lack of measurement in such areas can lead to assumptions and racism etc.
 - d. The need for investment was also discussed.
 - e. Diverse teams in workplaces and at board level are showing how better they work. We need to offer women opportunities for training and development to pick up the skills to take these positions. There is a need for a more holistic approach in Scotland. It is much harder for women to get back into the workplace, and get back into the positions they occupied before, in particular after maternity leave.
 - f. There is a programme of work to try and get more women into agriculture as a career. Some funding has been made available for training. Equality awareness training is also being carried out that will hopefully help tackle the lack of women in positions in agricultural organisations.

The meeting closed at 19.15 and delegates were invited to enjoy the hot buffet.