

Pre-Budget Scrutiny
Evidence to the Economy Committee 28th September 2022

Addendum:
21st October 2022

Background

Reading the transcript of my evidence given on 21st October, I can see I have omitted some evidence. This addendum contains some further detail, particularly in response to the question from Michelle Thomson MSP on conditionality.

Conditionality

In my evidence I made the point that conditionality has been used effectively in relation to the Fair Work policy. I would like to see that approach extended to gender equity. For example, organisations accessing procurement or Scottish Government grants, or funding funds would require to evidence they are equitable at the start of the funding – such as, gender balanced exec/non-exec leadership. In addition, organisations would be required to report and update on progress during their funding and again at the end.

In this way, transformative change could be enabled through 1. Applying conditionality 2. Measuring and 3. Holding organisations to account on progress.