



## **SUPPLEMENT TO OUR [GENDER SUMMARY OF POLITICAL PARTIES'](#) [MANIFESTO COMMITMENTS](#)**

### **SCOTTISH PARLIAMENTARY ELECTIONS 2016**

This document supplements our gender summary of the main political parties' manifestos. It pulls out commitments from the Women's Equality Party, RISE and UKIP that relate to gender equality or have a significant impact on women.

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	Women's Equality Party	RISE	UKIP
<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>- Publish a Gender Equality Bill</li> <li>- Create a Minister for Women and Equalities</li> <li>- Strengthen Scottish regulations on the Public Sector Equality Duty</li> <li>- Increase the capacity of public authorities to undertake an equal pay audit review and an action plan on the pay gap and occupational segregation</li> <li>- Introduce a more ambitious Equality Impact Assessment and revised approach to gender mainstreaming across Departments</li> </ul>	<ul style="list-style-type: none"> <li>- Bring forward an Anti-Sexism Bill (Details in relevant sections below)</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>- Ensure that 50% of ministerial posts are held by women</li> <li>- Support the Women 50:50 campaign*</li> <li>- Work with political parties to increase women's representation in the Scottish Parliament and local elections, including all-women shortlists</li> <li>- Set temporary quotas at 50 per cent for all public boards and encourage businesses to meet the same requirements</li> </ul>	<ul style="list-style-type: none"> <li>- Support at least 50% women's representation and encourage representation of all genders</li> </ul>	

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<p><b>Fair economy</b></p> <p>Our calls: A gendered economic development strategy; A national equality and wellbeing index; Strategic influence for the Equality Budget Statement</p>	<ul style="list-style-type: none"> <li>- Introduce Gender Budgeting, building on the Equality Budget Statement</li> </ul>	<ul style="list-style-type: none"> <li>- Fight to improve gender segregation in STEM sectors</li> </ul>	
<p><b>Childcare</b></p> <p>Our call: Commit to a system of universal childcare provision</p>	<ul style="list-style-type: none"> <li>- Build up universal, quality childcare, available from the end of paid parental leave to the start of primary school</li> <li>- First 15 hrs a week free, with the rest at £1 an hr, with a cap of 10% of income for low-income, working parents</li> <li>- Make the childcare system flexible</li> <li>- Monitor quality and consistency in childcare standards</li> <li>- Work with employers to remove barriers that prevent fathers from taking paternity leave</li> <li>- Work with employers to improve paternity leave policy and ensure equal rights for same-sex parents</li> </ul>		
<p><b>Carers rights and social care</b></p> <p>Our calls: An independent review of the social care system; Establish</p>	<ul style="list-style-type: none"> <li>- Increase Carer's Allowance to reflect the contribution of carers</li> <li>- Monitor and evaluate the Carers (Scotland) Act to ensure adult and young carers receive the support they need and</li> </ul>	<ul style="list-style-type: none"> <li>- Annual health checks for carers</li> <li>- Mandatory right to paid care leave</li> </ul>	

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an independent social care tribunal system	have access to information and advice about their rights		
<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</p> <p>(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>- Investigate the most appropriate way to introduce split payments under Universal Credit administration</li> <li>- A tailored programme of training and work placements that recognise women's talents in the devolved Work Programme</li> <li>- Require contractors to establish training on gender bias</li> <li>- Perform a gendered analysis of powers devolved to Scotland to ensure that social security works for women</li> </ul>	<ul style="list-style-type: none"> <li>- Living Income for Carers Bill, to provide LIC at £200 a week including for carers in full-time education and work</li> <li>- Provide LIC regardless of other earnings</li> <li>- Economic Justice Fund to mitigate against sanctions and assessments</li> </ul>	<ul style="list-style-type: none"> <li>- Oppose the Bedroom Tax</li> </ul>
<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>- 'Equal Employer' kitemark to encourage best practice such as flexible working, support for carers, training on non-bias and stereotypes</li> <li>- Work with local authorities to offer business rate reliefs for businesses that close the pay gap and earn the kitemark</li> <li>- Focus Living Wage efforts on sectors that have a low-paid female workforce</li> <li>- Abolish the high costs of Employment Tribunal Fees</li> </ul>	<ul style="list-style-type: none"> <li>- Fight to end gender pay gap – sanctions for employers who break gender pay laws</li> </ul>	

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	<ul style="list-style-type: none"> <li>- All public jobs to offer flexible working or job sharing, unless detrimental to the effectiveness of the position</li> <li>- Require employability partnerships to support small businesses to implement flexible and remote working</li> </ul>		
<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>- Establish a Women's Employability and Enterprise Fund</li> <li>- An accreditation system for skills and knowledge acquired through unpaid work, including caregiving, child rearing and domestic work</li> <li>- Promote the 'whole school approach' on gender equality</li> <li>- Audit early years practice, along with Education Scotland and the Care Inspectorate, and update recommendations, so that all children experience education that actively promotes gender equality</li> <li>- Recognition for schools that deliver compulsory age-appropriate, specialist sex and relationships education across all school levels</li> <li>- Requirement for a formal sexual harassment policy in all educational institutions and apprenticeship providers, including support for victims, disciplinary</li> </ul>	<ul style="list-style-type: none"> <li>- Anti-misogyny education programme from early age</li> <li>- Insist government-funded apprenticeships adhere to 50/50 gender representation guidelines</li> </ul>	

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	<p>procedures, and mechanisms for reporting and investigating sexual harassment</p> <ul style="list-style-type: none"> <li>- Encourage universities and colleges to run workshops for all new students and staff on respect, equality and consent</li> <li>- Include gender equality measures in school inspections</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>- Hold a Parliamentary Inquiry into media representation of women, to recommend legislative change and whether to establish an independent Scottish monitoring body</li> <li>- Use Scotland's formal role in the renewal of the BBC Charter to push gender equality and women's representation to the forefront of broadcast agendas</li> <li>- Encourage Creative Scotland to improve women's representation in arts and media</li> <li>- Hold a Parliamentary Inquiry into existing laws for ensuring women's safety and freedom of expression online</li> <li>- Call for social media platforms to enforce clear codes of conduct and ways to report violations and abuse</li> <li>- Work with campaign groups like Let Toys Be Toys and Let Clothes Be Clothes to challenge gender bias from clothes and toy manufacturers and retailers</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>- Legislate to abide by the key principles of the Istanbul Convention and put pressure on the UK Government to ratify the convention</li> <li>- Establish independent legal representation for victims of sexual assault and rape</li> <li>- Provide free legal aid for victims of domestic abuse</li> <li>- Collaborate with the Law Society and the Police Scotland College to create a compulsory, CPD-accredited training programme about VAW aimed at police, prosecutors, jurors and judges</li> <li>- Provide training for front-line staff in public services to recognise domestic abuse and other forms of VAW</li> <li>- Revise the corroboration requirement in Scots law</li> <li>- Reduce waiting time for Specialist Domestic Abuse Courts and expand their good practice to the courts system</li> <li>- Deliver the strategy on ending FGM</li> <li>- A sustainable national funding strategy for VAW services</li> </ul>	<ul style="list-style-type: none"> <li>- Legislate to protect VAW funding, including women's aid and rape crisis centres</li> <li>- Strategy for tackling sexual harassment</li> </ul>	

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	<ul style="list-style-type: none"> <li>- Ensure that those victimised by domestic violence (most often women and children) are not forced to leave their homes, or are treated as a priority group in housing allocation</li> <li>- Ensure that women are protected and that children's views are upheld in decisions about contact and residency in the context of domestic abuse</li> <li>- Ensure local authorities provide long-term support, health and well-being services for survivors, and build support for women to access services and retain or re-enter work</li> <li>- Ensure police officers receive adequate training and use the law appropriately to take action against street harassment</li> </ul>		
<p><b>Abortion</b></p> <p>Our call: Commit to a progressive abortion law for Scotland</p>	<ul style="list-style-type: none"> <li>- Review the requirements for abortion and look at the case for a centralised specialist service for later-term abortions</li> </ul>	<ul style="list-style-type: none"> <li>- Abolish the two doctors rule</li> <li>- Oppose reducing time limits</li> <li>- Seek cross-party support to invest in abortion services , including aftercare and reducing waiting times</li> <li>- Referrals should not be denied on religious grounds</li> </ul>	
<p><b>Women's rights</b></p> <p>Our call: Incorporate CEDAW in Scots Law</p>			



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<b>OTHER ISSUES RELATING TO WOMEN'S EQUALITY</b>			
<b>Criminal justice</b> (see also Violence against women above)	<ul style="list-style-type: none"> <li>- Fully decriminalise those who sell sex, establish and fund support and exit services and move to criminalise the purchase of sex</li> <li>- Review hate crime, including efficiency on crimes against BME women, disabled people and LGBT+ people</li> <li>- Consider expanding the law to include gender as a category of hate crime</li> </ul>	<ul style="list-style-type: none"> <li>- Make misogyny a hate crime</li> <li>- Anti-misogyny licensing laws</li> </ul>	
<b>Health</b>	<ul style="list-style-type: none"> <li>- Ensure that all types of families, including LGBT+, single parents and kinship carers, can access a comprehensive range of pre- and post-birth classes</li> </ul>		<ul style="list-style-type: none"> <li>- "Direct access" to specialist mental health treatment for pregnant women and women with children under 12 months old</li> </ul>
<b>Sport</b>	<ul style="list-style-type: none"> <li>- Work with sports broadcasters, asking them to pledge to double their coverage of women's sport in the next five years</li> </ul>		
<b>Taxation</b>		<ul style="list-style-type: none"> <li>- 60p highest tax rate on earnings over £150,000</li> <li>- 45p tax rate on earnings between £50,000 and £150,000</li> <li>- Replace Council Tax with Scottish Service Tax</li> </ul>	<ul style="list-style-type: none"> <li>- Oppose any suggestions which would result in taxes being higher in Scotland than the rest of the UK</li> <li>- 30p on earnings between £45,300 and £55,000</li> </ul>
<b>Transport</b>		<ul style="list-style-type: none"> <li>- Transition to publicly owned free transport</li> </ul>	