



## **A GENDER SUMMARY OF POLITICAL PARTIES' MANIFESTO COMMITMENTS SCOTTISH PARLIAMENTARY ELECTIONS 2016**

Political parties have published a range of commitments in their manifestos for the Scottish Parliamentary elections. These cover the spectrum of devolved policy areas and services, from housing and health, to transport and taxation. All of these issues are of interest to women and are highly relevant to women's daily lives.

This summary focuses on those issues that are most directly linked with Engender's work to advance and enable women's equality. It pulls out relevant commitments from the manifestos of each of the five political parties currently represented at the Scottish Parliament. Some of these will impact on women's equality positively and some will have an adverse impact. In the main we have not included statements that express a broad wish for a positive outcome, but do not suggest any policy, programme, target, or specific ambition. Nor have we included policies over which power and responsibility rests with Westminster. A [supplementary summary](#) of commitments from RISE, UKIP and the Women's Equality Party can be found on our website.

The first set of issues below map onto our own manifesto, [Gender Matters: Twenty for 2016](#), which calls for action across the themes of politics and power, fair economy, care, social security, employment and the labour market, education and training, media and culture, violence against women and women's rights, including abortion. This is followed by other commitments made by parties that relate to women's equality, either with explicit reference to women or gender, or in relation to taxation or public services that have a significant impact on women.

Policy area	Scottish Conservative and Unionist Party	Scottish Green Party	Scottish Labour	Scottish Liberal Democrats	Scottish National Party
<b>ISSUES RELATING TO ENGENDER'S GENDER MATTERS MANIFESTO: TWENTY FOR 2016</b>					
<p><b>Mainstreaming equality</b></p> <p>Our call: Bring forward a Gender Equality Bill</p>		<ul style="list-style-type: none"> <li>- Support a Gender Equality Bill</li> <li>- Improve the quality of equality impact assessment</li> <li>- Push for better compliance with PSED, stronger Scottish-specific duties and investment in EHRC Scotland</li> </ul>	<ul style="list-style-type: none"> <li>- Introduce a Gender Equality Bill</li> <li>- Create a Cabinet Secretary for Equalities responsible for mainstreaming gender equality</li> </ul>		<ul style="list-style-type: none"> <li>- Establish a Commission on Poverty and Inequality, and reappoint the independent adviser</li> <li>- Commence the socio-economic duty in the Equality Act</li> <li>- Ensure public authorities gather diversity information and those with over 20 employees publish their pay gap every two years and equal pay statements every four years</li> </ul>
<p><b>Representation</b></p> <p>Our call: Gender quotas in politics and public life</p> <p>*The Women 50:50 campaign is for quotas for Scottish Parliament, local govt. and public boards</p>		<ul style="list-style-type: none"> <li>- Support the Women 50:50 campaign*</li> <li>- Introduce 50% gender quotas on public boards</li> </ul>	<ul style="list-style-type: none"> <li>- Support the Women 50:50 campaign*</li> <li>- Deliver equal representation between women and men on the boards of public bodies (<i>no details as to how</i>)</li> </ul>	<ul style="list-style-type: none"> <li>- Gender balance on public boards by the end of the next cycle of public appointments (<i>no details</i>)</li> <li>- Enable political parties to balance lists of candidates equally between women and men (<i>no details as to how</i>)</li> </ul>	<ul style="list-style-type: none"> <li>- Support the Women 50:50 campaign*</li> <li>- Legislate for 50% gender quotas on public sector boards by 2020</li> </ul>

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<p><b>Fair economy</b></p> <p>Our calls: Gendered economic development; A national equality &amp; wellbeing index; Strategic influence for the Equality Budget Statement</p>		<ul style="list-style-type: none"> <li>- Improve the quality of gender budget analysis</li> <li>- Measures to put good health, equality and wellbeing at the foundation of all Scottish Government policy</li> </ul>	<ul style="list-style-type: none"> <li>- A statutory requirement for gender budgeting across all policy areas</li> </ul>		<ul style="list-style-type: none"> <li>- Embed Scottish National Action Plan for Human Rights + Sustainable Development Goals in the National Performance Framework</li> </ul>
<p><b>Childcare</b></p> <p>Our call: Commit to a system of free universal childcare provision</p>	<ul style="list-style-type: none"> <li>- More hours for children of 1 and 2 years old from deprived communities, instead of all 3 &amp; 4 year olds</li> <li>- Gradual expansion of part-time hours to all 1-4 year olds</li> <li>- End 'birthday discrimination' in free childcare provision</li> <li>- Give parents option to use entitlement at approved childcare</li> </ul>	<ul style="list-style-type: none"> <li>- Provide high-quality childcare that is child-centred and flexible enough for parents who work or study part-time</li> <li>- Access to a GTCS-qualified teacher in every nursery and 20 hours early-years education per week (<i>doesn't specify ages</i>)</li> </ul>	<ul style="list-style-type: none"> <li>- Match the planned increase in pre-school childcare entitlement</li> <li>- Begin to move towards flexible, all-age, year-round, wrap-around affordable childcare</li> <li>- Fund a breakfast club in every primary school in Scotland</li> </ul>	<ul style="list-style-type: none"> <li>- Take forward Scottish Govt. plans to double provision for three and four-year-olds to 1140 hours by 2021</li> <li>- Extend entitlement to all 2-year-olds</li> <li>- Additional access to a graduate-qualified professional</li> <li>- Incorporate the findings of the independent Commission for Childcare Reform</li> </ul>	<ul style="list-style-type: none"> <li>- 30 hrs a week for all 3 and 4 y/o and vulnerable 2 y/o children by 2021</li> <li>- Create 600 new early learning and childcare centres with 20,000 more qualified staff</li> <li>- Pilots for different childcare approaches</li> <li>- Second qualified worker in nurseries in deprived areas by 2018</li> <li>- Quality standard and induction programme for childminders</li> </ul>

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	providers, including registered childminders				- Free meals for 2, 3 and 4 year olds receiving increased childcare hours
<p><b>Carers rights and social care</b></p> <p>Our calls: An independent review of the social care system; Establish an independent social care tribunal system</p>	<ul style="list-style-type: none"> <li>- Explore whether Attendance Allowance and DLA/PIP should be a part of the integrated health and social care system</li> <li>- Increase support for unpaid carers, building on short break entitlements in the Carers Act</li> </ul>	<ul style="list-style-type: none"> <li>- All care and support workers to be paid significantly above the Living Wage (e.g. Living Wage Plus of £9)</li> <li>- Paid travel time, sick leave, skills training and no zero hours contracts for social care workers</li> <li>- Adequate resources to implement the Carers Act and provide replacement care, short breaks, health checks and concessionary travel</li> <li>- Establish an independent social care tribunal</li> </ul>	<ul style="list-style-type: none"> <li>- Create a Carers' Commissioner</li> <li>- End care charges so that social care is free at the point of delivery</li> <li>- Enforce and resource entitlements like respite care</li> <li>- Measures to ensure unpaid carers aren't priced out of further and higher education</li> <li>- Guarantee social care packages in place within a week</li> <li>- A National Careworkers' Guarantee of the Living Wage, payment for travel costs and time, and no zero hours contracts</li> </ul>	<ul style="list-style-type: none"> <li>- Review the position of carers attending colleges so they have support and flexibility needed</li> <li>- Implement and resource the carers strategy</li> <li>- Pilot carers' leave for Scottish Government staff</li> <li>- Special health checks for carers</li> </ul>	<ul style="list-style-type: none"> <li>- Review of social care funding, capacity and structures as part of long-term social care plan</li> <li>- Living Wage for all social care workers by October 2016 and 1000 accredited Living Wage employers by autumn 2017</li> <li>- 'Fairer' social care charges: consult on national guidance with option of a cap that takes account of disability related expenditure</li> <li>- Consider a national or regional approach to supporting carers and cared-for people including short breaks for carers</li> </ul>

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<p><b>Social security</b></p> <p>Our calls: Hold a summit on women's social security; Use new powers to improve women's social security (specifically: <a href="#">Split Universal Credit payments</a>; A Carers Living Wage; Top-up Child Benefit; Expanded maternity grants; Targeted employment support; Access to public funds and safe housing for all, regardless of immigration status)</p>	<ul style="list-style-type: none"> <li>- Cap overall welfare spending, lower the amount of benefits that any household can receive to £23,000 and continue to roll out Universal Credit, to make work pay</li> <li>- Freeze working age benefits for two years from April 2016, with exemptions on disability benefits</li> <li>- Align Carers Allowance with JSA</li> </ul>	<ul style="list-style-type: none"> <li>- Split payments of Universal Credit and offer the choice of more frequent payments</li> <li>- 50% increase in Carers Allowance to £93.15 per week</li> <li>- Create a Young Carers' Grant</li> <li>- Redesign CA: lower threshold for hours of care and a premium high-intensity care/ number of persons cared for</li> <li>- Sure Start Maternity Grant: increased payments, awards for all children and extended eligibility</li> <li>- Not-for-profit employment support that works to address gendered barriers to labour market</li> </ul>	<ul style="list-style-type: none"> <li>- Up-rate the Carers' Allowance to equal Jobseekers' Allowance</li> <li>- Abolish the Bedroom Tax</li> <li>- More than double the Sure Start Maternity Grant for new mums in need to £1,030</li> <li>- Abolish the 84 day rule that sees disabled people and carers lose entitlements after extended periods in hospital</li> <li>- Ensure that women born between 1951 and 1953 receive the same level of State Pension as men</li> </ul>	<ul style="list-style-type: none"> <li>- Raise Carers Allowance in line with JSA</li> <li>- Remove the bedroom tax</li> <li>- Pilot project to give parents of new-born babies Finnish style baby boxes</li> </ul>	<ul style="list-style-type: none"> <li>- Increase Carers Allowance to match JSA</li> <li>- Abolish the Bedroom Tax</li> <li>- Replace SSMG with Maternity and Early Years Allowance: increase from £500 to £600, restore £300 payment for subsequent children +£250 for low-income families at the start of nursery and school</li> <li>- Increase child allowance within the CTR by 25%</li> <li>- A 'baby box' for every new-born in Scotland based on the Finnish model</li> <li>- Support the Women Against State Pension Inequality campaign: assess options to support women if UK Govt guarantee no 'claw back'</li> </ul>

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<p><b>Employment and labour market</b></p> <p>Our calls: Create an occupational segregation commission; Establish a Gender Equality in Business Scheme</p>		<ul style="list-style-type: none"> <li>- Create a Gender Equality in Business scheme to tackle sexism, transphobia and other inequalities in the workplace</li> <li>- Back a non-permanent commission to tackle gender and racial occupational segregation in the workplace</li> <li>- Government business support available only to those companies who (e.g.) pay the Living Wage, avoid zero-hours contracts and pay women and men equally</li> <li>- Abolish Employment Tribunal fees</li> </ul>	<ul style="list-style-type: none"> <li>- Set up a commission to tackle occupational segregation in Scotland's workplaces</li> <li>- Build on support for women entrepreneurs and create a female Entrepreneurial EDGE fund</li> <li>- Abolish the system of Employment Tribunal fees</li> </ul>	<ul style="list-style-type: none"> <li>- Expand the Fair Business Pledge to encourage (e.g.) a balanced workforce with women in senior roles</li> <li>- Abolish fees for employment tribunals</li> </ul>	<ul style="list-style-type: none"> <li>- Advisory Council on women and girls to advise action on occupational segregation and other gender equality issues</li> <li>- Implement the 2014 'Women In Enterprise Framework'</li> <li>- Increase use of Carer Positive scheme to cover at least 30% of employers</li> <li>- Push the Business Pledge incl. workforce diversity and 50:50 board targets by 2020</li> <li>- Pilot 'returnships' in Scotland to help women career breaks back into the workplace after career breaks</li> <li>- Penalties for councils that haven't settled existing pay claims or paying equal pay by April 2017</li> <li>- Abolish Employment Tribunal Fees</li> </ul>

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<p><b>Training and education</b></p> <p>Our calls: Invest £50m in a Women's Employment and Enterprise Challenge Fund; Bring forward a holistic gendered education strategy</p>	<ul style="list-style-type: none"> <li>- 10,000 additional Modern Apprenticeships per year with a focus on expanding opportunities for women</li> </ul>	<ul style="list-style-type: none"> <li>- Increase funding for Modern Apprenticeships and STEM to enable more young people, particularly young women, to move into renewable energy generation, supply and support.</li> <li>- Robust 'relationship, sexual health and parenthood' education, covering equality, consent, signs of abuse and the full spectrum of gender and sexuality</li> </ul>	<ul style="list-style-type: none"> <li>- Invest in 30,000 new apprenticeships a year, increasing the proportion of disabled apprentices and young female apprentices in traditional industries such as construction</li> <li>- Support education around issues of sexual consent for young people</li> </ul>	<ul style="list-style-type: none"> <li>- Create a special programme for young women potentially interested in a career in science</li> <li>- Increase the range of Modern Apprenticeships available for women and disabled people</li> </ul>	<ul style="list-style-type: none"> <li>- Modern Apprenticeships to address gender imbalances and increase opportunities for BAME, disabled or care experienced trainees</li> <li>- Refreshed, age-appropriate and inclusive education strategies and resources (including human rights, equality and healthy relationships)</li> <li>- Programme of school STEM clusters and a STEM ambassador network with an emphasis on women and girls studying STEM</li> </ul>
<p><b>Media and culture</b></p> <p>Our calls: Create a 'Women in Media' watchdog; Improve women's representation in creative industries</p>		<ul style="list-style-type: none"> <li>- A Scottish watchdog to monitor and challenge all gender inequality in the media</li> <li>- Support for different groups of women to participate in creative industries</li> </ul>			

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<p><b>Violence against women</b></p> <p>Our calls: Guarantee access to justice for survivors of domestic abuse, rape and sexual assault; Prevent homelessness for women and children experiencing domestic abuse; Commit to a sustainable funding plan for violence against women services</p>	<ul style="list-style-type: none"> <li>- Support extending legal aid to rape victims</li> </ul>	<ul style="list-style-type: none"> <li>- Long-term funding plan for VAW services including women's aid and rape crisis centres</li> <li>- A right to independent legal representation for women who have experienced domestic abuse, rape or sexual assault</li> <li>- Remove means testing for Protective Orders</li> <li>- Abolish the not proven verdict in Scottish law</li> <li>- Implement medical examination guidelines</li> <li>- A national strategy on homelessness including support for women and children escaping domestic abuse</li> </ul>	<ul style="list-style-type: none"> <li>- Introduce specific domestic abuse courts within Scotland's sheriff courts</li> <li>- Review the legal aid system to ensure equality of access to justice. In particular, protect legal aid for family law cases, recognising it's often a lifeline for women</li> <li>- Support victims of rape to come forward and train more police officers to handle the issue of rape sensitively and without judgement</li> <li>- Consult and bring forward a Bill which sets domestic abuse as a specific offence</li> </ul>	<ul style="list-style-type: none"> <li>- Introduce a new offence of domestic abuse</li> </ul>	<ul style="list-style-type: none"> <li>- New domestic abuse offence to tackle all forms of abuse including psychological abuse and coercive/controlling behaviour</li> <li>- A new domestic abuse aggravator</li> <li>- £14.5m over 5 years to support survivors</li> <li>- Sentencing Commissioner to monitor the sentencing of sexual offences</li> <li>- Appropriate financial, legal and practical support for women victims of sexual and domestic abuse</li> <li>- Review of forensic examinations</li> </ul>



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<p><b>Abortion</b></p> <p>Our call: Commit to a progressive abortion law for Scotland</p>		<ul style="list-style-type: none"> <li>- Decriminalise abortion</li> <li>- Improve services and access across all areas of Scotland</li> <li>- Address inequalities for low-income and young women</li> </ul>	<ul style="list-style-type: none"> <li>- Have no plans to change the law on abortion</li> <li>- Ensure equal access to abortion services, regardless of geography</li> </ul>	<ul style="list-style-type: none"> <li>- Retain existing abortion legislation</li> </ul>	<ul style="list-style-type: none"> <li>- Do not intend to change the law on abortion</li> </ul>
<p><b>Women's rights</b></p> <p>Our call: Incorporate CEDAW in Scots law</p>		<ul style="list-style-type: none"> <li>- Incorporate CEDAW and the Istanbul Convention in Scots law</li> </ul>	<ul style="list-style-type: none"> <li>- Legislate to enshrine CEDAW into Scots law</li> </ul>		<ul style="list-style-type: none"> <li>- Work with civic society to establish a set of economic and social rights across devolved areas</li> </ul>
<b>OTHER ISSUES RELATING TO WOMEN'S EQUALITY</b>					
<p><b>Criminal justice</b></p> <p>(see also Violence against women above)</p>		<ul style="list-style-type: none"> <li>- Advocate for the decriminalisation of sex work</li> </ul>	<ul style="list-style-type: none"> <li>- Criminalise the buying of sex, decriminalise people involved in prostitution, provide long-term support / exiting services</li> <li>- Aim to halve the population of women prisoners and implement the Angiolini Commission recommendations</li> </ul>	<ul style="list-style-type: none"> <li>- Decriminalise sex work and consult sex workers on the development of future legislation</li> <li>- Support the Angiolini reforms on women offenders and apply the same principles to the response to male offending</li> </ul>	<ul style="list-style-type: none"> <li>- Enhanced access to community sentencing and a new model for the female custodial estate – smaller women's national prison and local community-based custody units</li> </ul>

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International		<ul style="list-style-type: none"> <li>- Women benefit from many EU protections and initiatives. The Scottish Green Party and Women's Network will campaign to remain in the EU</li> </ul>			<ul style="list-style-type: none"> <li>- Place rights of women at the heart of international relations</li> <li>- Lead a women's peace-making initiative for Syria</li> </ul>
Sport		<ul style="list-style-type: none"> <li>- Address young women participating less in sport with a variety of sports in schools, option of gender-segregated classes and a range of sports kit</li> <li>- Funding to enable more women, LGBTI+, minority ethnic &amp; disabled people to participate in sport</li> </ul>		<ul style="list-style-type: none"> <li>- Increase opportunities for activities for groups such as teenage women who drop out of sport</li> </ul>	<ul style="list-style-type: none"> <li>- £300,000 Sporting Equality Fund aimed at increasing the participation, engagement, and promotion of women in sport</li> </ul>
Taxation	<ul style="list-style-type: none"> <li>- Raise Personal Allowance to £11,500</li> <li>- Raise higher rate threshold to £45,000</li> <li>- Support the end to the Council tax freeze, with 3% annual limits, but oppose increased multiplier for bands E/F</li> </ul>	<ul style="list-style-type: none"> <li>- 60p tax rate on earnings above £150,000</li> <li>- 43p tax rate on earnings above £43,000</li> <li>- 18p on earnings up to £19,000 and 22p on earnings above £19,000</li> <li>- Scrap Council Tax and introduce a Residential Property Tax</li> </ul>	<ul style="list-style-type: none"> <li>- 1p increase in income tax across all bands</li> <li>- 50p tax rate on earnings over £150,000</li> <li>- Scrap the Council Tax and replace with new property tax</li> </ul>	<ul style="list-style-type: none"> <li>- 1p increase in income tax across all bands</li> <li>- Raise personal threshold (<i>doesn't specify to what</i>)</li> <li>- Support work to build on the Commission on Local Tax Reform recommendations</li> </ul>	<ul style="list-style-type: none"> <li>- Increase Income Tax threshold to £12,750</li> <li>- Freeze the basic rate of Income Tax</li> <li>- Council Tax freeze until April 2017, annual increases capped at 3% thereafter</li> </ul>

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Transport		<ul style="list-style-type: none"> <li>- Re-regulated buses that are fully accessible for disabled people and parents</li> <li>- Campaign to bring the railway back into public hands</li> </ul>	<ul style="list-style-type: none"> <li>- Seek a publicly owned 'People's Scotrail' and regulate Scotland's buses</li> <li>- Accelerate the process to reopen rail lines, and create new routes and stations in both rural and urban Scotland</li> </ul>		