

# ELECTION 2017 MANIFESTO COMMITMENTS

## EMPLOYMENT AND PENSIONS

### EMPLOYMENT

- **Brexit and employment** – approach to Brexit, workers' rights and the future of European employment rights;
- **Employment contracts** – zero hours contracts, agency workers, self-employed;
- **Employment Tribunals** – tribunal fees;
- **Taxation** – income tax threshold, National Insurance;
- **Executive pay** – remuneration committees and employee oversight;
- **Wages policy** – National Minimum Wage, Living Wage;
- **Flexible working and family friendly policies** – childcare and family leave;
- **Equalities** – disabilities, age, gender equality and equal pay;
- **Unemployment** – generating employment and training; and
- **Skills and training** – skills, lifelong learning and apprentices
- **Industrial relations** – trade union rights, recognition and access to the workplace, balloting and collective bargaining.

### PENSIONS

- **Protecting members' benefits** – mergers and acquisitions;
- **Pension taxation** – tax relief rates;
- **Pensions market** – regulation, pensions industry; and
- **State pensions** – state pension increases and state pension age.

### WOULD YOU LIKE TO READ THE POLICIES FOR YOURSELF?

They can be found at the end of this document.

### IMPORTANT NOTE

This table uses the language as set out in each of the parties' manifestos as at 31 May 2017. This includes some of the politically charged language that is used in those manifestos. The table reflects the main manifesto text for each party. It does not cover policies that may have been included in additional policy statements or issue-specific manifestos. It does not reflect any views, preferences or beliefs of the author or of Gowling WLG (UK) LLP. We have tried to ensure that the information is complete and accurate but cannot guarantee that this is the case. If there are any mistakes, we would be happy to amend the table.

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## EMPLOYMENT

### BREXIT AND EMPLOYMENT

#### APPROACH TO BREXIT

Follow the twelve principles laid out in the Lancaster House Speech.

Follow the approach in the White Paper on the United Kingdom's Exit from, and a new relationship with, the European Union, during the passage of the European Union (Notification of Withdrawal) Act, in the prime minister's letter to the president of the European Council invoking Article 50, and in the Great Repeal Bill White Paper.

Enact a Great Repeal Bill.

Introduce an EU Rights and Protections Bill.

Fight to prevent a hard Brexit and put the final deal to a referendum vote.

Repeal the European Communities Act 1972.

Campaign for a vote on the final terms of the Brexit deal, including an option to stay in the EU.

Demand a place for Scotland at the Brexit negotiating table and the inclusion of the case for our place in the Single Market in the UK's negotiating remit.

#### WORKERS' RIGHTS

The rights of workers given by EU law will continue to be available in UK law at the point at which we leave

No detrimental change to workers' rights or equality law as a result of Brexit.  
  
No rolling back of key

Many important protections such as the right to 52 weeks' maternity leave and rights to annual leave are

Protect workers' rights once we have left the EU: leaving the EU must not usher in any kind of 'race

Ensure that the rights and protections currently safeguarded by EU membership are not

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**EMPLOYMENT CONTRACTS AND RIGHTS**

<p>the EU.</p> <p>Once EU law has been converted into domestic law, parliament will be able to pass legislation to amend, repeal or improve any piece of EU law it chooses.</p>	<p>rights and protections.</p>	<p>currently based on EU law, and many of these rights have been upheld at the European Court of Justice. Liberal Democrats will fight to ensure that these entitlements are not undermined.</p>	<p>to the bottom' on employment rights.</p>		<p>diminished after the UK leaves.</p>
<p><b>FUTURE EUROPEAN EMPLOYMENT RIGHTS</b></p>					
	<p>Ensure that the UK does not lag behind Europe in workplace protections in future.</p>				
<p><b>ENCOURAGE GOOD EMPLOYERS</b></p>					
	<p>Consult on reviewing redundancy arrangements to bring workers in Britain more into line with their European counterparts.</p>	<p>Encourage the creation and widespread adoption of a 'good employer' kitemark covering areas such as paying a living wage, avoiding unpaid internships and using name-blind recruitment.</p>			
<p><b>FUTURE ECONOMY AND EMPLOYMENT</b></p>					
<p>Await the final report of the Taylor Report. Act to</p>	<p>Set up a dedicated commission to modernise</p>	<p>Modernise employment rights to make them fit for</p>		<p>Phase in a 4 day working week (a maximum of 35</p>	<p>Take advice from a strengthened Fair Work</p>

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ensure that the interests of employees on traditional contracts, the self-employed and those people working in the 'gig' economy are all properly protected.	the law around employment status.	the age of the 'gig' economy.		hours).	Convention to deliver workplace policy that is fit for the 21st century, including a full review of workplace leave entitlements.  Ensure that workers have appropriate rights and protections, including holiday and sick pay.
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**DAY ONE RIGHTS**

	Give all workers equal rights from day one, whether part-time or full-time, temporary or permanent.	Make Paternity and Shared Parental Leave a 'day one' right.  Make flexible working a 'day one' right.			
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**ZERO AND SHORT HOURS**

	Ban zero hours contracts.  Those who work regular hours for more than 12 weeks will have a right to a regular contract, reflecting those hours.	Introduce a formal right to request a fixed contract.  Consult on introducing a right to make regular patterns of work contractual after a period of time.	Significantly tighten up rules on zero hours contracts and severely limit their use.  Not allow the NHS, or third parties under contract to local authorities, to employ home care workers on zero hours contracts.	Abolish zero hours contracts.	Ban zero-hours contracts.
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**INTERNSHIPS**

Ban unpaid internships.

Kitemarked good employers would avoid unpaid internships.

**HOLIDAYS**

Propose four new public holidays on our four national patron saints' days.

Declare 23<sup>rd</sup> June Independence Day, and make it a bank holiday.  
  
Declare St George's Day, April 23<sup>rd</sup>, as a Bank Holiday in England; and St David's Day, 1<sup>st</sup> March, in Wales.

Ensure that workers have appropriate rights and protections, including holiday and sick pay.

**EMPLOYMENT TRIBUNALS**

**EMPLOYMENT TRIBUNAL FEES**

Abolish employment tribunal fees.

Abolish employment tribunal fees.

Abolish employment tribunal fees.

**TAXATION**

**INCOME TAX**

*Personal allowance*

Increase the personal allowance to £12,500.

*Higher rate*

Increase the higher rate to

*Basic rate*

No rises in income tax for those earning below £80,000 a year.

*Higher rate*

No rises in income tax for

*Personal allowance*

Increase the personal allowance to £13,500.

Restore the personal allowance to those earning above £100,000 as

*New top rate*

Introduce a wealth tax on the top 1% of earners.

*Additional rate*

Increase in the Additional Rate from 45p to 50p across the UK as a whole from 2018/19.

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£50,000.	those earning below £80,000 a year.  <i>New top rate</i>  Only the top 5 per cent of earners will be asked to contribute more in tax to help fund our public services.		economic conditions allow.  <i>Higher rate</i>  Increase the higher rate income threshold to £55,000.		
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**NATIONAL INSURANCE**

	No increases in personal National Insurance Contributions for those earning below £80,000 a year.	Aim to raise the employee National Insurance threshold to the Income Tax threshold.	No increase in Class IV National Insurance or taxes for the self-employed.	A phased in abolition of the cap on employees' National Insurance.	Oppose any increases in National Insurance.
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**OTHER**

	<b>PAYROLL COMPANIES</b>  Ban payroll companies.				
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**TAXATION**

	Introduce an Excessive Pay Levy on companies with staff on very high pay.				
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**PAY RATIOS**

**EXECUTIVE PAY AND BOARDROOM DIVERSITY**

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<p>Legislate to make executive pay packages subject to strict annual votes by shareholders.</p> <p>Listed companies will have to publish the ratio of executive pay to broader UK workforce pay.</p>	<p>We will expect suppliers to reduce boardroom pay excesses by moving towards a 20:1 gap between the highest and lowest paid.</p>			<p>Reduce the gap between the highest.</p>	
<p><b>INCENTIVE SCHEMES</b></p>					
<p>We will commission an examination of the use of share buybacks, with a view to ensuring these cannot be used artificially to hit performance targets and inflate executive pay.</p>					
<p><b>BOARDROOM DIVERSITY</b></p>					
	<p>Implement the Parker Review on increasing ethnic diversity at board level.</p>	<p>Push for at least 40% of board members being women in FTSE 350 companies.</p> <p>Implement the recommendations of the Parker review to increase ethnic minority representation.</p>		<p>Require a minimum 40% of all members of public company and public sector boards to be women.</p>	

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**WAGES POLICY**

**MINIMUM / LIVING WAGE**

Increase the National Living Wage to 60 per cent of median earnings by 2020 and then by the rate of median earnings.

Raise the Minimum Wage to the level of the Living Wage (expected to be at least £10 per hour by 2020) – for all workers aged 18 or over.

Establish an independent review to consult on how to set a genuine living wage across all sectors.  
  
Pay this living wage in all central government departments and their agencies, and encourage other public-sector employers to do likewise.

Enforce the minimum and living wage and reverse government cuts to the number of minimum wage inspectors in England and Wales.

Increase the minimum wage to reach a genuine living wage of £10 an hour by 2020.  
  
Take steps towards the introduction of a universal basic income, including a government sponsored pilot scheme.

Increase the Minimum Wage to the level of the real Living Wage.

**PAY RATIOS**

Listed companies will have to publish the ratio of executive pay to broader UK workforce pay.

Roll out maximum pay ratios of 20:1 in the public sector and in companies bidding for public contracts.

Require large employers to report on the ratio between top and median pay.

**PUBLIC SECTOR**

End the 1% cap on pay rises in the public sector, and uprate wages in line with inflation.

Enter into negotiations for next year's pay settlement in good faith and with a view to agreeing a fair outcome that takes account of both the public finances and the cost of



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living.

**TRANSPARENCY**

Companies will have to explain their pay policies, particularly complex incentive schemes, better.

Introduce equal pay audit requirements on large employers.

Extend reporting requirements on large employers to include 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.

**FLEXIBLE WORKING AND  
FAMILY FRIENDLY POLICIES**

**CHILDCARE**

Take steps to improve take-up of shared parental leave.

Introduce thirty hours of free childcare for three and four-year-olds for working parents who find it difficult to manage the costs of

Increase provision for early years children as part of a National Education Service that is truly cradle-to-grave.

Extend the 30 free hours to all two year-olds, and move towards making some childcare available

Provide 15 hours a week of free childcare to the parents of all two-year-olds in England.

Prioritise 15 hours' free childcare for all working parents in England with children aged between nine months and two

Introduce a far-reaching review of childcare provision.

Extend the primary school day by offering wrap-around childcare from 8am to 6pm during term time.

Require local authorities to

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childcare.	for one year-olds.  Phase in subsidised provision on top of free-hour entitlements, to ensure that everyone has access to affordable childcare, no matter their working pattern.	years.  Commit to an ambitious long-term goal of 30 hours' free childcare a week for all parents in England with children aged from two to four years, and all working parents from the end of paid parental leave to two years.	keep a register of childcare providers willing to provide emergency childcare cover at short notice.		
<b>MATERNITY</b>					
	Extend maternity pay to 12 months.				Ensure all workplaces provide information to new parents on their rights when they return to work and to enforce those rights.  Introduce a proper legal right to breastfeed in the workplace.
<b>PATERNITY</b>					
	Double paid paternity leave to four weeks and increase paternity pay.	An additional month's paid paternity leave.  Make Paternity and Shared Parental Leave a 'day one' right.			Ensure all workplaces provide information to new parents on their rights when they return to work and to enforce those

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rights.

**FLEXIBLE WORKING**

Help companies provide more flexible work environments that help mothers and fathers to share parenting.

Make flexible working a 'day one' right.  
Presumption that work is flexible unless there is a clear business reason it cannot be.

**BEREAVEMENT AND CARING**

Introduce a new statutory right to unpaid time off would be made available for workers whose family members require full-time care.

New right to child bereavement leave.

Consultation on introducing statutory bereavement leave.

**EQUALITIES**

**EQUALITIES AND HUMAN RIGHTS COMMISSION**

Enhance the powers and functions of the EHRC to make it truly independent.

Review the Equality and Human Rights Commission to determine whether it is effectively fulfilling its role and whether its funding is adequate.

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**SEX DISCRIMINATION**

Require companies with more than 250 employees to publish more data on the pay gap between men and women.

Work for parity in the number of public appointments going to women.

Push for an increase in the number of women sitting on boards of companies.

Strengthen protections for women against unfair redundancy.

End the gender pay gap.

Ensure that any employer who loses an equal pay claim conducts and publishes an equal pay audit and then takes appropriate action on the results.

Equal pay audits should apply to employers with more than 150 employees (down from 250) and should cover gender, race and disability.

**PREGNANCY**

Mandatory workplace risk assessments for pregnant women.

**MATERNITY**

Extend the time period for applying for maternity discrimination from 3 to 6 months.

Ensure all workplaces provide information to new parents on their rights when they return to work and to enforce those rights.

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Introduce a proper legal right to breastfeed in the workplace.

**GENDER IDENTITY**

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'.

Extend protection of gender reassignment in equality law to explicitly cover gender identity and expression.

Expand protected characteristics to ensure all LGBTI people are fully protected from discrimination and harassment.

**RACE, RELIGION AND CASTE**

Ask large employers to publish information on the pay gap for people from different ethnic backgrounds.

Implement the Parker Review on increasing ethnic diversity at board level.

Guarantee the freedom to wear religious or cultural dress.  
Outlaw caste discrimination.  
Require diversity in public appointments. We will introduce a presumption that every shortlist should include at least one BAME

Equal pay audits should apply to employers with more than 150 employees (down from 250) and should cover gender, race and disability.

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candidate.

Implement the recommendations of the Parker review to increase ethnic minority representation.

Resource BAME staff associations such as the National Black Police Association to increase ethnic diversity and BAME participation in the police.

**DISABILITY**

**Mental health**

Amend health and safety regulations so that employers provide appropriate first aid training and needs assessment for mental health.

Extend Equalities Act protections against discrimination to mental health conditions that are episodic and fluctuating.

Encourage new products

**Terminal illness**

Make terminal illness a protected characteristic under the Equality Act.

Equal pay audits should apply to employers with more than 150 employees (down from 250) and should cover gender, race and disability.

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<p>and incentives to improve the mental health and wellbeing support available to their employees.</p> <p><b>Disability</b></p> <p>Get 1 million more people with disabilities into employment over the next ten years.</p> <p>Give employers the advice and support they need to hire and retain disabled people and those with health conditions.</p>					
<b>AGE</b>					
			<p>Encourage businesses to fund job placements for older people, and enforce laws protecting workers against age discrimination.</p>	<p>Scrap age related wage bands and raising the national minimum wage to living wage levels for all.</p>	
<b>EQUALITIES REPRESENTATIVES</b>					
	<p>Give equalities representatives statutory rights.</p>				
<b>THIRD PARTY HARASSMENT</b>					

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	Reinstate protection against third party harassment					
<b>CORPORATE GOVERNANCE</b>	<p>To ensure employees' interests are represented at board level, we will change the law to ensure that listed companies will be required either to nominate a director from the workforce, create a formal employee advisory council or assign specific responsibility for employee representation to a designated non-executive director.</p> <p>Subject to sensible safeguards introduce, for employees of publicly-listed companies, a right to request information relating to the future direction of the company.</p>					
<b>SKILLS AND TRAINING</b>	<b>SKILLS</b>					
Replace 13,000 existing technical qualifications with new qualifications, known	Create a National Education Service for	Develop national colleges as national centres of expertise for key sectors to	UKIP will introduce practical 'employability' lessons into the careers'			



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<p>as T-levels, across fifteen routes in subjects including construction, creative and design, digital, engineering and manufacturing, and health and science.</p> <p>Establish new institutes of technology, backed by leading employers and linked to leading universities, in every major city in England.</p>	<p>England.</p>	<p>deliver high-level vocational skills.</p>	<p>syllabus, teaching 'soft' skills such as interview skills, team-working and time management, making presentations, public speaking, networking, making a good first impression, and developing social skills.</p>		
<p><b>LIFELONG LEARNING</b></p>					
<p>Introducing a new right to request leave for training for all employees.</p>	<p>Introduce free, lifelong education in Further Education (FE) colleges, enabling everyone to upskill or retrain at any point in life.</p>	<p>Create individual accounts for funding mature adult and part-time learning and training.</p>			
<p><b>APPRENTICES</b></p>					
<p>Deliver our commitment to create 3 million apprenticeships for young people by 2020.</p> <p>Allow large firms to pass levy funds to small firms in</p>		<p>Aim to double the number of businesses which hire apprentices.</p> <p>Deliver a major expansion of high-quality apprenticeships, including</p>		<p>Enable apprenticeships to all qualified young people aged 16-25.</p>	

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their supply chain.

advanced apprenticeships.

**INDUSTRIAL RELATIONS**

**UNION RECOGNITION AND ACCESS TO WORKPLACES**

Review the rules on union recognition so that more workers have the security of a union.

Guarantee trade unions a right to access workplaces.

Firms supplying government will be required to meet standards on recognising trade unions and respecting workers' rights.

Only award public contracts to companies recognising trade unions.

Revive the role of democratic trade unions.

Exclude businesses which have been found to be involved in blacklisting from bidding for public contracts.

**COLLECTIVE BARGAINING**

Repeal the Trade Union Act and roll out sectoral collective bargaining.

Repeal the Trade Union Act 2016.

**BALLOTING**

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Permit secure online and workplace balloting for industrial action votes and internal union elections.

**APPRENTICES**

Guarantee trade union representation in the governance structures of the Institute of Apprenticeships.

Ask the independent Migration Advisory Committee to make recommendations to the government about how the visa system can become better aligned with our modern industrial strategy.

The Conservatives envisage that the committee's advice will allow us to set aside significant numbers of visas for workers in strategically-important sectors, such as digital technology, without adding to net migration as a

Labour will crack down on unscrupulous employers. We will stop overseas-only recruitment practices, strengthen safety-at-work inspections and increase prosecutions of employers evading the minimum wage.

Working with trade unions, we will end workplace exploitation.

Continue to allow high-skilled immigration to support key sectors of our economy, and ensure work, tourist and family visas are processed quickly and efficiently

Bring forward legislation requiring employers to advertise jobs to British citizens before they offer them overseas.

We will also ensure employers are legally free to choose to hire a young unemployed British person under the age of 25 ahead of a better qualified or more experienced foreign applicant.

Seek devolution of immigration powers so that Scotland can have an immigration policy that works for our economy and society.

**IMMIGRATION AND  
EMPLOYMENT**

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whole.

Double the Immigration Skills Charge levied on companies employing migrant workers, to £2,000 a year by the end of the parliament.

## PENSIONS

<p><b>PROTECTING MEMBERS' BENEFITS</b></p>	<p>Build on existing powers to give pension schemes and The Pensions Regulator the right to scrutinise, clear with conditions or in extreme cases stop mergers, takeovers or large financial commitments that threaten the solvency of the scheme.</p> <p>Give the Pensions Regulator new powers to issue punitive fines for those found to have wilfully left a pension scheme under-resourced and, if necessary, powers similar to those already held by the Insolvency Service to disqualify the company directors in question.</p> <p>Consider introducing a new criminal offence for company directors who deliberately or recklessly put at risk the ability of a pension scheme to meet its obligations.</p>	<p>Amend the takeover code to ensure every takeover proposal has a clear plan in place to protect workers and pensioners.</p>	<p>Abolish remaining marriage inequalities in pensions.</p>			<p>Ensure same-sex couples have equal pension right.</p>
<p><b>PENSION TAXATION</b></p>		<p>N/A</p>	<p>Establish a review to consider the case for, and</p>			

			practical implications of, introducing a single rate of tax relief for pensions.			
<b>PENSIONS MARKET</b>	<p><b>AUTOENROLMENT</b></p> <p>Continue to support the successful expansion of auto-enrolled pensions. Continue to extend auto-enrolment to small employers and make it available to the self-employed.</p> <p><b>LISA</b></p> <p>Promote long-term savings and pensions products, including the Lifetime ISA, to encourage and incentivise more people to make provision for long-term needs.</p>	<p><b>FEES AND CHARGES</b></p> <p>End rip-off hidden fees and charges.</p> <p><b>CONSOLIDATION</b></p> <p>Enable the development of large efficient pensions funds.</p>				<p><b>AUTOENROLMENT</b></p> <p>Take steps to extend auto-enrolment, so that more low paid, and self-employed, workers can benefit from regular pension savings.</p> <p>Seek to ensure that regular, simple, and affordable saving schemes are offered to provide for a secure income in retirement.</p> <p><b>LISA</b></p> <p>Call for an end to the Lifetime ISA.</p> <p><b>COMMISSION</b></p> <p>Support the establishment of an Independent Savings and Pension Commission, to ensure pensions and savings policies are fit for purpose.</p>
<b>STATE PENSIONS</b>	<b>TRIPLE LOCK ON STATE PENSIONS INCREASES</b>					
	Maintain the Triple Lock until 2020. After 2020, introduce a new Double	Guarantee the state pension 'triple lock' throughout the next	Maintain the 'triple lock' of increasing the state pension each year by the	Maintain the 'triple lock' on the state pension, increasing it every year by		Protect the Triple Lock, ensuring that pensions continue to rise by

	Lock, meaning that pensions will rise in line with the earnings that pay for them, or in line with inflation – whichever is highest.	Parliament.	highest of earnings growth, prices growth or 2.5% for the next parliament.	the highest of inflation, average earnings, or 2.5 per cent.		inflation, earnings or 2.5 per cent - whatever is the highest.
<b>STATE PENSION AGE</b>						
	Ensure that the state pension age reflects increases in life expectancy, while protecting each generation fairly.	Reject proposals to increase the state pension age beyond age 66 at 2020.  Commission a new review of the pension age. This will examine developing a flexible retirement policy to reflect both the contributions made by people, the wide variations in life expectancy, and the arduous conditions of some work.		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.  Women will be able to retire on this basis from age 60.		Oppose plans to increase the State Pension Age beyond 66.  Stand up for the women in Scotland, and across the UK, who have been short-changed due to the accelerated timetable for increases in the women's State Pension Age.
		<b>ACCRUED RIGHTS</b>  Legislation so that accrued rights to the basic state pension cannot be changed, but future benefits can.				
<b>PUBLIC SECTOR PENSIONS</b>	<b>POOLED INVESTMENTS</b>  Create UK sovereign wealth funds (Future Britain funds) and encourage pension funds	<b>LGPS</b>  Give members of the Local Government Pension Scheme full trustee status to help control				

	<p>with an interest in joining Future Britain funds to do so.</p>	<p>investments, and reduce fees and charges.</p> <p><b>COAL MINING PENSIONS</b></p> <p>Commit to an immediate review of the Mineworkers' Pension Scheme and British Coal Superannuation Scheme surplus-sharing arrangements between government and scheme beneficiaries.</p>				
<p><b>LINKS TO THE FULL TEXT OF THE MANIFESTO</b></p>	<p><b>FORWARD, TOGETHER</b></p> <p>The Conservative and Unionist Party Manifesto 2017</p>	<p><b>FOR THE MANY NOT THE FEW</b></p> <p>The Labour Party Manifesto 2017</p>	<p><b>CHANGE BRITAIN'S FUTURE</b></p> <p>Liberal Democrat Manifesto 2017</p>	<p><b>BRITAIN TOGETHER</b></p> <p>UKIP Manifesto 2017</p>	<p><b>THE GREEN PARTY FOR A CONFIDENT AND CARING BRITAIN</b></p> <p>The Green Party General Election Manifesto 2017</p>	<p><b>STRONGER FOR SCOTLAND</b></p> <p>SNP Manifesto 2017</p>