



2017 GENERAL ELECTION: A GENDER SUMMARY OF PARTY MANIFESTOS

Women's Equality

Engender is Scotland's feminist organisation, working for women's economic, cultural and social, and political equality. Women's lives in Scotland and in the UK are impacted by the economy, peace and security, and the design and delivery of public services. As parties continue to campaign to the run up to the general election on the 8th of June, we have reviewed political party manifestos with a view of highlighting the commitments made that are most relevant to Engender's work in advancing and enabling women's equality. These include:

- Our specific calls to: 1) abolish the 'family cap'¹; 2) include women's equality and human rights in Brexit negotiations; and 3) maintain the Equality Act 2010, the Human Rights Act, and membership of the Council of Europe; and
- Social security; employment and pensions; care and childcare; women's political representation and representation on private boards; immigration and asylum; foreign policy; LGBTI, disability, and race equality measures; gender mainstreaming; and media.

Our summary is divided into two parts. Part I examines the four major parties (i.e., the Labour Party, the Conservative Party, the Liberal Democrats and the Scottish National Party), whereas Part II examines the Scottish Greens, the UK Independence Party, and the Women's Equality Party.

Devolved Policy Areas

Each party has taken a different approach to setting out the issues that are devolved to the Scottish Parliament and those reserved to the Westminster Parliament. Health, education, social care, housing, gender balanced public boards, and the delivery of childcare are devolved to Scotland. The summary includes commitments that are directly relevant to Scotland, but does not include commitments pertaining to matters that are devolved to the Scottish Parliament.

In addition, the enclosed summary does not include statements that express a broad wish for a positive outcome, but do not suggest any policy, programme, target, or specific ambition.

¹ The 'family cap' is a policy which puts a two-child limit on Universal Credit and Child Tax Credit. Exemptions include the 'rape clause', providing that a woman may access assistance for a third or subsequent child if the child was born as a result of rape.

Policy Area	Conservative	Labour	Liberal Democrat	Scottish National Party
<p>Engender's call:</p> <p>Abolish the 'family cap'¹</p>		<ul style="list-style-type: none"> • Reverse 'family cap'. 	<ul style="list-style-type: none"> • Abandon 'family cap'. 	<ul style="list-style-type: none"> • Press for the abolition of the 'family cap'.
<p>Engender's call:</p> <p>Include women's equality and human rights in Brexit negotiations</p>		<ul style="list-style-type: none"> • Replace Great Repeal Bill with EU Rights and Protections Bill to protect workers' rights and equality law. • Improve engagement with the devolved administrations and seek to ensure the final Brexit deal addresses specific concerns. 	<ul style="list-style-type: none"> • Ensure protections, such as the right to 52 weeks' maternity leave and rights to annual leave, are not undermined. 	<ul style="list-style-type: none"> • Ensure rights and protections currently safeguarded by EU membership are not diminished. • Fight to protect the rights of pregnant women and new mothers and ensure that maternity and workplace rights are not eroded. • Seek guarantee from the UK government that they will seek the consent of the Scottish Parliament to the terms of the Brexit Bill.
<p>Engender's call:</p> <p>Maintain the Equality Act 2010, Human Rights Act, and membership of the Council of Europe</p>	<ul style="list-style-type: none"> • Will not repeal or replace the Human Rights Act while Brexit is underway, but will consider UK human rights legal framework when the process concludes. 	<ul style="list-style-type: none"> • Extend protections under the Equality Act 2010, including for trans people. • Retain the Human Rights Act. 	<ul style="list-style-type: none"> • Oppose any attempt to withdraw from the European Convention of Human Rights or abolish/water down the Human Rights Act. 	<ul style="list-style-type: none"> • Re-affirm commitment to the Council of Europe, the ECHR and their institutions. • Oppose any attempts to scrap the Human Rights Act.

¹ The 'family cap' is a UK policy which puts a two-child limit on Universal Credit and Child Tax Credit. Exemptions to the 'family cap' include the 'rape clause', which provides that a woman may access social security for a third or subsequent child if the child was born as a result of rape.

Policy Area	Conservative	Labour	Liberal Democrat	Scottish National Party
Social security²	<ul style="list-style-type: none"> • No plans for further radical welfare reform in this parliament. • Continue roll-out of Universal Credit. 	<ul style="list-style-type: none"> • Scrap the punitive social security sanctions regime. • Reinstate Housing Benefit for under-21s. • Scrap cuts to Bereavement Support Payment. • Reform and re-design Universal Credit, and repeal cuts to Universal Credit limited capacity for work element. • Increase Employment and Support Allowance by £30 per week for those in the work-related activity group. • End reassessments for people with severe long-term conditions. 	<ul style="list-style-type: none"> • Let both parents earn an income before Universal Credit is cut. • Reverse cuts to the Family Element of Universal Credit. • Reverse cuts to Work Allowances in Universal Credit. • Expand Access to Work programme. • Accelerate the roll-out of Individual Placement and Support. • Uprate working-age benefits at least in line with inflation. • Reverse cuts to housing benefit for 18-21-year-olds. • Increase the rates of Jobseeker's Allowance and Universal Credit for those aged 18-24 at the same rate as minimum wages. • Reverse cuts to Employment Support Allowance to those in the work-related activity group. • Increase Local Housing Allowance in line with average rents in an area. 	<ul style="list-style-type: none"> • Support the reversal of the married couple's allowance. • Vote against further cuts to social security. • Vote to ensure that benefits increase at least in line with inflation. • Call for devolution of all social security benefits. • Reverse cuts to Employment and Support Allowance. • New system to replace Work Capability Assessment. • Call for the end of the freeze on many benefits. Support the annual uprating of all benefits by at least CPI inflation. • Call for the current sanction regime to be scrapped. • Call for halt to the roll out of Universal Credit until it is designed to treat everyone with fairness and respect, and call for it to be fully devolved. • Support the re-instatement of the work allowance to all benefit claimants. • Reverse the charges for parents seeking support from a former partner through the Child Maintenance Service. • Call for restoration of housing support for 18 to 21 year olds across the UK.

² Engender included all social security commitments, given the disproportionate impact cuts to social security have on women.

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<p>Employment and pensions</p>	<ul style="list-style-type: none"> • Increase the National Living Wage to 60 per cent of median earnings by 2020 and then by the rate of median earnings. • Require companies with more than 250 employees to publish more data on the gender pay gap. 	<ul style="list-style-type: none"> • Raise the Minimum Wage to the level of the Living Wage for all workers aged 18+. • Introduce a civil enforcement system to ensure compliance with gender pay auditing. • Reverse unfair employment tribunal fees. • Extend the time period for applying for maternity discrimination to the employment tribunal from three to six months. • Strengthen protections for women against unfair redundancy. • Give equalities reps statutory rights – so they have time to protect workers from discrimination. • Introduce equal pay audit on large employers to close Black and Asian workers’ pay gap. • Increase ethnic diversity on the boards of Britain’s largest companies. • Require firms supplying national or local government to respect workers’ rights and equal opportunities. • Enforce rights at work through a new Ministry of Labour. 	<ul style="list-style-type: none"> • Extend the Equality Act to companies with more than 250 employees. Require them to monitor and publish data on gender, BAME, and LGBT+ employment levels and pay gaps. • Consult on setting a living wage across all sectors. • Provide that larger employers publish the number of people paid less than the living wage and the ratio between top and median pay. • Extend the Equality Act to all large companies with more than 250 employees, requiring them to monitor and publish data on gender, BAME, and LGBT+ employment levels and pay gaps. • Increase ethnic minority representation on boards. 	<ul style="list-style-type: none"> • Support the reversal of cut to Bereavement Payments and Widowed Parents’ Allowance. • Vote to protect the Triple Lock, ensuring pensions continue to rise by inflation, earnings or 2.5 per cent - whatever is the highest. Also continue to support the WASPI campaign. • Propose a doubling of the Employment Allowance. • Support repeal of the Trade Union Act 2016 and a ban on zero-hours contracts. • support moves to increase the Minimum Wage to the level of the real Living Wage • Call for tough new action to close the gender pay gap. • Tackle workplace discrimination and sexist dress codes by voting for a change in the Equality Act to strengthen and change the law that currently allows employers to have different dress codes for men and women. • Press for full devolution of employment and employability policy – including the Minimum Wage. • Establish a Fair Work Commission to ensure workers’ rights are not diminished as a result of Brexit.

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		<ul style="list-style-type: none"> • Give all workers equal rights from day one – whether part-time or full-time, temporary or permanent. • Ban zero hours contracts and strengthen the law to give right to a regular contract for those who work regular hours for more than 12 weeks. • End the public sector pay cap. • Reinstate protection against third party harassment. • Legislate for statutory bereavement leave. • Set up a dedicated commission to modernise the law around employment status. • Extend Pension Credit to hundreds of thousands of the most vulnerable women and exploring options for further transitional protection. • Commission a new review of the pension age. 		<ul style="list-style-type: none"> • Support payment of the real Living wage. Back a transition towards payment of the real Living wage for all adults over 18. • Increase rate paid to 16 to 18 year olds in line with changes to the rate of the real Living wage. • Ban zero-hours contracts. Ensure workers have appropriate rights and protections, including holiday and sick pay. • Back the Women and Equalities Committee’s recommendation to strengthen the law to protect women from discriminatory redundancies and practices. • Ensure that any employer who loses an equal pay claim conducts and publishes an equal pay audit and takes appropriate action on results. • Equal pay transparency measures should cover gender, race and disability. Support lowering the threshold to 150 employees, and the introduction of sanctions for employers that fail to comply. • Oppose plans to increase the State Pension Age beyond 66. Support the establishment of an Independent Savings and Pension Commission.

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				<ul style="list-style-type: none"> • Stand against any attempts to remove the Triple Lock on the State Pension. • Support the Women Against State Pension Inequality (WASPI) campaign. • Call for UK government to take steps to extend auto-enrolment, so more low paid and self-employed workers benefit from regular pension savings.
Care and childcare³	<ul style="list-style-type: none"> • Take steps to improve take-up of shared parental leave and help companies provide more flexible work environments that help mothers and fathers to share parenting. 	<ul style="list-style-type: none"> • Extend maternity pay to 12 months. • Double paid paternity leave to four weeks and increase paternity pay. 	<ul style="list-style-type: none"> • Expand Shared Parental Leave with an additional ‘use it or lose it’ month to encourage fathers to take time off with young children. • An additional month’s paid paternity leave. • Establish a cross-party health and social care convention to carry out a comprehensive review of health and social care finances and workforce. Invite devolved administrations to be a part of this work. 	<ul style="list-style-type: none"> • Protect rights of pregnant women and new mothers under EU laws, ensuring that maternity and workplace rights are not eroded. • Push the UK government to ensure all workplaces provide information to new parents on their rights when they return to work and to enforce those rights. • Press the UK government to introduce a proper legal right to breastfeed in the workplace.
Gender balance in politics and private boards		<ul style="list-style-type: none"> • A cabinet of at least 50 per cent women 	<ul style="list-style-type: none"> • Push for at least 40% of board members being women in FTSE 350 companies. 	<ul style="list-style-type: none"> • Will call on the UK government to legislate gender balance in all public sector boardrooms.

³ Delivery of childcare services in Scotland is devolved to the Scottish Parliament. Only parental and care leave are included.

Policy Area	Conservative	Labour	Liberal Democrat	Scottish National Party
Gender mainstreaming		<ul style="list-style-type: none"> • Enhance the powers and functions of the Equality and Human Rights Commission. • Reinstate public sector equality duties and seek to extend them to the private sector. • Gender audit all policy and legislation for its impact on women. 	<ul style="list-style-type: none"> • Review the Equality and Human Rights Commission to see if it is fulfilling its role and whether its funding is adequate. 	<ul style="list-style-type: none"> • Strengthened provisions relating to Equality Impact Assessments. • Full devolution of equality law to the Scottish Parliament.
Immigration and asylum	<ul style="list-style-type: none"> • Reduce asylum claims made in Britain and increase the number of people we help in the most troubled regions. • Continue to review the international legal definitions of asylum and refugee status. • Establish schemes to help individuals, charities, faith groups, churches and businesses to provide housing and other support for refugees. 	<ul style="list-style-type: none"> • End indefinite detentions. • Distinguish between migrant labour and family attachment and continue to support the work of the Forced Marriage Unit. • Replace income thresholds with a prohibition on recourse to public funds. • Recruit 500 more border guards to add to safeguards and controls, and to prevent child abduction, people trafficking, smuggling of drugs and guns, terrorism and modern day slavery. • Review housing and dispersal arrangements. 	<ul style="list-style-type: none"> • End indefinite immigration detention by introducing a 28-day limit. • Reform family reunion rules to make it easier for refugees to join relatives already living in safety in the UK. • Re-open the Dubs unaccompanied child refugee scheme, and offer these children indefinite leave to remain. 	<ul style="list-style-type: none"> • Push for immigration powers to be devolved to Scotland. • Press the UK government to limit immigration detention to 28 days. • Oppose the detention of children and vulnerable people, including pregnant women and people with mental illnesses. Call for the UK to pursue alternatives to detention. • Support a review of the citizenship application process, with a view to bringing down its cost and reducing its complexity. • Removing unfair and invasive demands for ‘proof’ of sexuality or gender identity. • Ensure safe and legal routes are open for unaccompanied children. Simplify, reform and implement the Dublin Regulation process so that families can be more easily reunited.

Policy Area	Conservative	Labour	Liberal Democrat	Scottish National Party
				<ul style="list-style-type: none"> • Allow those who have waited six months for an asylum decision to take up work. • Oppose the continued cuts to support that have led to asylum seekers becoming destitute.
LGBTI, race, disability equality measures	<ul style="list-style-type: none"> • Act on the audit report of racial disparity across public services (due out in July 2017). • Private landlords and businesses who deny people a service on the basis of ethnicity, religion or gender are investigated and prosecuted. 	<ul style="list-style-type: none"> • Reform the Gender Recognition Act and the Equality Act 2010 to ensure they protect trans people by changing the protected characteristic of ‘gender assignment’ to ‘gender identity’ and remove other outdated language such as ‘transsexual’. • Increase ethnic diversity on the boards of Britain’s largest companies. • Introduce equal pay audit requirements on large employers to close the pay gap for Black and Asian workers. Making the Minimum Wage a real Living Wage will benefit ethnic minority workers who are more likely to be on low pay. • Implement the Parker Review recommendations to increase ethnic diversity on the boards of Britain’s largest companies. • Make terminal illness a protected characteristic under the Equality Act. 	<ul style="list-style-type: none"> • Develop a government-wide plan to tackle BAME inequalities. • Introduce legislation to allow for all-BAME and all-LGBT+ parliamentary shortlists. • Require diversity in public appointments. We will introduce a presumption that every shortlist should include at least one BAME candidate. • Extend protection of gender reassignment in equality law to explicitly cover gender identity and expression. • Streamline and simplify the Gender Recognition Act 2004. • Introduce an ‘X’ option on passports, identity documents, and official forms for those who do not wish to identify as either male or female, and campaign for their introduction in the provision of other services, for example utilities. • Increase ethnic minority representation on boards. 	<ul style="list-style-type: none"> • Support cross-party efforts to recognise BSL as a UK language in law and strengthen the rights of BSL users. • Equality law reforms to ensure same-sex couples have equal pension rights and protected characteristics are expanded to ensure all LGBTI people are fully protected from discrimination and harassment.

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Value Added Tax (VAT) on sanitary products				<ul style="list-style-type: none"> • Hold the UK government to a commitment to remove VAT from sanitary products. Until VAT is removed from sanitary products, call for share of the Tampon Tax Fund to be transferred to the Scottish Government.
Foreign policy, international trade and defence	<ul style="list-style-type: none"> • Continue to use aid budget in alignment with the Sustainable Development Goals, to end extreme poverty, save children’s lives, and provide an education for girls. • Review the application of exploitation in the Modern Slavery Act to strengthen ability to stop offenders from putting men, women and children into criminal, dangerous and exploitative working conditions. 	<ul style="list-style-type: none"> • Build human rights and social justice into trade policy and ensure that trade agreements cannot undermine human rights and labour standards. • Appoint dedicated global ambassadors for women’s rights, LGBTI rights and religious freedom to fight discrimination and promote equality globally. • Reinstate the Civil Society Challenge Fund to support trade unions, women’s associations and other civil society organisations. 	<ul style="list-style-type: none"> • Protect global spending on international programmes of vaccination and family planning, which impact the health of women and children. • Champion the rules-based international order, which provides a strong basis for multilateral action to address the world’s most pernicious problems, including poverty, armed conflict, disease, climate change and the abuse of human rights, including forced marriage, so-called ‘honour’ killings, and female genital mutilation. • Develop a comprehensive strategy for promoting the decriminalisation of homosexuality around the world and advancing the cause of LGBT+ rights. • Prioritise support, protection and equal rights for women and girls, which is both right and essential for effective, sustainable economic development. Aim to end female genital mutilation worldwide within a generation 	<ul style="list-style-type: none"> • Ensure the Istanbul Convention is incorporated into UK law. • Promote Scotland as a centre for training of female peacemakers • Continue to support UN Security Council Resolution 1325 reaffirming the important role of women in the prevention and resolution of conflicts • The Global Goals should be a key focus for international development policy and spending, and the particular role of women and girls in development must be recognised. • Continue to support the EU in the pursuit of the objectives outlined in the EU Global Strategy, particularly in the cross-cutting themes of Human Rights, Women, Peace and Security and Gender Equality and Women’s Empowerment. • Support the establishment of a special envoy to promote the rights of LGBTI people throughout the world, as an integral part of UK foreign policy.

Policy Area	Conservative	Labour	Liberal Democrat	Scottish National Party
Media				<ul style="list-style-type: none"> • Continue to believe that responsibility for broadcasting in Scotland should transfer from Westminster to the Scottish Parliament. In the meantime we welcome the creation of a new BBC Scotland TV channel and its associated investment.

Policy Area	Scottish Green Party	UKIP	Women's Equality Party
<p>Engender's call:</p> <p>Abolish the 'family cap'¹</p>	<ul style="list-style-type: none"> Abolish the 'family cap'. 		<ul style="list-style-type: none"> Overturn the 'family cap'
<p>Engender's call:</p> <p>Include women's equality and human rights in Brexit negotiations</p>			<ul style="list-style-type: none"> Bring power over EU-derived secondary legislation into Parliament to protect the rights of working women. Ensure that EU protections such as equal pay, pregnancy safeguards, and part-time workers' rights remain part of UK law. Map impact of potential withdrawal of EU funding for UK organisations that work with and for women. Ensure final Brexit deal contributes to reducing inequalities rather than increasing them.
<p>Engender's call:</p> <p>Maintain the Equality Act 2010, Human Rights Act, and membership of the Council of Europe</p>	<ul style="list-style-type: none"> Brexit must not water down or repeal any domestic protections, such as the Equality Act 2010. Oppose any effort to repeal the Human Rights Act. 	<ul style="list-style-type: none"> Repeal human rights legislation. Introduce a new UK Bill of Rights. 	<ul style="list-style-type: none"> Maintain full membership of the Council of Europe and take a leading role. Retain the protections provided by the Human Rights Act.

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Policy Area	Scottish Green Party	UKIP	Women's Equality Party
Social security²	<ul style="list-style-type: none"> • Take steps towards introduction of universal basic income, including a government sponsored pilot. • Reinstate housing benefit for under-21s. • Abolish the “benefit cap” and the “bedroom tax”. • Reverse cuts to the social security safety net brought in by Conservative welfare reform acts. • End the social security sanctions regime. • Stop the roll-out of Universal Credit. • Call for devolution of more social security powers. 	<ul style="list-style-type: none"> • Protect disability benefits. • Introduce minimum standards for properties in receipt of housing benefit. • Reform the Work Capability Assessments in consultation with disabled people and disability charities. 	<ul style="list-style-type: none"> • Examine evidence regarding the impact that cuts to social care funding have had on disabled children, adults, family carers and the care sector from a gender perspective. • Investigate the most appropriate way to introduce split Universal Credit payments to ensure women's financial independence. • Ensure social security system works towards creating gender equality rather than increasing inequalities.
Employment and pensions	<ul style="list-style-type: none"> • Uphold employment and trade union rights. • Close the gender pay gap. • Ensure everyone is paid a living wage. • Scrap age-related minimum wage bands which discriminate against young people, and raise the national minimum wage to the real Living Wage for all, of at least £10 per hour by 2020. • Call for devolution of employment powers to Scotland. • Support the Women Against State Pension Inequality (WASPI) campaign for transitional protections. 	<ul style="list-style-type: none"> • Enforce the minimum and living wage. • Introduce a flexible state pension window, so everyone can opt to retire earlier, for a slightly lower state pension, or work longer for a slightly higher pension. Allow women to retire on this basis at 60. 	<ul style="list-style-type: none"> • Stop use of term “economically inactive” for those working at home, including by changing the Labour Force Survey. • Review the minimum income threshold so that women's low-paid and unpaid work is valued. • Extend the requirement for gender pay gap reporting to businesses of 50+ employees, and monitor the impact of it in Scotland where public authorities with more than 20 employees are required to publish gender pay gap. • Require gender pay gap reporting to be broken down by age, employment status, ethnicity, race, disability, industry and working hours, as well as gathering data on retention during – and up to a year after – parental leave. Hold businesses to a higher standard when they publish data on the gender pay gap (e.g., show number of part-time men and women, number of BAME and disabled women). • Increase the capacity of public authorities to undertake an equal pay audit, broken down by other protected characteristics, and publish the results, along with an action plan to close the gender pay gap and

² Engender included all social security commitments, given the disproportionate impact cuts to social security have on women.

Policy Area	Scottish Green Party	UKIP	Women's Equality Party
			<p>reduce occupational segregation. Define ways to expand this to all organisations contracting with the government.</p> <ul style="list-style-type: none"> • Enforce existing UK law which prohibits discrimination against part-time workers. • Work with HM Revenue to gather anonymised data through PAYE and Self-Assessment forms on gender, age, race, ethnicity, disability status, industry and working hours. This data should be published. • Hold employers to account on their recruiting and promotion policies, subject to corporate governance and made a compulsory part of corporate social responsibility reporting. • Increase the time-bar from 3 months to 9 months – rather than the current 3 months – for cases involving maternity discrimination or parental leave discrimination. • Activate the provision of the 2010 Equality Act that permits dual discrimination claims. • Encourage detailed research into the experience of working women during the menopause, reducing stigma and spreading awareness among employers. • Build on the progress that has been made with the New State Pension and incentivise those on low pay to save – especially those in part-time work, who may miss out on the new “auto-enrolment” pensions. • Join forces with those who are calling for a new single rate of pension tax relief. • Honour the contract the WASPI women believe they entered into when they began paying National Insurance, and implement fair transitional pension arrangements for all women born in the 1950s. • Trial gender-blind application processes with banks and investors to explore the role of unconscious bias in decision-making.

Policy Area	Scottish Green Party	UKIP	Women's Equality Party
<p>Care and childcare³</p>		<ul style="list-style-type: none"> • Give carers an extra five days' paid holiday each year. 	<ul style="list-style-type: none"> • Work with the business community to make flexible working the default and permit employees to submit a claim for unreasonable refusal of a request for flexible working • Commission a public education campaign to raise awareness of the level of unpaid care work placed on women. • Introduce a right to 5–10 days paid care leave and ensure that carers who take time off are entitled to return to their jobs. • Implement an equal system of 9 months parental leave at 90% of pay. Guarantee each parent (including same-sex couples and adoptive parents) three months away from work, with an additional three months they can split in whichever way they want. • Mothers will still be entitled to a year off work. Statutory pay will remain in place for non-working parents, for those whose earnings are lower than the statutory pay and for those who wish to take longer parental leave • Ensure that single parents are able to nominate a second caregiver of their choice for the shared parental leave entitlement, and that fathers' or same sex partners' entitlements are not reliant on whether a mother is in paid work or not • Ensure that self-employed parents have the same maternity, paternity and adoption leave and pay entitlements • Make parental leave available to all working mothers irrespective of how long they have been in the same job; • require baby-changing facilities to be available to all genders in all public buildings, and work with businesses to ensure this is delivered in privately owned premises too; • ensure fathers and same-sex partners who work have paid leave to attend ante-natal scans with their partner and start an inquiry into the

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			<p>rights of pregnant women and new parents in casual and precarious work to ensure they can attend their antenatal appointments, have safe working environments and take sick days without fear of losing their job</p> <ul style="list-style-type: none"> • Reform health and safety protections for pregnant women and new mothers • Require the criteria that protect women from being made redundant while on maternity leave be extended to pregnant women before they start maternity leave; require employers to provide time for, and a place where, women can breastfeed or express milk in the workplace.
Gender balance in politics and private boards			<ul style="list-style-type: none"> • Encourage other political parties to use all women shortlists – or other methods – so that at least 66% of candidates replacing retiring MPs, and 66% of other candidates, are women for the next two Parliamentary terms or until gender parity has been achieved. • 75% of new peerages should be granted to women until women and men are equally represented in the House of Lords. • Gender balanced board in all listed companies by 2025. By 2020, 40% of board and Executive Committee positions be held by women. • 50% of ministerial posts, including 50% of the Cabinet, to be held by women. • Not allow all-male companies, those with all-male boards, or those without a gender diversity policy in place to supply government at any level • Add a question to the annual confirmation statement for companies so that it records whether businesses are owned by women (51% or more) or men.
Gender Mainstreaming			
Immigration and asylum		<ul style="list-style-type: none"> • Abolish the European Economic Area (EEA) family permit scheme. 	<ul style="list-style-type: none"> • Ensure women who are EU citizens are not punished for having taken time off work to care for their children or relatives.

Policy Area	Scottish Green Party	UKIP	Women's Equality Party
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		<ul style="list-style-type: none"> • New migrants make tax and national insurance contributions for at least 5 years before claiming UK benefits or access non-urgent NHS services, save for any exceptions stipulated by the Migration Control Commission, or if reciprocal healthcare arrangements are in place with their country of origin. 	<ul style="list-style-type: none"> • Abolish the “no recourse to public funds” status. • End the detention of pregnant women, shut down Yarl’s Wood detention centre and review the asylum process to limit detentions altogether. • Ensure that pregnant women who are seeking asylum or have an uncertain immigration status are given free access to NHS prenatal, birth and postnatal care. • Ensure migrant mothers and expectant mothers are treated in accordance with the Respectful Maternity Care Charter. • Ensure women with dependent visa status are able to apply for independent visas following one year of residency, instead of 5 years. • Reduce the costs of applications and court fees for immigration and asylum cases and restore legal aid to ensure access to protection and justice. • Transnational marriage abandonment to be treated as domestic violence. • Ensure victims of domestic abuse, forced marriage and other forms of violence against women are always entitled to the autonomous right to stay in the UK in the event of a divorce or a relationship breakdown. • Ensure a gender-sensitive approach to asylum applications. • Increase the number of quota refugees, focusing on women and children who are left behind in war torn areas. • Ensure women who have been victims of sex trafficking in the UK are entitled to a legal right to remain in the country and that immigration authorities and border control have sufficient training to identify victims of trafficking.
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Policy Area	Scottish Green Party	UKIP	Women's Equality Party
LGBTI, race, disability equality measures			<ul style="list-style-type: none"> • Work with HM Revenue to gather anonymised data through PAYE and Self-Assessment forms on gender, age, race, ethnicity, disability status, industry and working hours. This data should be published. • Require gender pay gap reporting to be broken down by age, employment status, ethnicity, race, disability, industry and working hours, as well as gathering data on retention during – and up to a year after – parental leave. Hold businesses to a higher standard when they publish data on the gender pay gap (e.g., show number of part-time men and women, number of BAME and disabled women).
Value Added Tax (VAT) on sanitary products	<ul style="list-style-type: none"> • Remove VAT from sanitary products and ensure that they are provided free of charge to those in extreme financial need. 	<ul style="list-style-type: none"> • Remove VAT from women's sanitary products. 	
Foreign Policy, international trade and defence			<ul style="list-style-type: none"> • Put universal human rights, including women's rights, at the core of international law so that all trade deals consider women and women's rights. • Use the UK's position in the Security Council to promote gendered analysis in conflict resolutions. • Make gendered analysis an integrated part of the UK's international development policy. • Ratify the Istanbul convention before the end of 2017 and commit to implementing the extraterritorial jurisdiction provisions of the Istanbul Convention to ensure there are no safe spaces for perpetrators of domestic homicide and other forms of violence against women • Retain the European Protection Order, to ensure victims and survivors of male violence who have been granted protection from their perpetrators will get similar protection when they travel or move to other EU countries • Support the global campaign to end FGM and ensure all victims have access to specialist FGM clinics.

Policy Area	Scottish Green Party	UKIP	Women's Equality Party
Media		<ul style="list-style-type: none"> • Review advertising, broadcast and editorial codes, seeking commitments that editorial coverage and advertising campaigns will treat men and women with dignity and promote healthy body images. 	<ul style="list-style-type: none"> • Hold a Parliamentary Inquiry into media representation of women • Work to ensure that violence against women is never encouraged through the media and that adverts that portray sexualised imagery are not permitted next to journalistic material on violence against women • Highlight and campaign against any coverage that is gender-biased • Require a warning notice to be included on any images of models with a very low unhealthy body weight • Update Advertising Standards Authority guidelines on airbrushing to require disclaimers notifying viewers or readers that a person's image has been altered • Require broadcast media to monitor and publish data on the airtime given to women and men in each programme and type of programming • Encourage major broadcasters to set out in their commissioning diversity guidelines the requirement for greater diversity in the kinds of women we see on-screen (including older women, BAME women, disabled women, gay women and working-class women) as well as greater diversity in the types of roles women are presented as occupying. • Implement the recommendations of the Home Affairs Committee to improve social media companies' response and prevent hateful content • Work with Ofcom and the Independent Press Standards Organisation to monitor gender data published by all media organisations under the requirements set out above under Equal Pay.