

A Gender Edit of Party Manifestos 2021

Ahead of the Scottish Parliament elections on the 6th May 2021, political parties have published commitments in manifestos covering a broad range of devolved policy areas. This gender edit contains a list of commitments made that explicitly reference women's equality, or which are directly associated with Engender's asks in our Vision for a Feminist Recovery Manifesto. It covers each of the five parties elected in 2016, with a supplementary document summarising the commitments of the other 20 parties running for election in 2021.

While many other areas or commitments will be of great interest to women such as policies around rent, primary health care or climate change measures, for example, unless the party themselves has noted a specific commitment to advance women's equality or rights we have not included them in this particular summary. Nor have we included commitments for which power and responsibility rests with Westminster or, in the main, those that take the form of broad statements expressing positive attitudes towards equality without a substantive commitment.

The gender edit is arranged according to the eight thematic asks set out in our own manifesto, Vision for a Feminist Recovery, followed by other commitments that have an explicit or significant impact on women:

- A society that values and rewards those who care for us [[jump to this section](#)]
- An economy that works for women as well as it does for men [[jump to this section](#)]
- A Scotland that eradicates men's violence against women and girls [[jump to this section](#)]
- A Scotland that guarantees women's rights [[jump to this section](#)]
- The highest standard of women's health and wellbeing [[jump to this section](#)]
- A Scotland where women have equal access to decision making [[jump to this section](#)]
- A Scotland where women have equal use of public space [[jump to this section](#)]
- A social security system that ensures the dignity and security of women [[jump to this section](#)]
- Additional commitments [[jump to this section](#)]

Engender - VISION FOR A FEMINIST RECOVERY	Scottish Conservatives <u>REBUILD SCOTLAND</u>	Scottish Greens <u>OUR COMMON FUTURE</u>	<u>Scottish Labour</u> <u>NATIONAL RECOVERY PLAN</u> ¹	Scottish Liberal Democrats <u>PUT RECOVERY FIRST</u>	Scottish National Party <u>SCOTLAND'S FUTURE</u>
<p>A SOCIETY THAT VALUES AND REWARDS THOSE WHO CARE FOR US</p> <ul style="list-style-type: none"> • Childcare • Social Care Workforce • Unpaid Carers <p>(Commitments relating to social security support for unpaid carers are found later in this table.)</p>	<p>Introduce free wraparound childcare for children in Primary 1-3, equivalent to five hours a week, and work with schools and local community groups to build capacity and create choice for parents.</p> <p>--</p> <p>Pilot the use of Family Hubs to bring health, education and social care services together and provide a 'one stop shop' of parenting support for vulnerable and disadvantaged children.</p> <p>--</p> <p>Increase uptake of the 600 hours of funded childcare available to</p>	<p>Ensure equal access to early years and childcare and work to implement 1,140 hours as soon as possible.</p> <p>--</p> <p>Deliver equitable funding to all relevant childcare providers.</p> <p>--</p> <p>Ensure all health and social care workers have access to dedicated mental health support and counselling.</p> <p>--</p> <p>Improve working conditions through a focus on wellbeing in the workplace, including enforceable breaks or pay when breaks are not</p>	<p>Designate childcare and social care as key growth sectors, recognising them as a vital infrastructure and key component of Scotland's economic recovery.</p> <p>--</p> <p>Implement all-age, all-year, wrap-around affordable early years services, focused on the needs of the child and with the flexibility that families need.</p> <p>--</p> <p>Following the planned expansion this year we would seek a year-on-year increase with the eventual ambition of offering 50 hours a week for every child.</p>	<p>An ambition to extend funded early education and childcare hours to one-year olds.</p> <p>--</p> <p>Expand nursery education to meet the promise of 1140 hours for 3 and 4-year-olds and eligible 2-year-olds.</p> <p>--</p> <p>Increase the 1140 hours entitlement to cover all two-year olds.</p> <p>--</p> <p>Extending the existing childcare provision that is available for students to cover their periods of independent study and vocational placements.</p> <p>--</p>	<p>Build a wraparound childcare system, providing care before and after school, all year round, where the least well-off families will pay nothing.</p> <p>--</p> <p>Introduce a new, fair National Wage for Care staff and introduce national pay bargaining for the sector for the first time.</p> <p>--</p> <p>Take forward the recommendations of the independent Feeley review and establish a National Care Service in the next parliamentary term.</p> <p>--</p>

¹ Labour has also produced a specific [Women's Manifesto](#). While the content of both manifesto documents broadly overlap, some slight changes in wording or level of detail do exist. This list draws from both documents.

	<p>disadvantaged two-year-olds. The 1,140 hours of funded childcare promised to all 3- and 4-years-olds must be introduced in August 2021 without any further delay and must deliver the choice promised to parents.</p> <p>--</p> <p>All parents who choose to defer their child starting primary school should be able to continue to access funded childcare from August 2021.</p> <p>--</p> <p>Invest £1 million in early language support this year for disadvantaged children at nursery to reduce the 'word gap' before they start school.</p> <p>--</p> <p>Invest an additional £40 million in staff wellbeing this year, including rest facilities and mental health services, and fully</p>	<p>possible.</p> <p>--</p> <p>Ensure that the pay and conditions of carers reflect their expertise, supporting calls for social care workers to be paid at least £15 an hour.</p> <p>--</p> <p>Facilitate the creation of national collective bargaining structures in areas linked to the public sector which do not currently have high levels of collective bargaining, such as social care and childcare.</p> <p>--</p> <p>Recognise the value of unpaid carers and ensure they have access to the training, equipment and respite breaks they need.</p> <p>--</p> <p>Introduce health checks and access to flexible healthcare appointments for unpaid carers.</p>	<p>We would also ensure that services take into account the specific needs of lone parents.</p> <p>--</p> <p>A workforce plan for childcare focussed on recruiting and retaining highly qualified staff, including a graduate apprenticeship option.</p> <p>--</p> <p>Address the underrepresentation of men in childcare.</p> <p>--</p> <p>Ensure that services take into account the specific needs of lone parents.</p> <p>--</p> <p>Establish core training funds for key, in demand public sector careers, subsidising the cost to enter and train in [...] nursing and health, teaching, care and engineering.</p> <p>--</p> <p>Establish a National Care Service, with national standards,</p>	<p>Encourage universities and colleges to be more parent-friendly with parental leave, breastfeeding and changing areas, and sensible notice periods for timetable changes.</p> <p>--</p> <p>Prioritise the establishment of national pay bargaining and commit to funding the outcomes so that care workers get fair pay and better career progression as soon as possible.</p> <p>--</p> <p>Make it a requirement that any care service by any provider must comply with fair work requirements which are set nationally.</p> <p>--</p> <p>Support the establishment of national care service standards, with the funding put in place to meet those standards, and effective</p>	<p>The National Care Service will oversee the delivery of care, improve standards, ensure enhanced pay and conditions for workers and provide better support for unpaid carers.</p> <p>--</p> <p>Introduce a National Wage for Care staff and enter into national pay bargaining for the sector, based on fair work principles, for the first time.</p> <p>--</p>
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	<p>establish a Scottish Workforce Specialist Service to provide ongoing mental health support to NHS and social care staff.</p> <p>--</p> <p>Ensure respite services are supported to reopen.</p> <p>--</p> <p>Existing carers legislation must be fully funded and implemented, and services for unpaid carers must be joined up.</p> <p>--</p> <p>Ensure carers are supported to remain in work wherever possible, including by providing dedicated employability services to support those who have had to give up work to return when they are able.</p> <p>--</p> <p>Introduce a new action plan for young carers.</p> <p>--</p>	<p>--</p>	<p>improved terms and conditions for workers and collective bargaining established for the sector (<i>also indicated to apply to childcare in the women's manifesto</i>)</p> <p>--</p> <p>Deliver an immediate pay rise to £12 per hour for care workers and the commitment to work with trade unions to increase this further to £15 p/hour.</p> <p>--</p> <p>Over the longer term the (social care) workforce needs to be treated as the skilled professionals they are, with consistent access to training and development, and proper workforce planning for the sector.</p> <p>--</p> <p>Create National Care Contracts to set the framework for social care services - promoting greater</p>	<p>complaint resolution for those people for whom services fall short.</p> <p>--</p> <p>Guarantee respite care for unpaid carers.</p> <p>--</p> <p>Make it easier financially for carers to access education and training.</p> <p>--</p> <p>Recognise unpaid carers with guaranteed respite support for them, and give support for those who want to continue in employment.</p> <p>--</p> <p>Give carers the right to flexible working hours where it is in our power to grant this so they can balance employment and caring responsibilities.</p> <p>--</p> <p>Work with local government to introduce a package of carer benefits including</p>	
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			<p>consistency and raising minimum standards.</p> <p>--</p> <p>A human rights-based Carers (Bereavement Support) (Scotland) Bill should be introduced to give carers a right to information on support and a plan to support them when their caring role ends, with a fund to support training and education, and access to Scottish Labour's new jobs and training schemes.</p> <p>--</p> <p>Introduce a comprehensive support strategy for unpaid carers, influenced by the proposals from the National Carers Organisations and including increased investment and entitlement to short breaks, access to leisure and wellbeing services, occupational health support and the</p>	<p>free leisure centre access and self-referral to socially prescribed activities and courses.</p> <p>--</p> <p>Extend the support and financial assistance available to carers following a bereavement that means their caring role comes to an end, recognising the need to both grieve and adjust.</p> <p>--</p>	
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			<p>provision of independent advocacy for carers of all ages.</p> <p>--</p> <p>Create a Minimum Income Guarantee for fulltime carers.</p> <p>--</p> <p>A new cross-portfolio action plan for children and young people with caring responsibilities,</p> <p>--</p> <p>A new support strategy for older carers.</p> <p>--</p> <p>All organisations receiving government funding should become Carer Positive employers.</p> <p>--</p> <p>Flexible respite care provision for unpaid carers.</p> <p>--</p> <p>Develop a Carers' Employment Strategy to support good work for those with caring responsibilities.</p> <p>--</p>		
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	<u>Scottish Conservatives - REBUILD SCOTLAND</u>	<u>Scottish Greens - OUR COMMON FUTURE</u>	<u>Scottish Labour – NATIONAL RECOVERY PLAN</u>	<u>Scottish Liberal Democrats – PUT RECOVERY FIRST</u>	<u>Scottish National Party – SCOTLAND’S FUTURE</u>
<p>AN ECONOMY THAT WORKS FOR WOMEN AS WELL AS IT DOES FOR MEN</p> <ul style="list-style-type: none"> • Labour Market Equality • Gender Budgeting • Economic Development • National Accounting 		<p>Work to incorporate Engender and Close the Gap’s Gender & Economic Recovery Principles.</p> <p>--</p> <p>Make public procurement and receipt of Scottish Government support conditional on compliance with Fair Work standards.</p> <p>--</p> <p>Increase support for apprenticeships and ensure they pay at least the living wage regardless of age, work to break gender stereotypes, and increase opportunities for disabled people and people from minority ethnic groups.</p> <p>--</p>	<p>Redistribute caring and unpaid work responsibilities between women and men and between the family and the state.</p> <p>--</p> <p>Recognise the important role unpaid work plays in the functioning of the economy.</p> <p>--</p> <p>Seek to guarantee a Minimum Income Standard that no one would fall below [and] work closely with communities in the development of the Minimum Income Standard.</p> <p>--</p> <p>Recognise the additional costs that groups such as lone</p>	<p>Create an occupational segregation commission to drive public bodies’ actions to tackle the occupational segregation which limits opportunities for women and men in different workplaces.</p> <p>--</p> <p>Support the employer accreditation programme Equally Safe at Work.</p> <p>--</p> <p>Set a target of a 50:50 male to female split for apprenticeships, with plans to achieve progress year on year, particularly in high paid sectors such as engineering.</p> <p>--</p>	<p>Bring forward a package of measures to tackle the so-called ‘motherhood penalty’ Encourage more flexible and family friendly working.</p> <p>--</p> <p>Halt interest on student loans during maternity leave.</p> <p>--</p> <p>Continue funding for the Women Returners’ Programme.</p> <p>--</p> <p>Ensure that single parents are a priority group in the expansion of Connecting Scotland – our programme of improving connectivity through the provision of tablets and laptops and access to support.</p> <p>--</p>

		<p>Negotiate with the UK Government to secure the powers to introduce a comprehensive Universal Basic Income pilot based on the model proposed by the Scottish Government-funded feasibility study.</p> <p>--</p> <p>Should those powers be refused, fund smaller-scale, more limited pilots that do not require powers from the UK Government.</p> <p>--</p> <p>Ahead of the introduction of a UBI, examine the feasibility of a Scottish Minimum Income, which would establish a minimum income standard and use social security top-up powers to increase the incomes of anyone living below this.</p> <p>--</p>	<p>parents and disabled people face.</p> <p>--</p> <p>Introduce statutory gender pay reviews across the Scottish public sector.</p> <p>--</p> <p>We will also transform care work by redistributing the caring and unpaid work responsibilities between women and men and between the family and the state.</p> <p>--</p> <p>Designate childcare as a key growth sector, along with social care, to recognise care as a vital infrastructure and key component of Scotland's economic recovery.</p> <p>--</p> <p>Reform Modern Apprenticeships with a National Apprenticeship Plan to raise quality, tackle gender segregation</p>	<p>Monitor progress on closing the gender pay gap.</p> <p>--</p>	<p>Developing measures of economic performance that take proper account of the contribution and cost of formal and informal care.</p> <p>--</p> <p>Establish a £10 million fund to allow companies to pilot and explore the benefits of a four day working week.</p> <p>--</p> <p>Build flexible and family friendly working into Fair Work First.</p> <p>--</p> <p>Create a Women's Business Centre, backed by £50 million of investment... Invest[ing] £3 million per year to pay the equivalent of a full time salary for 100 female applicants to develop their pioneering business idea.</p> <p>--</p>
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		<p>Place closing the gender pay gap at the heart of our plans for a green recovery.</p> <p>--</p> <p>Fully integrate gender budgeting into all public budgeting processes.</p> <p>--</p> <p>Suspend interest payments on student loans during maternity and paternity leave.</p> <p>--</p>	<p>and eliminate exploitation.</p> <p>--</p> <p>Introduce comprehensive legislation to place duties on employers to reduce risks and strengthen criminal law.</p> <p>--</p> <p>Support women starting new enterprises through a new Entrepreneur Unit, ensuring equality of access to government investment.</p> <p>--</p> <p>Restructure and grow the Scottish National Investment Bank ... Investment and support will be targeted and monitored to ensure that women led businesses are receiving a fair share of funding.</p> <p>--</p>		<p>A National Transition Training Fund to support workers whose jobs are at risk and provide retraining opportunities for high tech, high skilled jobs and the provision of green skills to support Scotland's transition to net zero.. supporting those who have been disproportionately impacted by Covid; such as women...</p> <p>--</p> <p>Promote Fair Work to help tackle occupational segregation.</p> <p>--</p> <p>We will nearly double the planned investment in the Parental Employability Support Fund to £15 million in the next two years.</p> <p>--</p> <p>Explore how we can link Parental Employment Support with our national Fair</p>
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			<p>Tackle the gender pay gap by encouraging women into leadership positions with targeted training and strengthened childcare support.</p> <p>--</p> <p>Promote collective bargaining and trade union recognition in the workplace to protect women's working conditions.</p> <p>--</p> <p>Flexible working agreements, negotiations on parental or carer leave, temporary or permanent adjustments, menopause workplace policies, require collective solutions.</p> <p>--</p> <p>Work with organisations like Women's Enterprise Scotland and established networks of women in different sectors and industries,</p>		<p>Start employment programmes.</p> <p>--</p> <p>Start work in the next Parliament to provide a Minimum Income Guarantee for all, incorporating the idea of Universal Basic Services.</p> <p>--</p> <p>Expand the specific duties that require a listed public authority to publish gender pay gap information to disability and ethnicity reporting and ensure these are included within Equal Pay Statements.</p> <p>--</p>
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			<p>such as Women in Agriculture in Scotland, to best understand the priorities sector by sector.</p> <p>--</p> <p>Address the gender gap in subjects like STEM by identifying gender stereotypes and building the skills to challenge them within education and careers advice workforces.</p> <p>--</p> <p>Renew the national approach to the digital skills pipeline, making sure that actions to inspire, educate, train and nurture digital talent are accessible to women and girls.</p> <p>--</p> <p>Deliver a full gender analysis on the Scottish budget so the cumulative impact of spending decision on women's equality is considered.</p> <p>--</p>		
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			<p>Propose an Equal Pay (Scotland) Act, which would require all public sector bodies and organisations with more than 250 employees who benefit from public procurement to publish regular equal pay reviews.</p> <p>--</p> <p>Extend the Equality and Fairer Scotland Statement development process into a full gender analysis of the Scottish budget, where the cumulative impact of spending decisions on women's equality is considered.</p> <p>--</p>		
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<p>A SCOTLAND THAT ERADICATES MEN’S VIOLENCE AGAINST WOMEN AND GIRLS</p> <ul style="list-style-type: none"> • Domestic abuse • Sexual Violence • Harassment and misogyny • Service provision • Criminal Justice 	<p>Take forward recommendations from Lady Dorrian’s review into improving the management of sexual offence cases which will improve the experience of victims, whilst ensuring that the right to a jury trial remains protected.</p> <p>--</p> <p>Introduce a legal right to anonymity for victims of sexual offences.</p> <p>--</p> <p>Review whether legal changes are required to remove the ‘rough sex defence’ in Scotland.</p> <p>--</p> <p>Support the implementation of the Forensic Medical</p>	<p>Work to ensure all those who need Legal Aid and related support will receive it, including in civil proceedings... currently victims of domestic abuse are given ‘additional measures of support’ in criminal cases but this is not routinely replicated in civil cases, nor is there adequate provision of civil legal aid.</p> <p>--</p> <p>Enshrine the right to lifelong anonymity for victims of sexual crimes in law.</p> <p>--</p> <p>Fight for the decriminalisation of sex work to ensure sex workers are legally protected from exploitation, trafficking</p>	<p>Strengthen the Victims Code for Scotland</p> <p>--</p> <p>Establish a Victims’ Commissioner for Scotland so that the Code is properly enforced and championed.</p> <p>--</p> <p>Develop a gender-based violence strategy that not only acknowledges the link between structural inequality and violence against women and girls, but also lays out clear action to tackle it / that that funds prevention, supports victims, reforms sentencing, and promotes greater transparency.</p> <p>--</p>	<p>Establish a cross-party commission to recommend urgent steps to prevent violence against women and girls in all its forms.</p> <p>--</p> <p>Take forward as a priority the recommendations from Dame Helena Kennedy’s working group on misogyny.</p> <p>--</p> <p>End the harmful practice of sexual orientation and gender identity conversion therapy in the next parliamentary session, working with the UK Government where necessary.</p> <p>--</p> <p>Decriminalise sex work in line with best</p>	<p>Take forward the actions in Equally Safe.</p> <p>--</p> <p>Establish a new multi-year £100 million funding stream over the next three years to support frontline services and focus on prevention of violence against women and girls from school onwards. We will ring fence part of these funds for frontline support services.</p> <p>--</p> <p>Invest a further £5 million this year to support frontline organisations to deal with outstanding demand that has built up during the pandemic.</p> <p>--</p>

	<p>Services Act and work with health boards and Police Scotland to ensure victims of sexual violence are not forced to travel long distances to be examined.</p> <p>--</p> <p>We would introduce a new 'sex aggravator' to punish crimes motivated by misogyny more harshly</p> <p>--</p> <p>Provide additional funding for domestic abuse charities to respond to the impact of COVID-19 until the end of 2021.</p> <p>--</p> <p>Introduce a Protection of Free Speech Bill to repeal the Hate Crime Act and prevent other attacks on freedom of expression.</p> <p>--</p> <p>Launch a national campaign in Autumn 2021, focused on schools, to challenge</p>	<p>and violence and have improved access to support and healthcare</p> <p>--</p> <p>Develop a strategy that effectively prevents and responds to violence, and that centres the needs and concerns of survivors.</p> <p>--</p> <p>Focus on education [as part of the strategy] through ensuring the delivery of high quality consent based relationship and sex education, training and information campaigns, and on ensuring public services better respond to survivors of abuse.</p> <p>--</p> <p>Support reform of the criminal justice system so that it better works for survivors, and</p> <p>--</p> <p>Create a Victims Commissioner for Scotland to represent the interests of victims</p>	<p>Amend the Hate Crime Bill so that misogyny and hate against women is included within its scope.</p> <p>Roll out access to specialist domestic abuse courts nationally, and establish a specialist sexual offences court and consider reforms to evidential requirements in these cases, including a review of the role of corroboration and increasing the use of pre-recorded and video evidence.</p> <p>--</p> <p>Implement the right for victims to have independent legal representation, particularly during hearings on past sexual history, and will support this with an extension in legal aid.</p> <p>--</p>	<p>international practice and the risks to those involved, and include stronger action to tackle people-trafficking.</p> <p>--</p> <p>Introducing a right to anonymity for victims of sexual crimes.</p> <p>--</p> <p>We will give victims a voice using feedback from support organisations on the Victims' Taskforce, improving issues such as access to information, feeling safe and experiencing compassion.</p> <p>--</p> <p>Reduce the amount of time cases take to complete and address court backlogs, by supporting the overwhelmed Crown Office and Procurator Fiscal Service.</p> <p>--</p> <p>Treat the victims of domestic abuse more</p>	<p>Ensure access for all young people to evidence-based prevention education on consent and healthy relationships and fund work in our schools, colleges and universities.</p> <p>--</p> <p>Increase the work undertaken to change attitudes of offenders, for example by ensuring that the Caledonian Project is available nationwide.</p> <p>--</p> <p>Fund resources for services that support men who are victims of rape and domestic abuse, and we will establish a national strategy on ending intimate and sexual violence against men and boys, which will sit in parallel with and complement the work of Equally Safe.</p> <p>--</p>
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	<p>attitudes towards sexual harassment.</p> <p>--</p> <p>.</p>	<p>and to drive improvements and innovation in the justice system.</p> <p>--</p> <p>Increase funding for victims' groups, specifically Scottish Women's Aid and Rape Crisis Scotland, along with other groups providing women and girls support and advice services.</p> <p>--</p> <p>Ensure funding is available to TARA-the Trafficking Awareness Raising Alliance who provide assistance to the increasing numbers of trafficked persons.</p> <p>--</p> <p>Support the work of the expert group established to examine how the criminal justice system deals with misogyny.</p> <p>--</p> <p>Support the abolition of the 'not proven' verdict and a thorough</p>	<p>Abolish the 'not-proven' verdict and move to a two-verdict system across all criminal trials to improve transparency and deliver fair and just outcomes.</p> <p>--</p> <p>Improve access to justice by reforming legal aid, roll out specialist domestic abuse courts and introduce a specialist sexual offences court. Ensure the Working Group on Misogynistic Harassment concludes it work within 12 months and implement any additional recommendations it makes, including further legislation where necessary.</p> <p>--</p> <p>Provide sustainable funding for critical services such as Women's Aid and local refuges and rape crisis centres.</p>	<p>fairly by building a presumption that the perpetrator will be required to leave the shared home, updating the Matrimonial Homes (Family Protection) Act.</p> <p>--</p> <p>Develop a new 'Destitution Fund' for people experiencing domestic abuse unable to access other sources of help.</p> <p>--</p> <p>Increase the number of qualified female forensic examiners available in Scotland.</p> <p>--</p>	<p>To help women and girls be safe on the streets we will work with stakeholders on how to better educate men about the impact of their behaviour.</p> <p>--</p> <p>Enshrine the right to lifelong anonymity for complainers of sexual crimes in Scots law</p> <p>--</p> <p>Give serious consideration to the recommendations from Lady Dorrian's review.</p> <p>--</p> <p>If the Working Group on Misogyny and Criminal Justice to recommends a stand-alone criminal offence of misogynistic harassment we will act swiftly on its advice.</p> <p>--</p> <p>Develop a model for Scotland to tackle this form of violence against women and girls, and consider how</p>
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		<p>review of jury numbers and the majority required to secure a conviction.</p> <p>--</p>	<p>--</p> <p>Continue funding for the employer accreditation programme Equally Safe at Work.</p> <p>--</p> <p>Stand up for the right of women to speak without fear of abuse or violence.</p> <p>--</p> <p>Take a zero-tolerance approach to threats against women, in person or online, both within our own party and in government.</p> <p>--</p> <p>Ensure that threats of violence online continue to be taken seriously by Police Scotland and Crown Office.</p> <p>--</p>		<p>aspects of international approaches which seek to challenge men's demand for prostitution would best be applied in Scotland.</p> <p>--</p> <p>Engage with those with direct or lived experience to shape services and design measures which will protect them from harm and provide the support they need, including helping them exit prostitution.</p> <p>--</p> <p>Remain committed to supporting the Victim's Taskforce.</p> <p>--</p> <p>Appoint a Victims' Commissioner to provide an independent voice for victims and witnesses, and we will review the provision of victim services.</p> <p>--</p>
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					<p>Develop a new funding regime for victim support organisations and introduce a justice-specific knowledge and skills framework for trauma informed practice.</p> <p>--</p> <p>Undertake a review of Scotland's prosecution, including reform of corroboration, and the three-verdict system.</p> <p>--</p>
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<p>A SCOTLAND THAT GUARANTEES WOMEN’S RIGHTS</p> <ul style="list-style-type: none"> • CEDAW • Commissioner for Women’s Rights • Istanbul 	<p>Embed the removal of barriers to equality of opportunity into all our policies.</p> <p>--</p>	<p>Introduce a Human Rights (Scotland) Act to enshrine fundamental rights.</p> <p>--</p>	<p>Incorporate the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)</p> <p>--</p>	<p>Incorporate four United Nations human rights treaties into Scots law: the International Covenant on Economic, Social and Cultural Rights; the Convention on the Elimination of All Forms of Discrimination against Women; the Convention on the Elimination of All Forms of Racial Discrimination; and the Convention on the Rights of Persons with Disabilities.</p> <p>--</p>	<p>Incorporate four more United Nations Human Rights treaties into Scots Law: - The International Covenant on Economic, Social and Cultural Rights - The Convention on the Elimination of All Forms of Discrimination against Women - The Convention on the Elimination of All Forms of Racial Discrimination - The Convention on the Rights of Persons with Disabilities.</p> <p>--</p>

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<p>THE HIGHEST STANDARD OF WOMEN’S HEALTH AND WELLBEING</p> <ul style="list-style-type: none"> • Covid-19 • Mental Health • Research • Sexual and Reproductive Health and Maternity Care 		<p>Decriminalise abortion, remove the ‘two doctor rule’, and retain the provision for early medical abortions at home introduced during the pandemic.</p> <p>--</p> <p>Ensure adequate provision of free contraception, access to sexual health clinics, family planning and advice services.</p> <p>--</p>	<p>A catch-up initiative across all our screening programmes [including specifically breast and cervical screening.]</p> <p>--</p> <p>Protect and reinstate women’s wards in hospitals so that women have privacy and dignity when at their most vulnerable.</p> <p>--</p> <p>Ensure that women have access to the full range of reproductive services, protecting their right to a safe, legal abortion, and designating buffer zones around clinics to protect women’s privacy.</p> <p>--</p> <p>A Women’s Health Fund to support work to: Further research,</p>	<p>Where inpatient perinatal care is needed this is offered with provision for the mother’s continuing care for the baby, with the range of bed spaces expanded to allow more women to receive care close to home.</p> <p>--</p> <p>Support educational and youth organisations to encourage young women to discuss any body confidence issues with medical professionals.</p> <p>--</p> <p>Commit the Scottish Chief Scientist Office to a biomedical research programme on the burden of M.E. and expand this work to</p>	<p>Implement a Women’s Health Plan to improve care and reduce health inequalities for women and girls.</p> <p>--</p> <p>Establish a dignified, compassionate miscarriage service tailored to the needs of women, taking forward the findings of The Lancet report and supporting the development of individualised care plans after a woman’s first miscarriage</p> <p>--</p> <p>Emulate New Zealand where families who experience miscarriage or stillbirth are entitled to 3 days of paid leave by delivering this within the public sector.</p>

			<p>advice, and services for predominantly women-specific conditions, such as female heart disease, thyroid symptoms, and conditions such as endometriosis; Support the collection of disaggregated data across the NHS to inform scientific research; Allocate specialist resources for GP training on women's health; Commission increased cervical screening at sexual health clinics and support the national roll out of self-sampling.</p> <p>--</p> <p>Ensure Scotland's NHS has the right specialists with a focus on women's health conditions, such as those for lipoedema.</p> <p>--</p> <p>Partner with Universities to establish two new</p>	<p>include study of Long Covid and chronic fatigue, particularly as they affect women.</p> <p>--</p> <p>Ensure that NHS reproductive health and fertility services recognise, and address, barriers and health inequalities faced by LGBTI people, particularly by lesbian and bisexual women.</p> <p>--</p> <p>Offer new parents greater access to mental health services, including</p> <ul style="list-style-type: none"> • The current post-natal six-week check to include support from a GP and health visitor with specific training on maternal mental health, supported by a new time-bound plan to 	<p>--</p> <p>Review midwifery and health visiting pathways for new families and babies, improve access to practical breastfeeding support, physical therapy advice and increase postpartum and mental wellbeing support.</p> <p>--</p> <p>Ensure maternity departments have dedicated facilities for women who are experiencing unexpected pregnancy complications,</p> <p>--</p> <p>Reduce waiting times for diagnosing endometriosis from over 8 years to less than 12 months by the end of the parliament and look to improve the experience and diagnosis of women who visit their GPs with other menstrual problems.</p>
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			<p>professorships in women's health in Scotland.</p> <p>--</p> <p>Support the calls for a new Mesh Charter</p> <p>--</p> <p>Create a fund to support mesh-injured women having the choice over where they have removal surgery.</p> <p>--</p> <p>Establish a Patient Safety Commissioner.</p> <p>--</p> <p>Offer an extra health visitor visit at 18 months for all babies born between January 2020 and 6 May 2021.</p> <p>--</p> <p>Provide specific support to women experiencing post-natal depression within our wider increase to mental health spending.</p> <p>--</p> <p>Improve breastfeeding support by providing a</p>	<p>increase core training for GPs and health visitors on mental health.</p> <ul style="list-style-type: none"> • Referral to a suitable community peer support network, operated by voluntary groups or the third sector, and supported by a health visitor. • A new campaign to remove the stigma of mental ill health for new mothers, and to provide reassurance that keeping mothers and babies together is a foremost concern. <p>--</p>	<p>--</p> <p>Ensure women have improved access to specialist services for advice and support on the diagnosis and management of menopause.</p> <p>--</p> <p>Launch a public health campaign to remove stigma and raise awareness of the symptoms of menopause.</p> <p>--</p> <p>Ask clinical experts in the National Screening Committee to examine the merits of lowering the current age thresholds and commit to acting on their advice.</p> <p>--</p> <p>Invest in research to improve the accuracy of screening.</p> <p>--</p> <p>Support the development of a new Scottish Institute for Women's Health to</p>
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			<p>home visit from a breastfeeding support worker within the first week a baby spends at home and carrying out further consultation to ensure women's needs are met.</p> <p>--</p> <p>Launch a 'Babies meet Babies' programme to promote socialisation and interaction by bringing together parents and carers of babies born after January 2020, supported by appropriately trained staff and using accessible community-based facilities.</p> <p>--</p>	<p>Create dedicated facilities for perinatal loss, with a standard of care equivalent to that provided to patients undergoing labour and delivery. We will accompany this with comprehensive mental health support for families affected by perinatal loss.</p> <p>--</p> <p>Remove criminal sanctions for receiving an abortion, and for appropriately regulated medical professionals providing them.</p> <p>--</p> <p>Provide funding so that users of reproductive healthcare services are provided with enough specialist advice to make fully informed decisions.</p> <p>--</p> <p>Legally enforce safe zones around abortion services.</p> <p>--</p>	<p>drive changes to policy, guidance and medical training on the basis of sex and gender medicine as well as provide funding to dedicated research into women's health.</p> <p>--</p> <p>Continue to work to deliver improved services for women who have suffered complications as a result of transvaginal mesh, and support the outcomes that the Scottish Mesh Survivors Charter is seeking.</p> <p>--</p> <p>Introduce legislation to enable women who paid for mesh removal surgery to be refunded while ensuring that women who may prefer to have mesh removal surgery outside the NHS in future can do so free of charge and with travel costs paid for.</p>
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					<p>--</p> <p>Continue to provide Baby Boxes for all of Scotland's new children, and explore ways in which the Baby Box can be used to further promote women's health and support parental mental health.</p> <p>--</p> <p>Protect the legal right to abortion in Scotland, with no plans to restrict existing abortion legislation.</p> <p>--</p> <p>We are clear that those accessing abortion services should not be targeted for choosing to access this right. We will support any local authority who wishes to use their powers to establish byelaws to create protest-free buffer zones outside clinics that provide abortion services.</p> <p>--</p>
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	<u>Scottish Conservatives - REBUILD SCOTLAND</u>	<u>Scottish Greens - OUR COMMON FUTURE</u>	<u>Scottish Labour - NATIONAL RECOVERY PLAN</u>	<u>Scottish Liberal Democrats - PUT RECOVERY FIRST</u>	<u>Scottish National Party - SCOTLAND'S FUTURE</u>
<p>A SCOTLAND WHERE WOMEN HAVE EQUAL ACCESS TO DECISION MAKING</p> <ul style="list-style-type: none"> • PSED • Government and Parliament • Media 		<p>Promote more diverse local representation.</p> <p>--</p> <p>Work to remove barriers to under-represented groups' full participation.</p> <p>--</p> <p>Increase the annual allowance for councillors, so it enables everyone to make it a full-time role.</p> <p>--</p> <p>Clarify ambiguity around maternity and parental leave, and extend access to public office funding across all protected characteristics.</p> <p>--</p>	<p>Equality proof all policy and legislation.</p> <p>--</p> <p>Ensure a zero-tolerance approach to violence, bullying and discrimination based on sexuality and gender in Scottish society.</p> <p>--</p> <p>Ensure a zero-tolerance approach to violence, bullying and discrimination based on a woman's sex or sexuality.</p> <p>--</p> <p>Continue in the use of the Equality Act 2010 to frame equalities policies.</p> <p>--</p> <p>Improve the effectiveness of the Public Sector Equality Duty and Equality</p>		<p>Introduce an overarching Scottish Diversity and Inclusion Strategy covering the public sector, our educational institutions, justice system, transport and workplaces. This strategy will focus on the removal of institutional, cultural and financial barriers which lead to inequalities in relation to gender, race, religion, sexual orientation, disability and social mobility.</p> <p>--</p> <p>Increase and improve our data collection so that across all our policies we will have a strong evidence base, and be able to gauge intersectional</p>

			<p>Impact Assessments with additional resources, improved monitoring, and sanctions where necessary to ensure gender mainstreaming is realised across public sector policy making.</p> <p>--</p> <p>Work with partners in local government to end sex discrimination.</p> <p>--</p> <p>Call for a review of arrangements in Holyrood so parents are better supported. In particular, there should be improved childcare facilities and consideration of implementing more flexible voting options for MSPs, taking account of the remote voting and proxy voting arrangements put in place over the pandemic and elsewhere in the UK.</p> <p>--</p>		<p>inequality, measure outcomes, and recommend improvements.</p> <p>--</p> <p>Continue the National Advisory Council on Women and Girls and continue to progress their recommendations over the course of the next parliament.</p> <p>--</p>
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<p>A SCOTLAND WHERE WOMEN HAVE EQUAL USE OF PUBLIC SPACE</p> <ul style="list-style-type: none"> • Transport • Planning • Housing • Internet 			<p>Build on the success of our period poverty campaign by ensuring that women have safe, well maintained public toilets to use, in workplaces, educational institutions, and public spaces.</p> <p>--</p> <p>Pilot physical space safety audits and ensure a gender approach is taken in community planning so that our public spaces have safe walking routes and are places where anyone can feel secure.</p> <p>--</p>		<p>We will explore ways to improve the design of communities, such as Space Safety Audits, to make women not just feel safer, but be safer.</p> <p>--</p>

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<p>A SOCIAL SECURITY SYSTEM THAT ENSURES THE DIGNITY AND SECURITY OF WOMEN</p> <ul style="list-style-type: none"> Income Support Disability Payments Carers' Support 	<p>Deliver free school lunches and breakfasts for all children in primary school, ensuring that they get a decent meal twice per day.</p> <p>--</p> <p>Complete the rollout of the Scottish Child Payment and increase payments to £20 per we</p> <p>--</p> <p>Improve the Carers Allowance by introducing a taper rate so that carers do not lose 100 per cent of their allowance if they earn £1 over the £128 per week limit on earnings.</p> <p>--</p> <p>Extend payments of Carers Allowance to up to six months after</p>	<p>Accelerate the roll-out of the new Scottish Child Payment.</p> <p>--</p> <p>Double the Scottish Child Payment to at least £20, lifting 50,000 children out of poverty.</p> <p>Increase all Best Start Grants and the School Clothing Grant by £100, worth an extra £400 to some of our poorest families.</p> <p>--</p> <p>Ensure all devolved social security payments increase annually, at least in-line with rising costs. Payments aimed at children will be double-locked to rise annually with the higher of inflation or increases in average incomes.</p>	<p>Examine ways to improve the Carer's Allowance earnings threshold, including aligning it to at least 16 hours at the Scottish Living Wage, allowing carers to earn more from part-time work, as well as removing the cliff edge and the full-time study rule.</p> <p>--</p> <p>Extend eligibility for support by ensuring the new Scottish Carer's Assistance is available to unpaid carers who care for 20 hours or more each week.</p> <p>--</p> <p>The Carer's Allowance and Carer's Allowance Supplement should be extended from the current eight weeks to</p>	<p>Double the Scottish Child Payment to £20 per week to tackle child poverty.</p> <p>--</p> <p>Develop a system of Universal Basic Income to provide everyone with a safety net.</p> <p>--</p> <p>Consider top-up social security payments, similar to the child payment, for families with one or more disabled parent or disabled child, to make a bigger impact on child poverty.</p> <p>--</p> <p>Support an enhanced Carers Allowance in Scotland and are campaigning for a UK-wide uplift of £1,000 per year to recognise the value of carers.</p>	<p>Pay a double payment (£460) of Carer's Allowance Supplement in December 2021.</p> <p>--</p> <p>Introduce Carer's Assistance to replace the current Carer's Allowance - this will increase the value of the payment, provided we can guarantee UK benefit clawbacks won't leave carers worse off.</p> <p>--</p> <p>Pay anyone looking after more than one disabled person an extra £10 per week.</p> <p>--</p> <p>Pay Carer's Assistance for 12 weeks instead of just 8, helping over 4,000 carers.</p> <p>--</p>

	<p>bereavement and allow carers in full time education to continue to receive Carers Allowance.</p> <p>--</p>	<p>--</p> <p>Scrap the Benefit Cap, which costs some of our poorest families up to £2,200 a year, by providing Local Authorities with sufficient funds to provide grants to fully mitigate it, in the same way as is done for the Bedroom Tax.</p> <p>--</p> <p>End the Two Child Limit and Rape Clause. The Two Child Limit fundamentally distorts our social security system by breaking the link with need. We will request the UK Government end the Two Child Limit in Scotland, with the costs of doing so being funded by the Scottish Government.</p> <p>--</p> <p>Launch an independent review of the Scottish Welfare Fund and Discretionary Housing Payments.</p>	<p>six months after their role ends with a new Post-Caring Support Payment</p> <p>--</p> <p>Address the 'overlapping benefit rule' that disadvantages carers on the state pension.</p> <p>--</p> <p>We have been consulting on a Scottish Employment Injuries Advisory Council Bill, which would bring Industrial Injuries Disablement Benefit (IIDB) into the 21st century. We would continue this work in the next parliament.</p> <p>--</p> <p>Work with UK colleagues to fight for the maintenance of the Universal Credit uplift until the system is abolished and replaced. If this does not happen in Westminster, we will</p>	<p>--</p> <p>Extend eligibility for financial support for up to six months after a person's caring role comes to an end.</p> <p>--</p> <p>Engage carers and service users in an update of the 2016 Carers Act in order to improve it in the light of lessons from the pandemic.</p> <p>--</p> <p>We will continue to press for justice for WASPI women from the UK Government and will consider a new Scottish benefit to close the gap in cases of hardship.</p> <p>--</p>	<p>Continue to pay the Carer's Allowance Supplement until Carer's Assistance is introduced.</p> <p>--</p> <p>Use the introduction of Carers Assistance to make sure carers are given information on the support available to them and we will invest in carers centres across the country.</p> <p>--</p> <p>Over the course of the parliament we will double the Scottish Child Payment to £20 a week, or £80 per month.</p> <p>--</p> <p>Guarantee the budget for the Scottish Welfare Fund and carry out a review of its purpose and operation to make sure it works as well as possible in all parts of the country.</p> <p>--</p>
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		<p>-- Institute a review of Disability Assistance and Carer's Assistance to examine what changes are needed to ensure that the payments meet six conditions established by the Scottish Campaign for Rights to Social Security, and consider a lower caring hours threshold and more flexible earnings limit.</p> <p>-- Immediately increase the Carer's Allowance top-up to £105 a week.</p> <p>-- Examine the feasibility of providing an extra payment to those caring for more than one person and of introducing a Carer Recognition Payment for those not able to claim Carer's Assistance due to the 'overlapping benefits' rule.</p>	<p>use the powers of the Scottish Government to maintain the uplift.</p> <p>-- Use the full extent of the Scottish Parliament powers as well as working with UK colleagues to abolish the two-child cap, scrap the rape clause, and make split payments.</p> <p>-- A full independent review of the Scottish Welfare Fund, examining its delivery with a focus on local authority administration costs, the standard and consistency of the service provided, and access to and promotion of the fund.</p> <p>-- Enhance the Scottish Welfare Fund to ensure all those facing income crisis, including those experiencing food insecurity, have</p>		
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		<p>-- Double the Young Carer Grant to £600 a year and expand eligibility. --</p>	<p>access to timely and adequate emergency financial support. -- Automate the Scottish Child Payment, double it to £20 a week and accelerate the roll out for six to 16-year olds. -- Provide at least £5 a week supplement per child to families with disabled children or parents. -- Support individuals and families fleeing domestic violence who need to establish a new safe home with more housing options, support to stay in work and a new extension of the Scottish Welfare fund, ring-fenced to offer grants to victims of domestic abuse. --</p>		
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ADDITIONAL COMMITMENTS	<p>Encourage intergenerational partnerships via mentoring schemes, with a focus on supporting women in agriculture.</p> <p>--</p>	<p>Introduce special provision for offenders who are mentally ill and for women who are pregnant or have young children.</p> <p>--</p> <p>Guarantee Personal and Social Education for every pupil which covers topics such as consent-based sex education, LGBT+ inclusivity, and mental health.</p> <p>--</p> <p>Reject the principle of ‘no recourse to public funds’ and ensure that local authorities are enabled to provide assistance to all vulnerable individuals who require it, regardless of immigration status.</p> <p>--</p>	<p>Encourage participation from women, particularly from various religions and diverse minority communities through the provision of single-sex opportunities.</p> <p>--</p> <p>Expand investment in outdoor education available to young women and girls.</p> <p>--</p> <p>Create community spaces that are welcoming and safe places for women to exercise.</p> <p>--</p> <p>Pursue alternatives to prison for pregnant women and mothers who have committed nonviolent offences.</p> <p>--</p>	<p>Speed up the rollout of the new women’s prison estate, designed to help reduce reoffending.</p> <p>--</p> <p>After the failures exposed by the Salmond-Sturgeon inquiry into harassment of women we will establish a new confidential complaints process within the civil service, with a strong external element, to give confidence to those wishing to make a complaint against ministers.</p> <p>--</p> <p>Ask representatives from different equality groups to help shape public services to learn from the mistakes made in the pandemic.</p>	<p>Review our investment in sport, including sponsorship, to ensure it benefits men and women equally and we will work with public broadcasters in Scotland to support them to significantly increase the amount of women’s sport shown on Scottish screens, so that we can inspire girls and boys to take part in sports.</p> <p>--</p> <p>Create a ‘Fan Bank’ to empower communities and groups and strengthen local decision making... to be eligible to apply for support from the Fan Bank, groups will require to show... how involvement in the running of their club</p>

		<p>Develop a museum, archive and learning centre dedicated to telling the stories of underrepresented groups in Scotland's history and culture.</p> <p>--</p>	<p>Address the imbalance of resources for rehabilitation in men and women's prisons and ensure every woman leaving prison has a harm prevention plan with a safe place to live, registration with a doctor and adequate financial support.</p> <p>--</p> <p>Review the role of open prisons, rescue care units and day custody approaches with a preference for local custody services for women in particular.</p> <p>--</p>	<p>--</p> <p>We will make sure opportunities within Scottish sport are not dictated by gender, ethnicity or any other characteristic, and work to make sure funding allocations are fair.</p> <p>--</p>	<p>would be used to support women and girls participation in sport.</p> <p>--</p> <p>Work with trans people, women, equality groups, legal and human rights experts to identify the best and most effective way to improve and simplify the process by which a trans person can obtain legal recognition, so that the trauma associated with that process is reduced.</p> <p>--</p> <p>Ensure that changes to the GRA do not affect the rights or protections that women currently have under the Equality Act.</p> <p>--</p> <p>Create a new £2 million fund for public artwork which broadens the range of representation in public spaces of</p>
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					<p>Scotland's history and culture, in particular the contribution of women and minority ethnic communities.</p> <p>--</p> <p>Undertake a root and branch review of land-based education from early years to adulthood to provide opportunities and qualifications through school, college, university and apprenticeships for more people, and specifically more women, to work with and on the land, particularly in green skills.</p> <p>--</p> <p>Legislate to ensure equal rights of succession for women in agriculture.</p> <p>--</p> <p>Provide more support for women in agriculture and for new and young entrants into farming, including</p>
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					<p>a specific new entrants fund.</p> <p>--</p> <p>We will establish a £500,000 International Development Women & Girls Empowerment Fund targeted at helping women and girls, particularly in terms of accessing education, in our partner countries of Malawi, Zambia and Rwanda.</p> <p>--</p> <p>Continue to support UN Security Council Resolution 1325, training women to play crucial roles in peacebuilding and conflict resolution, and expand our work in the year of COP26 to include a fellowship focused on climate change</p> <p>--</p> <p>Commission a statutory, person-centred and human rights based public</p>
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					inquiry into the handling of the Coronavirus pandemic in Scotland --
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A supplementary gender edit of additional parties running in the Scottish Parliament Election can be found at engender.scot

Access a recording of the Party Leader's Hustings for Womens's Equality here: engender.scot/event-recordings

FOR FURTHER INFORMATION

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ABOUT US

Engender is a membership organisation working on feminist agendas in Scotland and Europe, to increase women's power and influence and to make visible the impact of sexism on women, men and society. We provide support to individuals, organisations and institutions who seek to achieve gender equality and justice.