The Labour Party is committed to increasing the representation of women and under-represented groups in Parliament and at every level of politics. We are proud to have more women and BAME MPs than all of the other political parties, and proud of our action to tackle the under-representation of women in Parliament. We recognise that there is more to do until Parliament accurately reflects the society it serves, and will continue to work with other parties and Government to ensure that we are doing everything we can to play our part. The Leader of the Labour Party has committed to working towards a 50:50 target for our women MPs in 2020, and we will also develop strategies to increase the number of women holding senior positions in local government.

Below we have outlined the work being undertaken towards the securing the party’s objective of 50:50 representation for women at every level of the party, including in leadership roles. We believe in a combination of using positive action measures, and investing in and supporting women at all levels of the party in order to develop a ‘leadership pipeline’ through which we bring forward the next generations of leading women in the Labour Party, in local government and in parliament.

**Guaranteed representation at all levels**

Women’s representation is guaranteed at every level of the Party, from local party branches through to the Labour Party’s National Executive Committee, because we know that without quotas and positive action women would be excluded from positions of power. This includes guaranteed women’s representation on Labour’s National Executive Committee, National Policy Forum, Regional Boards, and Constituency Labour Party Executive Committees. CLPs are encouraged to establish women’s forums in order to organise and engage women members with the work of the local party. These rules ensure that women’s voices heard at every level, from the grassroots to Labour’s governing body, and that women’s interests are always represented.

**Use of all women shortlists**

We are proud of our action to tackle the under-representation of women in Parliament, including changing the law to allow political parties to use All-Women Shortlists to select parliamentary candidates. We will continue to use all-women shortlists as a means of increasing the number of women in the parliamentary Labour Party from 43% to 50% by 2020, a commitment that Jeremy Corbyn made in his oral evidence to the Women and Equalities Committee. In addition we will continue to support the use of positive active measures such as twinning and zipping as a means of guaranteeing the representation of women in elected positions including devolved parliaments and assemblies.

**Progress in the PLP – before and after AWS**

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<td>Women MPs</td>
<td>11 (4%)</td>
<td>10 (5%)</td>
<td>21 (9%)</td>
<td>37 (14%)</td>
<td>101 (24%)</td>
<td>95 (23%)</td>
<td>98 (28%)</td>
<td>81 (31%)</td>
<td>99 (43%)</td>
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**Selections**
As we are at an early stage in the electoral cycle, Labour’s National Executive Committee are yet to discuss and agree a full set of parliamentary selection procedures for the 2020 General Election and candidate selections have not yet taken place. All women shortlists will continue to be used to drive up the representation of Labour women in parliament and will be appropriately allocated by the National Executive Committee. We will also continue to monitor and publish diversity statistics for our parliamentary candidates.

Impact of the boundary review

The Labour Party has concerns about the impact of the boundary review upon Labour women and will seek ways to mitigate the effects of this on the proportion of Labour women MPs. Any reduction in the overall number of seats in the Westminster parliament will have an impact on the number of Labour MPs in general. It has yet to be evaluated exactly how this may impact on the proportion of women Labour MPs, but it is inevitable that there will be men and women competing for successor seats. The National Executive Committee will wish to ensure that procedures do not disadvantage one candidate against another.

Review of gender representation in the Labour Party

In late 2015 a strand of work was established to review gender representation across the Labour Party, as part of a wider party reform process, and was co-chaired by the Vice Chair Women on Labour’s NEC, and the Shadow Minister for Women and Equalities. A series of consultation events took place, alongside a wide range of written responses, and a survey sent to all women members. The recommended outcomes from this strand of work, presented to the NEC in September 2016 included:

- New training modules on embedding equality and diversity in the work of local parties
- The introduction of diversity monitoring for CLP role holders, in addition to the monitoring already undertaken (such as for our parliamentary candidates)
- Selection procedures should be reviewed to make them as affordable as possible to women from all backgrounds
- New gender representation measures in local government, including the requirement for Council and Group executives to reflect the gender makeup of their Groups and the wider community
- A rule change to give National Women’s Conference increased power and a formal role in Labour’s policy development process

All of the above seeks to enhance the Labour Party’s existing work to improve gender representation at all levels, and ensuring that our training and development offer to our members is reflective of our growing membership.

Representation in Local Government including Directly Elected Mayors

The Sex Discrimination (Election Candidates) Act 2002 allows the use of AWS in selecting candidates for elections to parliamentary elections; the European Parliament; the Northern Ireland Assembly and elections to a district council. Elections for the new positions of Combined Authorities mayor are not specifically allowed under this legislation – indeed the Act specifically excludes using AWS to choose candidates for the only other combined authority election, the Mayor of London.
Labour’s position is that AWS have had a significant benefit in increasing the amount of women being selected and elected to public office, and Jeremy Corbyn is absolutely right to want to expand their use in selections for public office where possible.

Training and development

Alongside the use of positive action measures to guarantee gender representation, the Labour Party runs a wide range of training programmes, both regionally and nationally, to develop the skills of our members. An objective of our wider training programme is increasing the diversity of role holders within the party, from branch level, to national leadership positions. Several key programmes are outlined below.

The Jo Cox Women in Leadership Programme

The Jo Cox Women in Leadership Programme is a brand new comprehensive training and mentoring programme will, over the next five years, train over 600 women to be future leaders in the Labour Party, in elected office, and in public life. The programme was launched in October 2016 by the Labour Party in partnership with the Labour Women’s Network. The aims of the programme are to:

- Develop participants’ skills in all aspects of politics, not just in parliamentary elections but our councillors, Metro Mayors, Police and Crime Commissioners and members of devolved parliaments and assemblies.
- Establish a pipeline of talent to diversify the people who stand for election, play leading roles in the Labour movement and wider public life.
- Identify and train talented women in all regions and nations.
- Have a particular focus on groups who are currently under-represented in our democratic institutions.

The success indicators of this programme will be as follows:

- Graduates of the programme going on to be selected as candidates (both locally and nationally)
- Graduates of the programme being elected for internal offices of the party, including council and Labour group leaders

Future candidates ‘taster’ sessions

In 2016 Labour’s training team have held three ‘taster’ training sessions for members interested in standing for elected office in the South West, West Midlands, and North East. The training content included the selection process, and campaigning as a candidate. At this early stage in the electoral cycle these taster sessions are an opportunity to identify future candidates and equip them with the skills to stand.

Community Organising Summer School

In July 2016 the Labour Party held its first Community Organising Summer School which trained members in community organising skills, including leadership and identifying future leaders, capacity building, and effective campaigning and messaging. The attendees are now being supported to deliver similar sessions locally, and will support us in our aim of identifying and developing local women leaders.

Reaching out to BAME, LGBT, disabled and working class women
In September 2016 Labour’s National Executive Committee (NEC) agreed to establish two funds, to support Parliamentary candidates from under-represented backgrounds (candidates from working class or low income backgrounds and candidates with disabilities). These funds will be made available in upcoming electoral cycle and offer a significant opportunity to support candidates from underrepresented groups by removing the financial barriers that many candidates face.

In addition, the Labour Party has a number of established affiliated equalities groups including BAME Labour, Disability Labour, LGBT Labour, and the Labour Women’s Network. These groups play a crucial role in talent spotting and providing valuable training and other opportunities to under-represented members and supporters. Each group has a prominent national champion from the Shadow Front Bench who works with these organisations to support, encourage and facilitate the representation of their members.

**Labour Women’s Network**

Labour Women’s Network is an independent affiliated organisation that exists to secure the election of more Labour women to public office at every level and to support Labour women to play a full part in the Party and is run by a management committee of volunteers. The Labour Women’s Network works closely with the Labour Party to advise on best practise and suggests where improvements can be made. Labour Women’s Network is delivering the Jo Cox Women in Leadership programme in partnership with the Labour Party.

During the recent Labour Leadership election, both candidates committed to Labour Women’s Network Power Pledge campaign and signed up to the following pledges:

**TIME TO LEAD**

*Women make up nearly half of Labour’s membership, but are absent from leadership positions across our party. Women aren't held back by a lack of skills or a lack of confidence, but because our society and our institutions systematically withhold power. All parts of our movement have to play a part in changing the balance, so I pledge to share my own power and campaign to ensure more of it ends up in women's hands. I will:*  

*Defend the principle and active implementation of all women shortlists and other positive action measures*  
*Campaign to ensure our leader keeps his promise to #leadforwomen, including changing the rules to ensure 50:50 representation at every level of the party*  
*Refuse to organise or appear on an all-male panel*  
*Reject all forms of intimidation and harassment online or in person, and campaign for tough policies to tackle it*  
*Recognise and act on the specific barriers facing LBT, BAME, disabled and working class women and work to create a Labour Party which does even more to draw strength from our diversity*  
*Join the Labour Women’s Network as a member or supporter*