

GENDER EDIT OF PROGRAMME FOR GOVERNMENT 2018-19

This gender edit of the Programme for Government 2018-2019 compiles all references to women, gender and issues with implications for gender equality which appear in the document.

[*Delivering for Today, Investing for Tomorrow The Government's Programme for Scotland 2018-19*](#) (Programme for Government) confirms the Scottish Government's legislative programme for 2018-19, and as result many of the policy and funding commitments are not new announcements. Additionally Bills such as Planning already introduced and facing scrutiny and legislation being implements such as the Social Security continue to form a sizeable amount of the Government's policy agenda.

This gender edit examines the Programme for Government in sequence, with emphasis added by Engender.

Introduction from the First Minister

“..And we will make progress on **reducing child poverty**, with children in school this year being among the first entitled to a national minimum school clothing grant of £100. We will also **extend access to free sanitary products to more women and girls** and deliver on radical recommendations to **end homelessness**.”

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“There is still work to be done to tackle the prejudices and attitudes that fuel intolerance and we will consult on **new hate crime laws** that are fit for 21st-century Scotland. We will also take forward a package of measures to better support the victims of crime, and put **victims and witnesses at the heart of our reforms to our justice system**.”

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“The plans we are setting out in this Programme for Government include: ...making payment of the **living wage**, transparency on **gender-equal pay** and exclusion of **zero-hours contracts** criteria for the award of job-related public sector grants like Regional Selective Assistance”

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EXECUTIVE SUMMARY: THIS PROGRAMME FOR GOVERNMENT FOR 2018-19 SETS OUT THE SCOTTISH GOVERNMENT'S PLAN OF ACTION OVER THE COMING YEAR.

Building a Globally Competitive, Sustainable and Inclusive Economy

“Scotland’s labour market is performing well for many people. We have seen record employment levels and delivered our targets to reduce youth unemployment but we know that many people continue to face real challenges to move into work. **We will invest an additional £5 million over the next three years to support around 2,000 women to return to work.**”

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“All of this is underpinned by our deep commitment to fair work. We will add criteria on fair work practices including **the Living Wage**, being transparent on **gender-equal pay** and the exclusion of exploitative **zero-hours contracts** to business support grants through Regional Selective Assistance and other large Scottish Enterprise job-related grants – starting with grants offered in 2019-20.”

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A Healthy and Active Nation

“We will also **substantially expand the range of perinatal support available to women**. Almost 20% of all women will experience mental ill-health during their pregnancy and we want to transform the service that they receive – by providing more counselling support for less acute issues and better specialist support for moderate to acute problems.”

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An Empowered, Equal and Safe Scotland

“Diversity is something we must cherish and we will tackle the prejudices and attitudes that fuel intolerance. A key aspect of this is developing modern laws that show there is no place for **hate crime**. We will consult on the legislation that is needed to reflect life in 21st-century Scotland, and we will also respond in full to the recommendations of the **First Minister’s Advisory Group on Human Rights Leadership** when it sets these out at the end of 2018.

“And we will continue work that will enable us to bring forward **legislation on gender recognition** in the next legislative programme.”

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“Prevention and multi-agency responses also underpin our efforts to **tackle violence against women and girls**. We will implement the Equally Safe strategy through a preventative approach and improve services and drive forward work to prevent and reduce all forms of gender-based violence. In the coming year this includes:

- launching a **consultation on how to improve multi-agency interventions for victims of domestic abuse who are at a high risk of harm**, so that they receive better support and are kept safer
- convening a roundtable later in 2018 on what more can be done to **tackle online abuse and misogyny**, and engaging with media companies on tackling harmful gender stereotypes
- launching a major national campaign in Spring 2019 to **challenge sexual harassment and sexism**
- bringing forward a **Female Genital Mutilation Bill** to strengthen the protection of women and girls from this form of gender based violence”

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THE LEGISLATIVE PROGRAMME 2018-19

Bills for introduction in 2018-19

- Biometric Data Bill
- Budget Bill
- Census (Amendment) Bill
- Consumer Protection Bill
- Disclosure Bill
- Electoral Franchise Bill
- Electoral Reform Bill
- Family Law Bill
- Female Genital Mutilation Bill
- Non-Domestic Rates Bill
- Scottish National Investment Bank Bill
- South of Scotland Enterprise Agency Bill

“We will also continue work to enable us to deliver Bills on **Gender Recognition and Forensic Medical Examinations** for next year’s legislative programme.”

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BILL SUMMARIES

Census

“The Bill will permit National Records of Scotland to ask voluntary questions on **sexual orientation and transgender status/history** in the 2021 census and future censuses.”

Female Genital Mutilation

“The Bill will strengthen the existing legislative framework for the **protection of women and girls from Female Genital Mutilation (FGM), a form of gender based violence**. The Bill will seek to introduce protection orders for women and girls at risk, and place guidance for professionals on a statutory footing.”

CHAPTER 1: BUILDING A GLOBALLY COMPETITIVE, SUSTAINABLE AND INCLUSIVE ECONOMY

“We are already seeing the benefits of this approach. Scotland has seen the fastest productivity growth in the UK since 2007, our exports are growing and we have the highest proportion of employees in the UK paid the Living Wage. We do better than the rest of the UK on **employment rates for women and young people**. But we know that Scotland still has untapped potential in individuals, businesses and communities. So we will do more to make sure that every person in Scotland has the skills and opportunities to thrive and to help make Scotland a more successful country.”

“We want Scotland to be a world-leading Fair Work nation. We will publish a Fair Work Action Plan by the end of 2018 that will set out the next steps we will take to embed fair work practices in Scottish workplaces by 2025. As part of this we will:

- introduce fair work criteria, including **paying the Living Wage, excluding exploitative zero-hours contracts and being transparent on gender-equal pay** to business support grants through Regional Selective Assistance and other large Scottish Enterprise job-related grants, starting with grants offered in 2019-20”

Gender equality

“We are determined to **reduce gender inequality and improve the position of women in the workplace**. We know that women earn significantly less than men over their entire careers for complex, often interrelated reasons. These include differences in caring responsibilities; more women in low skilled and low paid work; men in more senior roles; occupational segregation and outright discrimination.

“We will implement the **Gender Representation on Public Boards (Scotland) Act 2018** and provide guidance on the new requirements for women’s representation on public boards, making Scotland the only part of the UK to have this standard.

“To **tackle the gender pay gap, raise family incomes** and grow our economy we need to support the women who have taken a break from paid work back into jobs that match their skills and experience. “We have a pool of talent who often find it difficult to find employment that rewards their abilities. Our transformation in early learning and childcare – as well as being an investment to give our children the best start in life – will also **allow more women to return to work.**”

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“We will take forward a range of actions including **investing an additional £5 million over the next three years to support around 2,000 women to return to work.** We will also:

- work with business organisations to showcase the positive contributions of women returning to work and address skills gaps in businesses across Scotland
- work with employers to extend the offer of comprehensive training and support delivered through employability and skills programmes.
- seek to offer pre-employment support to women in their local area before they undertake a three-month placement with an employer
- encourage women to return into more advanced roles where we know the gender pay gap is widest
- work with training providers and employers to support women returning to the workforce to undertake roles in male-dominated sectors”

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“Building on the success of this model; ‘Unlocking Ambition’ is already supporting a first cohort of 40 high-potential and high-innovation entrepreneurs picked from global applications from academia and beyond and gaining support from public and private partners and from our nation’s current entrepreneurial successes. The businesses being supported are those capable of making real change to the economy and that are growing their business in a way that benefits society – including developing construction products from waste materials and creating products for safe financial learning for young people. Entrepreneurship is, and must be, a force for good and by supporting work such as ‘Scotland CAN B’ that celebrates and guides businesses impacting positively on society and by delivering upon the **‘Women In Enterprise’ programme to tackle the gender gap in enterprise** we will ensure growth and innovation go hand-in-hand with wider benefits for all of society.

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“Our tourism sector supports around 207,000 jobs – 8% of Scottish employment and we will encourage more fair work practices across the sector including increasing the number of businesses paying **the Living Wage, excluding exploitative zero-hours contracts and improving gender-equal pay.** We will also continue to explore the potential of the key elements of the sector, including golf, mountain biking and marine tourism, as well as developing a campaign to promote tourism as a career of choice.”

CHAPTER 2: A HEALTHY AND ACTIVE NATION

One in five women face **mental health problems during their pregnancy**. The earlier support and treatment is provided the better for both mother and baby. We know that early experiences have lasting impacts for childhood and beyond so early intervention is crucial. Investing and building up the services that support new and expectant mothers is central to this.

“We will provide three tiers of support across Scotland, in line with the needs of individuals:

- for those 11,000 women a year who would benefit from help such as counselling we will support the third sector to provide this
- for those 5,500 women in need of more specialist help we will ensure rapid access to psychological assessment and treatment
- for those 2,250 women with the most severe illness we will develop more specialist services and consider the need for a small number of additional inpatient beds or enhanced community provision”

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“Scotland is one of the first countries in the world to set out what we are doing to address the range of priorities in the World Health Organization’s Global Action Plan, which put forward a target of a 15% relative reduction in the global prevalence of physical inactivity in adults and adolescents by 2030. In the coming year our work includes:

- providing £1 million for the Changing Lives Through Sport and Physical Activity Fund to help transform lives
- expanding the ‘cycling without age’ project across Scotland
- encouraging walking and cycling for recreation and travel via the Active Nation Commissioner role
- supporting the walking football programme to encourage participation in sport and physical activity
- increasing support to Community Sports Hubs within our 5% most deprived communities
- **increasing participation in sport by women and girls, working with the Women and Girls in Sport Advisory Board”**

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CHAPTER 3: THE BEST PLACE TO GROW UP AND LEARN

“We want Scotland to be the best place in the world to grow up and that means ensuring every child has an equal chance to succeed. We want all our children to

grow up in a supportive environment where we invest significantly in their future – not just financially – but also with time, energy, and love.

“To do this we will take actions that start before birth – **transforming maternity care so that women receive continuity of carer throughout their pregnancy and providing a Baby Box with essentials for these early months**. And to accelerate help to new families so that every child has the best start in life we will **start making payments from our Best Start Grant by this Christmas** – more than six months early.”

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Getting the best start in life

“We will transform maternity care in Scotland with women receiving continuity of carer throughout their pregnancy, improving relationships and outcomes. **Postnatal and neonatal care will be reformed** to keep families together as much as possible, supporting bonding and enabling parents to deliver more care for their baby. This will be supported by the **improvements in support for women suffering from mental ill-health during pregnancy**.

“**The Baby Box will continue to be available to every child born in Scotland**, providing essential items for those earliest stages in life. We will support pregnant women and young children most in need to have healthy, nutritious food through our **Best Start Foods Scheme**. And, by this Christmas, families on lower incomes will have received the first payments from the **Best Start Grant – the Pregnancy and Baby Payment**.”

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“This year our work includes improving the **gender balance in those participating in STEM** learning, courses and training and expanding STEM hubs to strengthen partnerships between schools, colleges, universities, science centres and employers.”

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“We will work with partners to provide **support for mothers with complex and challenging needs who have frequent pregnancies, but whose children are taken into care**. We want to break this cycle by supporting women and creating the space for them to take control of their lives and develop new skills.”

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CHAPTER 4: AN EMPOWERED, EQUAL AND SAFE SCOTLAND

“We will take forward important new laws on **hate crime** by consulting on the legislation that is needed to reflect life in 21st-century Scotland. We will put in place further reforms to our justice system to strengthen victims’ rights and support, increase transparency and extend the opportunity for those affected by crime to have their voices heard. We will take specific actions to **support victims of rape and**

sexual and domestic abuse and drive forward work to end violence against women and girls.”

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Access to sanitary products

“We have delivered on our commitment to make **free sanitary products** available to all those attending Scotland’s schools, colleges and universities.

“And we have gone further and taken action to ensure that those that cannot afford to buy essential sanitary products are able to access them, without stigma. Following a successful pilot in Aberdeen we have expanded our commitment to free sanitary products through a scheme to help low-income households. The scheme run by FareShare aims to reach nearly 19,000 women across Scotland.

“In the coming year we will go even further as we aim to increase the number and range of places where sanitary products are available for those who need them. We will do this through working with a range of public and private sector organisations and with additional third sector partners to expand the geographical spread of support.

“We will continue to call on the UK Government to give the **Scottish share of the Tampon Tax Fund to the Scottish Government** to allow us to distribute those funds in line with Scottish priorities.”

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Gypsy Traveller families

“We are strengthening our work to improve the wellbeing and protect the human rights of Gypsy Traveller families in Scotland. We are supporting greater opportunities for the voice of the Gypsy Traveller community to be heard in decisions that affect their lives. This year we will:

- provide over £1 million funding, over three years, to organisations supporting the Gypsy Traveller community
- consider what further actions are needed to ensure our public services meet the needs of the community
- give the community a stronger voice in the future development of where they live and ensure that they have safe and secure places to stop or settle through planning reform
- **invest £100,000 to establish the new Gypsy Traveller Women’s Voices Project to empower women in the community to participate in public life in Scotland”**

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One Scotland

“Scotland is a diverse, multicultural and tolerant place and we encourage our communities to be strong, resilient and cohesive. However, there is still work to be done to tackle the prejudices and attitudes that fuel intolerance and a key aspect of this is developing modern laws that show there is no place for **hate crime**. We agree with Lord Bracadale’s recommendation that hate crime laws should be consolidated into a single piece of legislation and, taking account of his recommendations, we will consult on the legislation that is needed to reflect life in 21st-century Scotland.

“We will respond to recommendations on how to improve gender equality in Scotland from the First Minister’s National Advisory Council on Women and Girls. We will ensure that gender equality continues to be central to our policy development, and give early consideration to the Advisory Council’s advice on putting in place a robust process to ensure that the next and future Programmes for Government are gender sensitive.

“The First Minister’s Advisory Group on Human Rights Leadership will present its recommendations by the end of 2018. We will respond in full, and will prioritise actions that can be taken to address the human rights and equality impact of Brexit.

“We have righted the historic wrong of criminalisation of consensual same-sex activity and people can apply to have such convictions removed from central record.”

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“The Census Bill will allow National Records of Scotland to ask voluntary questions on **sexual orientation and transgender status** in the 2021 Census and future censuses

“We will also:

- continue to promote and strengthen interfaith dialogue and understanding, including through an Interfaith Summit
- continue to implement the Race Equality Action Plan and hold the first annual race equality conference in December
- take forward work on proposed changes to the system for **obtaining legal gender recognition, replacing the UK Gender Recognition Panel. We will bring forward legislation on gender recognition in the next legislative programme**
- introduce a Census Bill to permit National Records of Scotland to ask **voluntary questions on sexual orientation and transgender status/history** in the 2021 Census and future censuses
- preserve and advance Scotland’s reputation as one of the most progressive countries in Europe in terms of **lesbian, gay, bisexual, transgender and intersex (LGBTI) equality**”

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“Our justice system must have the needs of victims and witnesses at its heart. As part of our ongoing reforms we will strengthen victims’ rights and support, increase

transparency and extend the opportunity for those affected by crime to have their voices heard. **We will take specific actions to support victims of gender-based violence and drive forward work to end violence against women and girls.**”

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“We will... continue to work with others, such as NHS Education Scotland, to achieve a **gender balance of professionals trained to undertake forensic medical examinations so that where a victim requests the specific gender of the forensic examiner involved in their care, this can be met**

We want to encourage everyone to come forward if they have been a **victim of domestic or sexual abuse** – and we want them to be able to access the right support that is clearly needed, when they need it. Therefore, we will be **investing an additional £2 million over the next three years to ensure that support can be provided**. Rape Crisis Centres will be given an additional £1.5 million over three years from next month – helping these services plan for the future and ensure that more people can receive access to the support they need. The remainder of the funding will be used for other initiatives focused on prevention and early intervention and help to ensure that gender based violence is reduced and prevented from happening in the first place.”

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Preventing and eradicating violence against women and girls

“We will continue to drive forward work to **prevent and reduce all forms of gender-based violence, as set out in our Equally Safe delivery plan**. In the coming year this includes:

- taking forward our work with key stakeholders to consider how the Barnahus concept for immediate **trauma-informed support for child victims of serious and traumatic crimes** can operate within the context of Scotland’s healthcare and criminal justice system
- launching a major national campaign in spring 2019 to **challenge sexual harassment and sexism**
- developing an **information resource about gender based violence for children and young people**
- launch a consultation in November on how to **improve multi-agency interventions for victims of domestic abuse** who are at a high risk of harm, so that they receive better support and are kept safer
- pilot an accreditation scheme for employers which will **support employers to tackle gender-based violence** in their workforces
- convene a roundtable later in 2018 on what more can be done to **tackle online abuse and misogyny**, and engage with media companies on tackling harmful gender stereotypes

- continue to work to reduce harm and increase opportunities for **women to leave prostitution**, including establishing a multi-agency group to tackle the issues that can lead to someone becoming exploited in this way

“**The Female Genital Mutilation Bill** will strengthen the protection of women and girls from a form of gender based violence, seeking to introduce protection orders for women and girls at risk and statutory guidance for professionals

“We will bring forward a Female Genital Mutilation Bill to strengthen the protection of women and girls from this form of gender-based violence. The Bill will propose protection orders for women and girls at risk and statutory guidance for professionals. We will also consult with communities to understand what further protections may be helpful.”

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“We will continue to invest in the prison service estate and infrastructure for both men and women, including healthcare facilities. Work is progressing on the development of a new model for the **female custodial estate**. The new model will offer access to intensive support services, to help women in custody overcome issues such as alcohol, drugs, mental ill-health and domestic abuse trauma which can often drive offending behaviour. The Scottish Prison Service will open the first two community custody units in Dundee and Glasgow and the new national prison by the end of 2020.”

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CHAPTER 5: A CREATIVE, OPEN AND CONNECTED NATION

“We will continue to promote Scotland as the Home of Golf through support for the Scottish Open and Ladies Scottish Open and the 2019 Solheim Cup at Gleneagles and provide **new opportunities for women and young people to participate in the sport.**”

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FOR FURTHER INFORMATION

Contact: Eilidh Dickson, Policy Manager, Engender

Email eilidh.dickson@engender.org.uk

Phone: 0131 558 9596

Mobile: 07889805787

ABOUT ENGENDER

Engender has a vision for a Scotland in which women and men have equal opportunities in life, equal access to resources and power, and are equally safe and secure from harm. We are a feminist organisation that has worked in Scotland for 20 years to advance equality between women and men.