

# EQUAL OPPORTUNITIES

## SCOTTISH EXECUTIVE POLICY

### GENDER

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This paper has been prepared for the Scottish Parliament Equal Opportunities Committee and is an overview of Scottish Executive policy and practice developments on gender equality from 1999 to 2006. It is one of a series of briefings on the six “equality strands” of age, disability, gender, race, religion and belief and sexual orientation and gender identity. There is also a separate paper on generic equal opportunities policy.

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## KEY POINTS

- groups that have been established by the Scottish Executive to engage with them on gender equality include the Women in Scotland Consultative Forum and the associated Women's Issues Research Advisory Group, the Strategic Working Group on Women and the Scottish Women's Convention.
- the Strategic Working Group on women produced the report "Improving the Position of Women in Scotland: an Agenda for Action" (Scottish Executive, 2006). This contained recommendations on employment, childcare, caring for older and disabled people, poverty, violence and influence. The Scottish Executive responded to this report in 2004 and in 2006.
- the report also recommended that the Scottish Women's Convention (SWC), which was established in 2003, input to the Executive. The SWC had four policy groups, although two have stopped meeting.
- the Executive produced the "National Strategy to Address Domestic Abuse" in 2002. A National Group to Address Domestic Abuse was established and its remit included overseeing the implementation of the strategy. Its remit was widened to encompass violence against women.
- funding has been provided for services for women who have been victims of violence and/or sexual violence, and their children and to challenge the behaviour of men who abuse. There has also been the publicity/education campaign "to raise awareness of domestic abuse" including a television campaign, helpline and website.
- the Scottish Law Commission has produced a discussion paper on "Rape and other Sexual offences" (Scottish Law Commission, 2006). The Sexual Offences (Procedures and Evidence) (Scotland) Act 2002 brought in new provisions on the law of evidence in sexual offence trials.
- a Ministerial Working Group produced a report aimed at reducing the numbers of women in prisons.
- although employment and equal pay are reserved matters, the Scottish Executive is involved in a partnership project "Close the Gap" that aims to address the gender pay gap.
- the Sector Skills bodies and enterprise networks should encourage men and women into non traditional areas of work and more women entrepreneurs.
- the Childcare Strategy and Working for Families fund along with other developments have provided investment in childcare.
- the Commissioner for Public Appointments in Scotland has produced a Code of Practice for Ministerial Appointments that included equal opportunities requirements, but the number of women chairs of boards had fallen 6% to 17% since 2004.

## INTRODUCTION

Although equal opportunities is a reserved matter, the Scottish Parliament and the Scottish Executive have the power to encourage devolved bodies to observe equal opportunities requirements. This includes being able to impose duties on Scottish public authorities. As such, developments in equal opportunities policy and practice occur at European, UK, Scotland and local level.

The Scottish Executive is involved in a number of UK-led initiatives. For example, it recently contributed to the work of the UK Women and Work Commission and is liaising with the UK government with regard to the Discrimination Law Review as well as the forthcoming Gender Duty. However this UK work is not covered by this paper which focuses on initiatives and developments under devolved powers.

## POLICY DEVELOPMENT

### LEGISLATION

The key legislation on gender discrimination continues to be:

- The Equal Pay Act 1970 9 (c41)
- The Sex Discrimination Act 1975 (c65)

A new Equality Act (c3) received Royal Assent in February 2006. This had a number of purposes:

- to establish the Commission for Equality and Human Rights (CEHR) and define its purpose and functions
- to make unlawful discrimination on the grounds of religion or belief in the provision of goods, facilities and services, education, the use and disposal of premises, and the exercise of public functions
- to enable provision to be made against discrimination on the grounds of sexual orientation in the provision of goods, facilities and services, education, the use and disposal of premises and the exercise of public functions
- to create a duty on public authorities to promote equality of opportunity between women and men ('the gender duty'), and prohibit sex discrimination and harassment in the exercise of public functions in their employment and service functions

It is expected that this Act will come into force in April 2007 (Georghiou and Kidner, 2006). All public authorities in Scotland will be subject to the gender duty; however some public authorities will also be subject to specific duties (in a similar way to the existing race duty and forthcoming disability duty). The Scottish Executive is amongst those public authorities that will be subject to the specific duties, which will be laid before the Scottish Parliament in autumn 2006.

The CEHR will have a central role in progressing work in Scotland on gender equality. It will have a Scottish Commissioner, a Scotland Advisory Committee and delegated powers to set priorities and oversee work. The [Equal Opportunities Commission](#), established in 1976, is the current statutory body working "to eliminate sex discrimination in Britain". Along with the other existing statutory bodies (Commission for Racial Equality and the Disability Rights Commission) this is due to be replaced by the CEHR in the Autumn of 2007.

## **STRATEGIES FOR GENDER EQUALITY**

This section considers the Scottish Executive (and prior to that the Scottish Office) led developments in policy from 1998 to the present.

### ***Making it Work Together – A Programme for Government***

The [Programme for Government](#) (1999a) contained a commitment to “Establish an Equality Unit within the Scottish Executive by December 1999, to ensure that equality of opportunity is at the heart of policy-making”. In relation to gender equality there were commitments to a review of “the law in relation to sexual and violent offenders, including harassment and in particular stalking” by 2001. There was also a commitment to “deliver high quality, affordable, accessible childcare” (Scottish Executive 1999b).

### ***The Social Inclusion Strategy***

The [Social Inclusion Strategy](#) (Scottish Office, 1999) produced in 1999 contained a commitment “to eliminate discrimination and inequality on the grounds of gender, race or disability”. It also recognised:

- the pay differential between men and women
- that lone parents are more likely to be women
- victims of domestic violence are mainly women

### ***The Equality Strategy***

The [Equality Strategy](#) (Scottish Executive, 2000a) was published by the Scottish Executive in November 2000. It provided the basis for policy and practice to promote equal opportunities, primarily through mainstreaming. The objectives of the strategy are:

- Making better policy and providing better services
- Promoting equal opportunities and tackling discrimination
- Being a good employer

## **ADVISORY AND WORKING GROUPS ON GENDER EQUALITY**

### ***The Women in Scotland Consultative Forum (WISCF)***

The Women in Scotland Consultative Forum was set up in 1998, with the purpose of providing a mechanism for women's organisations in Scotland to communicate their views to the government, to meet with Ministers, to consider specific policy areas of interest and to suggest priorities. Connected to the WISCF was the Women's Issues Research Advisory Group (WIRAF) that advised the Women's Issues Research consultant.

### ***The Strategic Group on Women***

In 2003, the then Minister for Social Justice established the [Strategic Group on Women](#), a short-life working group to look at issues facing women in Scotland and suggest an agenda for action. They produced the report, [Improving the Position of Women in Scotland: An Agenda for Action](#), in November 2003. This contained recommendations for immediate, medium term and long term action to improve the position of women in Scotland in six key policy areas: employment; childcare; caring for older and disabled people; poverty and exclusion; violence and safety; and influence and decision-making (Scottish Executive, 2003a).

Although the Strategic Group on Women recognised the contribution of the WISCF it concluded that there was a need to develop new mechanisms for consultation and involvement of women

and women's groups. The Strategic Group therefore recommended that the Scottish Women's Convention should make the input into policy development.

### **Scottish Women's Convention**

The [Scottish Women's Convention](#) was a forum was established at the end of 2003 with support from the Scottish Executive. It provides opportunities for women to engage in focused debate about specific issues of concern and to influence policy decisions in Scotland. It initially established four policy groups;

#### Women and health

The health group carried out work on maternity services and has published and disseminated a report. This group is currently in abeyance.

#### Poverty

This group is pursuing strands, including support for the proposal for free school meals, equal pay and collection and production of statistics on women and poverty.

#### Women and the criminal justice system

A booklet on the criminal justice system has been produced by this group. They have stopped meeting although they may do so again to pursue particular aspects of the criminal justice system.

#### Violence against women, children and young people

This group are carrying out a survey of service providers, planning events and responding to consultations.

### **SCOTTISH EXECUTIVE RESPONSE TO "IMPROVING THE POSITION OF WOMEN"**

The Scottish Executive's initial [response](#) to the 77 recommendations in the Strategic Group on Women's report was published in March 2004 and this was updated in March 2006. The Executive accepted most of the recommendations. These reports primarily document the main activities by the Scottish Executive and by the UK Government to improve women's lives. Much of the content of this paper is drawn from these reports.

### **EQUALITY BUDGET PROOFING & POLICY ADVISORY GROUP**

The Equality Strategy has a commitment to assess the impact of spending plans and decisions in relation to equalities groups (Scottish Parliament Information Centre, 2002). The Executive is concentrating initially on gender and is "working in partnership with the [Equality Budget Proofing and Policy Advisory Group](#) (EBPAG) to map the pathway between evidence, policy and spend". Their aim is to provide better information about equalities impact in Executive budget documents, increase knowledge about mainstreaming and improve monitoring of spending impact on the range of equalities groups.

## DEVOLVED POLICY AREAS

### VIOLENCE AGAINST WOMEN

#### ***Domestic Abuse in Scotland – developments since 1998***

The Scottish Partnership on Domestic Abuse was established in 1998. One of the priorities for action it recommended was the production of the [National Strategy to Address Domestic Abuse in Scotland](#) (Scottish Executive, 2000b).

#### ***The National Strategy to Address Domestic Abuse in Scotland***

The strategy was published by the Scottish Executive in 2000. It set out proposals for clear and co-ordinated policy and legislation to be developed for all agencies working in this area. The main activities outlined were:

- enforcing current and identifying need for new legislation
- improvement and expansion of services
- education of the public and professionals to improve understanding of domestic abuse
- improvement of data collection to enable an accurate picture of abuse to be drawn

#### ***The National Group to Address Domestic Abuse***

This [group](#) was founded in 2001 to:

- oversee the implementation of the “National Strategy to Address Domestic Abuse”
- identify and disseminate good practice
- identify key issues and develop a common national response
- provide advice on monitoring data and the identification of the research required
- establish and oversee a coherent framework for issue-based groups and local multi-agency groups
- review and monitor progress against the Action Plan
- consider links between domestic abuse and the wider issues of violence against women

#### ***National Group to Address Violence Against Women***

The remit of the National Group to Address Domestic Abuse was widened in 2004 to cover violence against women. An Expert Committee on Violence Against Women was set up to advise the National Group. The National Group also established the Children’s Services Working Group, which made a series of recommendations. This included:

- having ‘children affected by domestic abuse’ be treated as ‘children in need’ under [Guidance for Integrated Children’s Services Plans 2005-8](#) (Scottish Executive, 2005a)
- publishing “Children and Young People Experiencing Domestic Abuse: Guidance Notes for Planners” (Scottish Executive, 2004b)
- recommending funding for women and children affected by domestic abuse Establishing a delivery group and plan to focus on children and young people (Scottish Executive, 2006b)

#### ***Publicity and Education***

There has been education/publicity work carried out. In 1998 the Scottish Office launched a campaign “to raise awareness of domestic abuse”. This was developed into the Scottish Executive “there's no excuse campaign”, and includes the 'No Excuse' advertising campaign comprising the “Domestic Bliss”, “Behind Closed Doors”, “Dolls House” and “Reminders” TV adverts. These were supported by a confidential helpline and website.

In 2003 the Executive published [Preventing Domestic Abuse – A National Strategy](#) which sets out primary and secondary prevention priorities (Scottish Executive, 2003b). [Domestic Abuse: A National Training Strategy](#) to improve service responses and knowledge and understanding across all sectors was published (Scottish Executive, 2004c).

## **CRIMINAL JUSTICE**

With regard to rape, the law in Scotland has undergone a number of significant developments in recent times. In June 2004 the Scottish Ministers forwarded a reference to the Scottish Law Commission “*To examine the law relating to rape and other sexual offences and the evidential requirements for proving such offences and to make recommendations for reform.*”

The immediate background to the reference was the existence of public, professional and academic concern as a consequence of certain high-profile decisions of the High Court of Justiciary. In Lord Advocate’s reference (No 1 of 2001) the court held that the crime of rape was defined as a man having sexual intercourse with a woman without her consent. The Court ruled that, despite 19<sup>th</sup> century decisions to the contrary, it was not a requirement that the man forcibly overcame the will of the woman.

The terms of reference undertaken by the Scottish Law Commission referred to the law relating to rape and other sexual offences and to evidence. The Discussion Paper on Rape and Other Sexual Offences (Scottish Law Commission, 2006) was published 30 January 2006 and contains a number of proposals and questions which were the subject of a public consultation which closed on 1 May 2006.

The Sexual Offences (Procedure and Evidence) (Scotland) Act 2002 (asp9) brought in new provisions on the law of evidence in sexual offence trials. Research to evaluate the impact of the legislation is ongoing. It includes data on the position in the three years prior to the new legislation and to 2005. A report on the findings is due in 2007.

Prohibition of Female Genital Mutilation (Scotland) Act 2005 (asp 8) was brought forward by the Executive to strengthen the law in this area to protect girls from this “horrific and dangerous practice”.

There is also a Forced Marriage Network that was initiated by the Scottish Executive in March 2005. The aim of this was to provide a focus for knowledge exchange and a resource for others to access.

There are a number of other initiatives to note, including the Pilot Domestic Abuse Court in Glasgow that commenced in 2004 with the evaluation which is due to report in early 2007. The Executive has also undertaken work with women in the criminal justice system.

## **Funding**

Since devolution the Executive has allocated funding to develop services for those who have experienced domestic abuse and other violence including:

- The Domestic Abuse Service Development Fund (DASDF) that was introduced in 2000. £1.5 million per year was made available to match fund local projects. This programme of funding was extended in 2002 to 2006.
- £1.5 million over 2 years from 2004 was provided to develop the Violence Against Women Service Development Fund (VAWSDF) for women victims and survivors of sexual violence.
- The Violence Against Women Fund that replaced the DASDF and VAWSDF in 2006. This has made £6 million available until 2008 to support services and develop ways in which

*providing research and information services to the Scottish Parliament*

groups can work together to provide better responses to violence against women. 87 projects have been funded, including services for women and children who have experienced violence, and for abusive men to challenge their behaviour (Scottish Executive 2006b).

- Funding of £1.96m for Rape Crisis groups was awarded under the Rape Crisis Specific Fund to improve local services for people experiencing rape and sexual assault. Initiated in 2004 originally for 2 years it has been extended until 2008. It was also used to fund existing services and develop new centres in areas where no service was available.
- £10 million was awarded, via Communities Scotland (then Scottish Homes) to the Refuge Development Programme to improve and increase the refuge places, for 3 years from 1999.
- £700,000 a year from 2005-06 to 2007-08 was given to support the roll out of the Domestic Abuse Training Strategy.
- £6 million, from 2006 to 2008, to ensure a minimum standard of direct support is provided to children and young people experiencing domestic abuse in Scotland.
- In addition to the different funding streams, funding is also given to core fund Scottish Women's Aid, Rape Crisis Scotland and the Scottish Domestic Abuse Helpline.

### **Prisons**

The report [Women Offenders - A Safer Way](#) (Social Work Services and Prisons Inspectorates, 1998) resulted from a major review undertaken by the Chief Inspector of Prisons and the Chief Inspector of Social Work following the suicides of seven women in Cornton Vale prison between June 1995 and December 1997. The review looked at community disposals and the use of custody for women offenders in Scotland. It highlighted the special circumstances of women in prison and led directly to the setting up of an Inter-Agency Forum (IAF) on Women Offenders which met from 1998 to 2000. One of the Forum's recommendations was that a Ministerial Group should take forward the issues that had arisen and so the Ministerial Group on Women Offenders (MGWO) was established in December 2000.

The MGWO's remit was to: "build on the work done by the Inter-Agency Forum to take forward and implement a package of measures designed to reduce significantly the number of women held in custody in Scotland." Its report, ['A Better Way'](#), was published in February 2002. This identified three problem areas which have contributed to the increasing number of women offenders: firstly, the number of short sentences; secondly, the numbers in prison for fine default; and thirdly, the numbers on remand.

Further to this is the Executive's funding of the 218 - or Time Out - Centre in Glasgow, The Centre was established in Glasgow in 2003 to provide a range of services for women in the criminal justice system - primarily within the boundaries of Glasgow City Council. The centre offers residential and detox facilities alongside drop-in day services plus programmes to reduce reoffending and access to a range of community and health services.

### **EMPLOYMENT**

Although employment and equal pay are reserved matters, they were raised in the Strategic Group's report (Scottish Executive, 2003a). The Scottish Executive response includes reference to UK policies in reserved areas operating in Scotland, including Welfare to Work, New Deal for Lone Parents and Jobcentre Plus. There are also specific initiatives in Scotland.

The following is an overview of the devolved initiatives in which the Scottish Executive has played or is playing a central role.

### ***Women and Work Commission***

More recently, the Scottish Executive contributed to the deliberations of the Women and Work Commission whose report [Shaping a Fairer Future](#) was published in 2006. The Women and Work Commission's report contains forty recommendations, many of which are for the Scottish Executive as they refer to devolved areas such as education and training. A cross-departmental working group is being established to lead on working with the Women and Work Commission's recommendations and other related matters.

### ***Pay***

[Close the Gap](#) is a partnership project, which aims to raise awareness about the gender pay gap and to encourage employers to take action to close it. Partners in the project include the Scottish Executive, Equal Opportunities Commission Scotland, Scottish Trades Union Congress, and Scottish Enterprise. In 2005 the project launched an advertising campaign [What Century is this?](#). Since 2005 the project has decided to focus on large private sector employers (particularly in the Financial Services' sector) and on the Higher and Further Education sectors.

### ***Employment in non-traditional occupations***

The Scottish Executive accepted the Strategic Group on Women's recommendation that both women and men should be encouraged into employment in non-traditional areas of work (Scottish Executive, 2004a). Initiatives aimed at achieving this include:

- Sector Skills bodies required to report on gender imbalance in Modern Apprenticeships
- targets set for the Enterprise network in relation to support for start-up for self-employment from 2002
- a Women into Business mentoring scheme was introduced in 2003

The Scottish Executive has also committed to "addressing barriers – both real and perceived – within the MA [Modern Apprenticeship] programme." Other support for women is the Scottish Enterprise and HIE Women's Enterprise Strategy "Sharpening the Focus on Women's Enterprise in Scotland" produced in 2005. This is an overview of services available to women to start and develop their own business including:

- networking
- Premier Adviser Accreditation Programme
- Business Investment for Growth (BIG)
- Microcredit Programme

There has been support for in-work training, latterly including support for HIE's, Women @ Work project and the Lothian Women onto Work voluntary organisation.

## **CARING**

The Strategic Group highlighted the disproportionate responsibility women have for caring for both children and adults and the impact this can have on their career opportunities.

### ***Care of adults and disabled children***

The Scottish Executive has initiated a range of work to support carers including:

- Scottish Executive [Strategy for Carers in Scotland](#) (1999c) and associated funding

- [Hidden Harm](#), Scottish Executive response (2004d) to the report of the inquiry by the Advisory Council on the Misuse of Drugs that focuses on support for children of drug abusing parents
- Care 21 in the Scottish Executive works with providers of social care services to look to the future and develop innovative practice. This has included carrying out a “futures’ exercise” to scope the nature, scale and support of unpaid carers now and in the future (Scottish Executive, 2005)
- The Education (Additional Support for Learning) (Scotland) Act 2004 (asp4) requires schools to be responsible for ensuring young carers have support in schools

### **Childcare**

Accessible, affordable childcare has been linked to the ability of women with children to participate in education and employment. There has been a raft of childcare development since 1999. The basis for development is the [Childcare Strategy](#) published in May 1998. The Scottish Executive website states:

*“The Strategy recognised that good quality childcare has benefits for children by promoting their development and learning, and benefits for parents, by enabling them to work. Although there was already a diverse range of childcare provision in Scotland, action was needed to fill gaps in the formal childcare sector which enables parents to take up employment or training. The overall aim of the Childcare Strategy was therefore to make high quality, accessible and affordable childcare available in every neighbourhood.”*

The initiatives include:

- Development of community-based childcare and pilot projects
- Local authorities to develop integrated childcare
- Sure start and Working for Families to assist more excluded families and aid parents into employment
- Development of a network of sitters services

Futurebuilders Scotland is Scottish Executive investment in the social economy. Around one third of the “current spend is on projects related to children and families including childcare” (Scottish Executive, 2006b). There has also been consideration of how to enhance the quality and value of the childcare workforce in Scotland. The Executive is due to publish its National Review of the Early Years and Childcare Workforce. This includes consideration of addressing under-representation of men in childcare and touches on pay, terms and conditions (Scottish Executive, 2006b).

### **POVERTY AND EXCLUSION**

The Executive’s strategy for addressing social exclusion, [Closing the Opportunity Gap](#) (CtOG) (Scottish Executive 2004e) was “equality proofed, including for gender, during its formulation stages...and will also consider disaggregating of data by sex for the ten CtOG targets”. These include:

- employability
- health
- qualifications and skills of young people
- skills of those in work
- financial inclusion

- support for children in need
- services in “remote and disadvantaged areas”

## INFLUENCE AND DECISION MAKING

The Strategic Group on Women report made proposals for improving women’s influence on decision-making in the range of the public sphere. One area the Executive could impact directly was women’s representation on public bodies.

### *Increasing women’s representation on public bodies*

A Commissioner for Public Appointments in Scotland (CPAS) was established under the Public Appointments and Public Bodies etc. (Scotland) Act 2003 (asp 4). As part of a commitment to “promote diversity in public appointments” a [Code of Practice for Ministerial Appointments to Public Appointments](#) was published in April 2006. It includes requirements to:

- Produce a publicity strategy for a wide audience
- Produce a person specification
- Short-list candidates according to agreed objective criteria
- Address the same questions to all candidates

The Minister makes the final decision on appointments on the basis of summary information provided on each candidate. Compared to January 2004 there was a fall of the proportion of women chairs of boards from 23% to 17%.

## SCOTTISH EXECUTIVE INTERNAL INITIATIVES

The Executive’s Diversity Strategy – [Positive about You](#) (2004f) outlined the progress in the Executive’s aim to become a diverse employer. Internally, the Scottish Executive has targets for women employed at different grades (2005c). The Executive has also carried out a pay review to monitor salary and benefits of their staff and further reviews are planned in coming years.

### *Scottish Executive progress and diversity targets October 2005*

GENDER	Apr. 03	Apr.04	Apr.05	Target Apr.05	Oct. 2005***	Target Apr.08
SCS	28.5	29.2	31.3	30	32.7	37
BAND C	37.6	40.2	43.3	43	44.9	50.8
BAND B	44.7	45.6	46	48	46.6	**

## RESEARCH AND INFORMATION

The following is a list of relevant research by the Executive since 1999.

### General

[Key Statistics about Women in Scotland](#)

[Scottish Household Survey](#) (particularly *Scottish Household Survey Bulletin No.5*)

[Scottish Neighbourhood Statistics](#)

### 2006

[Review of Strategies to Address Gender Inequalities in Scottish Schools](#)

[Literature circles, gender and reading for enjoyment](#)

[Evaluation of the 218 Centre](#)

[Criminal proceedings in Scottish Courts, 2004-05](#)

[Criminal Justice Social Work Statistics, 2004-05](#)

### 2005

[Gender Balance of the Teaching Workforce in Publicly Funded Schools](#)

[Report of the Expert Group on Prostitution in Scotland: Analysis of Consultation Responses](#)

[Domestic Abuse Recorded by the Police in Scotland, 1 January – 31 December 2004](#)

[Prison Statistics Scotland, 2004](#)

[Reconvictions of offenders discharged from custody or given non-custodial sentences in 2005, Scotland](#)

### 2004

[Domestic Abuse: A National Training Strategy](#)

[Violence against Women: A Literature Review commissioned by the National Group to Address Violence Against Women](#)

[Being Outside: Constructing a Response to Street Prostitution: Report of the Expert Group on Prostitution in Scotland](#)

### 2003

[Refuges For Women, Children And Young People In Scotland](#)

[Social Focus on Urban Rural Scotland 2003](#)

[Summary and Discussion of Research Reviews on Women's and Gender Issues in Scotland](#)

[Statutory Duties to Promote Equal Opportunities and Evidence of their Impact](#)

[Refuges for women, children and young people in Scotland - A research report](#)

[Women and Children's Health Statistics](#)

[National Centre for Women's Enterprise Feasibility Study - final research report](#)

### 2002

[Social Focus on Women & Men 2002](#)

[Researching Women In Rural Scotland](#)

[Equality in Scotland: Guide to Data Sources 2002](#)

[A Better Way: The Report of the Ministerial Group on Women's Offending](#)

[Researching women in rural Scotland](#)

[Research into Stalking and Harassment in Scotland \(2002\)](#)

### 2001

[Equality Statistics](#)

[Women and men in the professions in Scotland \[report\]](#)

[Gender and Pupil Performance](#)

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[Towards an Equality Strategy: Report of grassroots consultation with women](#)  
[Preventing violence against women](#)  
[Men and Women in Scotland: A Statistical Profile](#)  
[Scottish Household Survey Bulletin No. 5](#)

2000

[Women and Transport: Moving Forward](#)  
[Women's Issues in Local Partnership Working](#)  
[Research on Women's Issues in Scotland: An Overview](#)

1999

[Women in Decision-Making in Scotland: A Review of Research](#)  
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