

## **Women in Politics – Motion as adjusted, approved.**

**13** Bailie Siddique, seconded by Councillor Redmond, moved that:-

"The empowerment and inclusion of women in political decision-making processes is an essential part of any democracy. It is also integral for achieving gender equality and inclusive governance and ensures that the views of women are listened to and considered.

Council acknowledges the important role that many women have played in the social advancements seen in our city over the past 150 years. Such individuals, like Helen Crawford and Mary Barbour, campaigned against the egregious rent rises during the First World War, culminating in the Rent Restriction Act in 1915. Mary Barbour went on to become a Ballie and Magistrate in Glasgow, and always championed for working class women.

Agnes Hardie is also an important woman in the history of our city, as she became the first female member of the Glasgow Trades Council in 1909. She also served as an MP from 1937-45 and vehemently opposed conscription during the Second World War.

Despite this, Council recognises that women remain underrepresented in politics today and face many barriers that their male colleagues do not.

Council also acknowledges that women in politics face various systemic, cultural and institutional challenges today which limits access to opportunities and progression. As well as these challenges, Council notes the late Jo Cox who was murdered, or the ongoing abuse and the recent repugnant comments allegedly hurled at Diane Abbott. Council condemns all forms of gender-based violence, harassment and discrimination directed at women in politics.

Council recognises that women from our city's BAME community have and will continue to play a pivotal role in our society. BAME women can experience sexism, racism, and faith-based discrimination - we must do more to tackle the ongoing issues they encounter to encourage more to become involved in all levels of government and political processes.

Council recognises that increasing the representation of women will better reflect the diversity of our population, enhancing the effectiveness and legitimacy of local governance.

Council notes that addressing these challenges is vital in achieving gender equality, inclusive governance and strengthening democracy.

This motion reaffirms my Group's and Glasgow City Council's commitment to promoting gender equality, diversity, and inclusivity in the political decision-making process, building a more equitable and fairer society for all.

Council supports the Making it Happen 2027 campaign and we propose that Council:

- Adopt the COSLA voluntary guidance on Family Leave for Councillors.
- Take action on working practices with gendered impact (eg hours of business).
- Council to develop clear and responsive pathways for complaints, better workplace HR-style support, and take action on abuse, bullying, racism and harassment in all forms."

Councillor McTaggart, seconded by Councillor Doherty, moved as an amendment that:-

- (1) at the second paragraph change "Crawford" to Crawford" ;
- (2) after the third paragraph insert the following paragraph:

"And other women, like Winnie Ewing a member of three parliaments, UK, Europe and Scottish and who presided over the opening of the Scottish Parliament, a session she opened with the statement: "The Scottish Parliament, adjourned on the 25th day of March in the year 1707, is hereby reconvened"."

- (3) after the fourth paragraph insert the following paragraph:

"Council recognises that women being active in wider political and public life are subject to threats, abuse or intimidation, as evidenced by the recent Alan Turing Institute report and that three quarters (77%) of women are not comfortable expressing political opinions online, and this prevents many women from exploring opportunities as candidates, councillors, trade unionists or community activists due to unfettered sexism and misogyny."

- (4) after the sixth paragraph insert the following 3 paragraphs:

"Council believes that there will not be significant change to the number of women, or other under-represented groups, running for local election or re-election until the workload and level of responsibility of the role of Councillor is fairly remunerated and is disappointed that the Scottish Local Authorities Remuneration Committee (SLARC) review of councillor remuneration, did not address the issue, nor the need for parity of respect with other types of elected members.

Council however welcomes SLARC Recommendation 21: "The Committee recommends that the Scottish Government and COSLA, working alongside representatives drawn from all under-represented groups, should consider how best to enhance supports for councillors in these groups, and develop proposals to support, encourage and enable more people from under-represented groups to stand for office, particularly women, young people and people with a disability."

Council confirms that the Scottish Elections (Representation and Reform) Bill proposes a number of improvements to the law affecting Scottish Parliament

and Scottish local government elections and introduces measures to discourage intimidation (disproportionately likely to be directed towards women, those from ethnic and religious minorities, and LGBT people) of election campaigners, candidates, elected representatives and electoral workers and welcomes these.”;

(5) at the ninth paragraph:

(a) delete: “This motion reaffirms my Group’s and..” and insert to “Council reaffirms”; and

(b) delete: “we propose that Council” and insert “agrees to”;

(6) at the tenth paragraph:

(a) delete the third point and insert the following:

“Council will bring a paper which will be reported to the relevant council forum which will explore clear and responsive pathways to provide better support for elected members who receive abuse, bullying, racism and harassment in all its forms.” and

(b) insert a new fourth point with the following:

“4. continue to support COSLA’s Barriers to Elected Office Special Interest Group.” and

(7) insert the following final paragraph:

“Council believes that the above are warm words unless women actually benefit from other women in politics and public life, and, as Glasgow has outlined in its strategic plan and others continue to deliver on the range of strategic priorities that amplify female voices and improve women and girls’ lives.”

Councillor Bruce, seconded by Councillor Hoy, moved as an amendment that:-

(1) at the end of the third paragraph insert: “this is particularly pertinent for women of colour and LGBTQIA woman.”;

(2) at the start of the fourth paragraph insert: “Council acknowledges and applauds the organisations like Engender, Elect Her and The Young Women’s Movement have undertaken to help increase women.”;

(3) after “Council also acknowledges that women in politics face various systemic, cultural, and institutional challenges today which limits access to opportunities and progression.” Insert the following:

“In particular, Elect Her contends that councillor remuneration is a significant barrier to participation as well as unpredictable work patterns, making it

difficult to balance any other work or caring responsibilities. Women remain more likely to be responsible for caring, both for young children and the elderly, and so disproportionately impacts women.”

- (4) at the end of the seventh paragraph insert the following:

“Council recalls a question posed at June 2023 Full Council on exploring the Scottish Parliament’s Gender Sensitive Audit work, and the council motion that passed in March 2022 that instructed Officers to engage with COSLA’s Challenging Barriers to Elected Office Group, and call for this work to move at pace.”

- (5) at the ninth paragraph delete “My Groups” and insert “Glasgow Political Groups”;

- (6) delete “Council supports the Making it Happen 2027 campaign and we propose that Council:

1. Adopt COSLA voluntary guidance on parental leave.
2. Take action on working practices with gendered impact (e.g., hours of business).”;

and replace with the following:

“Council agrees to

Support the Making it Happen 2027 campaign and reaffirm support on COSLA’s voluntary guidance on parental leave

1. Notes that the Gender Sensitive Audit Working group has agreed to report to the Business Bureau on the process of getting council support on no single gender committees. Work cross-party within the Gender Sensitive Working Group to advance gender equality within Glasgow City Council, looking at recommendations proposed within the Scottish Parliament’s ‘A Parliament for All’ report, conducting surveys with current and previous councillors on their lived experiences, developing workshops with women whose identity intersects with protected characteristics
2. Reaffirm calls from Elect Her on COSLA conducting a broader review of Councillor terms and conditions to identify where barriers exist as well as developing clear and responsive pathways for complaints, such as third-party reporting, better workplace HR-style support, and take action on abuse, bullying, racism and harassment in all forms.
3. Call for the adoption of the SLARC remuneration recommendations as a starting point for councillor salaries and urgently calls for a change to the uplift from 80% to at least 100% of median salary of a public sector worker.

4. Encourage Glasgow's political groups to endorse and embed the Equal Representation Coalition's Toolkit to enhance current practice in equality, diversity, accessibility and inclusion."

Bailie Siddique, with the approval of her seconder, accepted the amendments by Councillor McTaggart and Councillor Bruce, resulting in the following adjusted motion:-

"The empowerment and inclusion of women in political decision-making processes is an essential part of any democracy. It is also integral for achieving gender equality and inclusive governance and ensures that the views of women are listened to and considered.

Council acknowledges the important role that many women have played in the social advancements seen in our city over the past 150 years. Such individuals, like Helen Crawford and Mary Barbour, campaigned against the egregious rent rises during the First World War, culminating in the Rent Restriction Act in 1915. Mary Barbour went on to become a Bailie and Magistrate in Glasgow, and always championed for working class women.

Agnes Hardie is also an important woman in the history of our city, as she became the first female member of the Glasgow Trades Council in 1909. She also served as an MP from 1937-45 and vehemently opposed conscription during the Second World War. And other women, like Winnie Ewing, a member of three Parliaments, UK, Europe, and Scottish and who presided over the opening of the Scottish Parliament, a session she opened with the statement: "The Scottish Parliament, adjourned on the 25<sup>th</sup> day of March in the year 1707, is hereby reconvened.

Despite this, Council recognises that women remain underrepresented in politics today and face many barriers that their male colleagues do not. This is particularly pertinent for women of colour, disabled women and LGBTQIA woman.

Council recognises that women being active in wider political and public life are subject to threats, abuse or intimidation, as evidenced by the recent Alan Turing Institute report and that three quarters (77%) of women are not comfortable expressing political opinions online, and this prevents many women from exploring opportunities as candidates, councillors, trade unionists or community activists due to unfettered sexism and misogyny.

Council also acknowledges that women in politics face various systemic, cultural, and institutional challenges today which limits access to opportunities and progression. In particular, Elect Her contends that councillor remuneration is a significant barrier to participation as well as unpredictable work patterns, making it difficult to balance any other work or caring responsibilities. Women remain more likely to be responsible for caring, both for young children and the elderly, and so disproportionately impacts women.

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Council recognises that women from our city's BAME community have and will continue to play a pivotal role in our society. BAME women can experience sexism, racism, and faith-based discrimination – we must do more to tackle the ongoing issues they encounter to encourage more to become involved in all levels of government and political processes.

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Council notes that addressing these challenges is vital in achieving gender equality, inclusive governance and strengthening democracy.

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Council however welcomes SLARC Recommendation 21: "The Committee recommends that the Scottish Government and COSLA, working alongside representatives drawn from all under-represented groups, should consider how best to enhance supports for councillors in these groups, and develop proposals to support, encourage and enable more people from under-represented groups to stand for office, particularly women, young people and people with a disability."

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intimidation (disproportionately likely to be directed towards women, those from ethnic and religious minorities, and LGBT people) of election campaigners, candidates, elected representatives and electoral workers and welcomes these.

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2. Take action on working practices with gendered impact (e.g., hours of business).
3. Continue to support COSLA's Barriers to Elected Office Special Interest Group.
4. Notes that the Gender Sensitive Audit Working group has agreed to report to Business Bureau on the process of getting council support on no single gender committees. Work cross-party within the Gender Sensitive Working Group to advance gender equality within Glasgow City Council, looking at recommendations proposed within the Scottish Parliament's 'A Parliament for All' report, conducting surveys with current and previous councillors on their lived experiences, developing workshops with women whose identity intersects with protected characteristics.
5. Reaffirm calls from Elect Her on COSLA conducting a broader review of Councillor terms and conditions to identify where barriers exist. Council will bring a paper which will be reported to the relevant council forum which will explore clear and responsive pathways to provide better support for elected members who receive abuse, bullying, racism and harassment in all its forms.
6. Call for the adoption of the SLARC remuneration recommendations as a starting point for councillor salaries and urgently calls for a change to the uplift from 80% to at least 100% of median salary of a public sector worker.
7. Encourage Glasgow's political groups to endorse and embed the Equal Representation Coalition's Toolkit to enhance current practice in equality, diversity, accessibility and inclusion.

Council believes that the above are warm words unless women actually benefit from other women in politics and public life, and, as Glasgow has outlined in its strategic plan continue to deliver on the range of strategic priorities that amplify female voices and improve women and girls' lives."

The motion as adjusted was accordingly declared to be carried.

Bailie Siddique noted her interest in this matter.

## **Adjournment.**

**14** In terms of Standing Order No 17, the Council agreed to adjourn the meeting at 1545 hours until 1555 hours.

## **Resumption of meeting.**

**15** The meeting resumed at 1555 hours and the sederunt was taken as follows:-

Present: The Lord Provost, Jacqueline McLaren (Chair).

SAQIB AHMED	LAURA DOHERTY	KENNY McLEAN
SUSAN AITKEN	STEPHEN DORNAN	NORMAN MacLEOD
IMRAN ALAM	PATRICIA FERGUSON	ELAINE McSPORRAN
BLAIR ANDERSON	SEAN FERGUSON	ANNE McTAGGART
KEN ANDREW	ELAINE GALLAGHER	LEÒDHAS MASSIE
ALEXANDER BELIC	ZEN GHANI	CHRISTY MEARNES
RICHARD BELL	ALLAN GOW	ANGUS MILLAR
DECLAN BLENCH	WILLIAM GRAHAM	MALCOLM MITCHELL
EVA BOLANDER	SHARON GREER	JON MOLYNEUX
ABDUL BOSTANI	GREG HEPBURN	ROBERT MOONEY
PHILIP BRAAT	FIONA HIGGINS	MARGARET MORGAN
JILL BROWN	SEONAD HOY	EVA MURRAY
HOLLY BRUCE	RASHID HUSSAIN	CECILIA O'LONE
MAUREEN BURKE	DAN HUTCHISON	KEIRAN O'NEILL
BILL BUTLER	FYEZA IKHLAQ	JILL PIDGEON
GRAHAM CAMPBELL	EUNIS JASSEMI	LINDA PIKE
CHRISTINA CANNON	ANN JENKINS	HANIF RAJA
PAUL CAREY	LILITH JOHNSTONE	THOMAS RANNACHAN
JOHN CARSON	JIM KAVANAGH	GEORGE REDMOND
ANTHONY CARROLL	RUAIRI KELLY	LANA REID-MCCONNELL
ALLAN CASEY	ALEX KERR	ROZA SALIH
ANNETTE CHRISTIE	MATT KERR	FRANNY SCALLY
CHRIS CUNNINGHAM	THOMAS KERR	JAMES SCANLON
STEPHEN CURRAN	KEVIN LALLEY	SORYIA SIDDIQUE
FEARGAL DALTON	PAUL LEINSTER	KIERAN TURNER
JOHN DALY	FRANK McAVEETY	CATHERINE VALLIS
AUDREY DEMPSEY	PAUL MCCABE	MARTHA WARDROP
STEPHEN DOCHERTY	ELAINE McDOUGALL	ALEX WILSON

LORD DEAN OF GUILD

Attending: D Henderson, Head of Legal and Democratic Services; A O'Donnell, Chief Executive; G Gillespie, Executive Director of Neighbourhoods, Regeneration and Sustainability; D Hutchison, Executive Director of Education Services; S Millar, Chief Officer, Glasgow City Health and Social Care Partnership; I Robertson, Director of City Development; and C Edgar, Director of Communication and Corporate Governance.



