



## Gender Edit of Manifestos for Senedd Elections, May 2021

This 'gender edit' of political party manifestos in Wales pulls out policies in five key policy areas included in our [Manifesto for Closing the Gap on gender inequality in Wales](#).

It is not intended to give chapter and verse on what the parties promise across the spectrum for women, as many other policies will impact them, however it includes those policies which explicitly reference women or women's equality and are within the scope of our five key policy asks of:

- prioritising women's health
- high quality childcare and caring provisions for all
- diverse representation and legally binding gender quotas
- enshrining the UN's CEDAW convention into welsh legislation and policy
- ending violence against women and girls

The gender edit makes no comment, analysis, or critique on the commitments of the parties but has collated the key policy promises so that all commitments relevant to women's equality can be seen in one place. Where there is no commitment relevant in a policy area, the column is left blank.

This 'gender edit' is based on the manifestos of those parties that are polling above 2% in either constituency or regional list seats for the Senedd elections on 6<sup>th</sup> May 2021.<sup>1</sup>

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<sup>1</sup> The March Welsh Political Barometer Poll, <https://blogs.cardiff.ac.uk/electionsinwales/2021/03/22/the-march-welsh-political-barometer-poll/>

WEN Wales Policy Ask	Plaid Cymru <sup>2</sup>	Wales Green Party <sup>3</sup>	Welsh Conservatives <sup>4</sup>	Welsh Labour <sup>5</sup>	Welsh Liberal Democrats <sup>6</sup>	Abolish the Assembly <sup>7</sup> / Reform UK <sup>8</sup>
<b>Prioritise Women's Health</b>	<p>Tackle pregnancy and maternity discrimination in the workplace by supporting the call to legislate to add reporting of retention rates for women returning from maternity leave to the existing gender pay gap regime.</p> <p>Will work to support parents' mental health by extending and standardising access to</p>	<p>Highlighting the great injustice of levels of economic &amp; health inequality in Wales, worsened by Westminster-imposed austerity, contributing to the high number of deaths in Wales from the pandemic.</p> <p>Increase funding for areas of the NHS heavily relied on by Lesbian, Gay, Bisexual, Trans, Intersex, Queer and Asexual (LGBTIQA+)</p>	<p>Create a mother and baby unit in North Wales for mums with severe post-natal mental health challenges</p> <p>Deliver dedicated mother and baby units in both North and South Wales</p>	<p>Create a fairer NHS, focusing on health inequalities and preventable harms.</p> <p>Embed period dignity in schools and expand our free period provision in communities and the private sector.</p>	<p>Agree with workforces and patients a range of NHS and social care recovery plans to ensure that people who have had their care delayed or impacted are supported as quickly as possible, including specific approaches for conditions and illnesses such as cancer.</p> <p>Welsh Liberal</p>	

<sup>2</sup> Plaid Cymru manifesto: Let us face the future together:

[https://d3n8a8pro7vhmx.cloudfront.net/plaid2016/pages/10962/attachments/original/1618308502/Plaid\\_Cymru\\_Manifesto\\_2021\\_ENGLISH.pdf?1618308502](https://d3n8a8pro7vhmx.cloudfront.net/plaid2016/pages/10962/attachments/original/1618308502/Plaid_Cymru_Manifesto_2021_ENGLISH.pdf?1618308502)

<sup>3</sup> Wales Green Party manifesto: Transform Wales <https://greenparty.click/Wales%20Green%20Party%202021%20Senedd%20Election%20Manifesto%20English.pdf>

<sup>4</sup> Welsh Conservative manifesto: A Plan for Recovery and Change: [https://www.conservatives.wales/sites/www.conservatives.wales/files/2021-04/2021%20Senedd%20Manifesto\\_Wales%20ENGLISH.pdf](https://www.conservatives.wales/sites/www.conservatives.wales/files/2021-04/2021%20Senedd%20Manifesto_Wales%20ENGLISH.pdf)

<sup>5</sup> Welsh Labour manifesto: Moving Wales forward: [https://movingforward.wales/documents/WEB-14542\\_21-Welsh-Labour-Manifesto\\_A5.pdf](https://movingforward.wales/documents/WEB-14542_21-Welsh-Labour-Manifesto_A5.pdf)

<sup>6</sup> Welsh Liberal Democrat manifesto: Put Recovery First (plain text version)

[https://d3n8a8pro7vhmx.cloudfront.net/ldwales/pages/4055/attachments/original/1618513049/2021\\_Manifesto.pdf?1618513049](https://d3n8a8pro7vhmx.cloudfront.net/ldwales/pages/4055/attachments/original/1618513049/2021_Manifesto.pdf?1618513049)

<sup>7</sup> Abolish Statement of Policy: <https://www.abolishthewelshassembly.co.uk/abolish-launches-statement-of-policy-for-senedd-elections-2021/>

<sup>8</sup> Reform UK: Contract with the people of Wales: <https://reformparty.uk/wp-content/uploads/2021/04/Reform-UK-Wales-Senedd-2021-Contract-with-the-People-of-Wales-2.pdf>



	<p>perinatal health services across Wales, including access to specialist mother and baby units within Wales.</p> <p>Establish an additional service in North Wales to help families who need access to acute perinatal support.</p>	<p>people, including trans healthcare, HIV treatment and mental health provision.</p>			<p>Democrats will continue to develop telemedicine and remote consultations, including for abortion advice and the Welsh Gender Service.</p>	
<p><b>Ending Violence against Women and Girls (VAWG)</b></p>	<p>Make the reporting process of sexual violence and abuse as straightforward as possible, ensuring that all incidents are investigated and that all survivors are offered the support of an Independent Sexual Violence Advisor.</p> <p>Ensure that all victims and survivors have access to well-funded</p>	<p>Develop and implement a Wales-wide strategy to tackle gender-based violence, including domestic violence, rape and sexual abuse, Female Genital Mutilation (FGM), and trafficking. This will include providing education across Wales on violence against women and girls to increase awareness.</p> <p>Ensure the effective delivery of the Violence</p>	<p>Expand services and ensure increased sustainable funding for prevention, protection and support for women who have experienced domestic abuse and sexual violence.</p> <p>Support communities to challenge violence against women, domestic abuse and sexual violence in all its forms, especially</p>	<p>Strengthen the Violence against Women, Domestic Abuse and Sexual Violence Strategy to include a focus on violence against women in the street and workplace as well as the home.</p> <p>Expand the 'Ask and Act' and 'Don't be a Bystander' training and awareness campaigns.</p> <p>Gender inequality is still an entrenched unfairness and</p>	<p>Establish a commission to determine what education, justice, and council services can do to create a safer, fairer society for women and girls.</p> <p>Safeguard funding for specialist services for victims of violence to adequately meet anticipated demand during and after the pandemic.</p> <p>Deliver the full</p>	



	<p>counselling services.</p> <p>To complement these policies, a Plaid Cymru Government will create an arms-length Criminal Justice Research Institute in order to embed academic expertise on justice and community safety in the Welsh policymaking process.</p> <p>Ensuring ticket fares and provision don't only favour 'traditional' working and travel patterns, and public service providers are trained on sexual harassment in public spaces.</p>	<p>Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.</p> <p>Provide sustainable funding for domestic violence support centres, refuges and rape crisis centres, including funding to provide more safe and secure accommodation for women and their children.</p> <p>Train school staff in spotting and stopping sexual harassment and bullying, to ensure that schools are safe places for all to learn in with specific training on identifying racism, homophobia, transphobia, misogyny and attacks on disabled people</p> <p>Gaining more support for the</p>	<p>through utilising education.</p> <p>Adopt a zero-tolerance culture across Welsh Government to ensure no discrimination on the basis of sex, gender, sexual orientation, ethnicity, language, religion or disability</p>	<p>violence against women, domestic abuse and sexual violence remains all too common. We want to make Wales the safest place in Europe to be a woman.</p>	<p>recommendations in the Gender Equality review to achieve a fundamental shift in policy, budgeting, procurement, and commissioning.</p> <p>Ensure the regular reporting of sexual harassment and hate crimes motivated by misogyny and ensure that Police and Crime Commissioners act upon them.</p> <p>Ensure that the duty on public services to Ask and Act in relation to violence against women and girls is used and embedded across our communities, including the private sector such as hotels and night clubs.</p> <p>Extend the duty to</p>	
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		<p>Welsh Government's strategy on Violence Against Women, Domestic Violence and Sexual Violence (VAWDVSV).</p> <p>Welsh control of justice and policing could more comprehensively support this strategy.</p> <p>Reclassifying misogyny as a hate-crime to help women feel safer in our communities.</p>			<p>Ask and Act beyond the public sector in relation to Violence Against Women, Domestic Abuse and Sexual Violence (Wales).</p> <p>We believe in an approach that prioritises the protection of sex workers, making the industry safer and reducing harm.</p> <p>We will:</p> <ul style="list-style-type: none"> <li>• Adopt the Merseyside model across police forces treating crimes against sex workers as hate crimes and working closely with sex work projects that offer services such as harm reduction, counselling, and outreach.</li> <li>• Make use of Independent Sexual Violence Advisors to act as intermediaries</li> </ul>	
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					<p>where sex workers have been victims of crime.</p> <ul style="list-style-type: none"> <li>● Provide funding for services to adopt multi-disciplinary and case management approaches to reduce harm.</li> </ul>	
<p><b>High quality childcare and caring provisions for all</b></p>	<p>Establish world-class early years education and childcare, offering 30 hours a week, free for all children from 24 months to school age, regardless of the family's work status.</p> <p>We will establish a national free, Welsh-medium early years education and childcare service, Meithrin Cymru, giving high quality provision for children aged 12</p>	<p>Adapting working life with the flexibility to work from home and a broader definition of work so that domestic and other caring work is equally valued. Our economy depends upon care and support for healthy working lives and communities and this should be reflected in our economic arrangements and taxation</p> <p>Supporting good quality services as</p>	<p>Expand free childcare provision to two-year-olds.</p> <p>Help those on the lowest incomes by funding a programme for children in receipt of free school meals to cover all school holidays for the whole of the next Welsh Parliament term.</p> <p>Delivering effective and compassionate social care is one of the greatest</p>	<p>Roll out baby bundles for new parents to more families. We will also fund childcare for more families where parents are in education and training.</p> <p>We will continue to support our flagship Flying Start programmes for children in some of our most deprived communities.</p> <p>Launch a National Social Care Framework to set fair commissioning,</p>	<p>Introduce universal free part-time childcare from 9 months to school age, expand provision of before and after school care and introduce universal part-time holiday care for 5-13 year olds</p> <p>Equalise pay and conditions across the social care sector, ensuring that all care workers are paid the Real Living Wage.</p>	



	<p>months until they are eligible for full time education.</p> <p>We will invest in the childcare workforce, including increasing the number of degree-qualified nursery teachers.</p> <p>Parents should be supported to take periods of leave that reflect modern working practices, including flexible working. We will support a legal ban on employers making a woman redundant during pregnancy, and until six months after return from maternity leave, other than in very limited circumstances.</p> <p>Seek the devolved powers to replace Carer's Allowance with a Universal</p>	<p>part of financial security and equality, especially for women who often take the burden of unpaid caring work. We will work for services that are free at the point of access, and are supported by positive health and quality of life measures.</p> <p>Providing social support for disabled people, older people and carers, early and quickly so that all can have fulfilled lives.</p> <p>Safeguarding the NHS as free at the point of delivery, fully in public hands, and aligning social care with NHS provision.</p> <p>Advocating for the immediate introduction of a</p>	<p>challenges and responsibilities facing governments as people continue to live longer. We will develop a plan for sustainable social care for the future by establishing a Cross Party Commission to consider long-term sustainable funding solutions for social care, and guarantee to provide parliamentary time to deliver its recommendations .</p>	<p>fair workforce conditions, and a more balanced care market between public, voluntary, and private providers. We will legislate to strengthen partnerships to deliver better integrated care and health, paying attention to the responses to our White Paper on <i>Rebalancing Care and Support</i>. The Framework will deepen collaboration with the voluntary sector and identify priorities for post-Covid Wales.</p> <p>Help prevent families breaking up by funding advocacy services for parents whose children are at risk of coming into care. And we will invest £20m to provide additional specialist support for children with complex</p>	<p>Streamline social care services and practices, working towards the creation of a single National Care Service and the integration of health and care in Wales.</p> <p>Implement wide-ranging changes to commissioning, giving more power to local commissioners, and to people themselves to source their own services.</p> <p>Committed to trialling a Universal Basic Income (UBI).</p>	
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	<p>Carers Income – non-means tested and equal at least to the level of Job Seekers Allowance - for all carers providing more than 35 hours of care.</p> <p>We believe that paid statutory parental leave, to be taken by one parent or shared, should be extended from the current 39 weeks to 52 weeks. We will continue to push for full devolution of competencies to provide a seamless transition between the end of paid parental leave and eligibility for access to our national childcare offer.</p> <p>Guaranteed minimum wage of £10 an hour</p>	<p>Universal Basic Income (UBI). UBI supports people to contribute to society through caring activity.</p>		<p>needs who may be on the edge of care. We will explore opportunities for radical reform of current services for children looked after and care leavers. We will continue to support and uphold the rights of unaccompanied asylum-seeking children and young people</p>		
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	<p>for care workers.</p> <p>Build a National Health and Care Service where personal care is free at the point of need.</p> <p>Reform the care assessment process so it focuses on identifying personal care need, and is no longer based on arbitrary definitions of 'health' or 'social' care.</p> <p>Over the next five years we will hold roadshows throughout Wales serving the dual purpose of promoting healthier lifestyles and promoting care careers.</p> <p>Improve the quality of care by ensuring health and social care staff have</p>					
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	<p>access to Continuing Professional Development.</p> <p>Improve the ability of people including vulnerable groups such as people with dementia and young children to access care in Welsh.</p>					
<p><b>Legally binding gender quotas and positive action for increased diversity</b></p>	<p>We aim to achieve a 50:50 gender balanced Senedd, at the same time increasing representation of people of colour, LGBT+, disabled and working-class women.</p> <p>We will implement the recommendations of the Expert Panel on Assembly Electoral Reform, in particular on Single</p>	<p>Replacing 'First Past the Post' with a proportional voting system in Wales. Wales Green Party welcomes the report 'A Parliament that works for Wales' published in November 2017 of the Expert Panel on Assembly Electoral Reform, chaired by Professor Laura McAllister, and supports its recommendations:</p> <ul style="list-style-type: none"> <li>• The Assembly</li> </ul>	<p>Adopt a zero tolerance culture across Welsh Government to ensure no discrimination on the basis of sex, gender, sexual orientation, ethnicity, language, religion or disability</p>	<p>We will build on the work of the Senedd Committee on electoral reform and develop proposals to improve the representation of the people of Wales in their Parliament.</p> <p>Work with partners to establish an equalities legal service to provide support on unfair or discriminatory employment practices.</p> <p>We will explore</p>	<p>We are committed to improving the diversity of our politics. Whilst progress towards gender balance in the Senedd is laudable, it is fragile. The representation of women in local government trails significantly behind the Senedd and not once in its twenty-year history has a woman of colour been elected to the Senedd.</p> <p>Disabled people</p>	



	<p>Transferable Voting, gender quotas and expanding the Senedd.</p> <p>We will make the Senedd's electoral system more proportional in a way that will promote achievement of this goal.</p> <p>We will create a cabinet-level post of Minister for Equalities and Women's empowerment dedicated to implementing the recommendations of the Gender Equality Review in full.</p> <p>We will set challenging targets for public sector recruitment for ensuring people with diverse characteristics are visibly</p>	<p>should be expanded to between 80 and 90 members</p> <ul style="list-style-type: none"> <li>• Assembly Members should be elected from multi-member constituencies of between four and six members by a single-transferable vote or flexible list system</li> <li>• Gender quotas should be introduced</li> <li>• Candidates should be able to stand for election to the Assembly on the basis of transparent job-sharing.</li> </ul>		<p>legislation to address pay gaps based on gender, sexual orientation, ethnicity, disability, and other forms of discrimination and ensure public bodies and those receiving public funding address pay disparities.</p> <p>We will implement targets around Gender Budgeting so that all decisions by a Welsh Government are seen through a gender lens.</p> <p>Create a Race Disparity Unit alongside an Equality Data Unit to ensure an inclusive evidence base to inform decision making in government.</p> <p>We will expand our Access to Elected Office programme to encourage more Women, Black, Asian, and Minority Ethnic and disabled</p>	<p>are routinely shut out of politics at all levels. That has to be addressed and we are ready to play our part in tackling that deficit.</p> <p>We will:</p> <ul style="list-style-type: none"> <li>• Introduce a programme of Citizens' Assemblies, tasked with understanding, agreeing, and shaping recommendations and actions to tackle the big issues facing our country in the years ahead. This could include social care funding, the climate emergency, and public spending.</li> <li>• Increase the number of Members of the Senedd to between 80-90</li> <li>• Introduce the Single</li> </ul>	
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	<p>represented in government at all levels – with a particular focus on the under-representation of women and people of colour in senior positions.</p> <p>We will reduce the gender pay gap by increasing the pay for social care workers, awarding real term wage increases for NHS workers, ending zero-hours contracts, and including the provision of gender balance in public procurement contracts.</p>			<p>people to stand for elected office.</p> <p>We will implement the recommendations of <i>Reflecting Wales in Running Wales: Diversity and Inclusion Strategy for Public Appointments in Wales (2020-2023)</i>.<sup>9</sup></p>	<p>Transferable Vote for all elections in Wales.</p> <ul style="list-style-type: none"> <li>• Ensure sufficient funding for programmes which support people not traditionally represented in politics to access public office, including tackling harassment, bullying, and discrimination in public life.</li> </ul>	
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<sup>9</sup> Accessible here: <https://gov.wales/diversity-and-inclusion-strategy-public-appointments>



<p><b>Enshrine the UNs Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) into Welsh legislation and policy</b></p>			<p>Enshrine the United Nations' Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) into Welsh law.</p>	<p>Incorporate the United Nations Convention for the Elimination of all forms of Discrimination against Women and the UN Convention on the Rights of Disabled People into Welsh law.</p>	<p>Incorporate UN Conventions, such as the UN Convention on the Rights of Disabled People (UNCRRD), the UN Convention on Elimination of all Discrimination Against Women (CEDAW), the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the UN Principles for Older People, into Welsh law.</p>	
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About [WEN Wales](#):

Our vision is a Wales free from gender discrimination. A Wales where all women and men have equal authority & opportunity to shape society and their own lives. To add your voice to our movement, [join us](#) as a member for free.

For further information, please contact [admin@wenwales.org.uk](mailto:admin@wenwales.org.uk)