



**STATE
OF THE
NATION**



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INTRODUCTION

In 2019, we launched our first State of the Nation report, outlining how Wales performs against a range of statistical indicators related to women in the economy, women represented and women at risk.

This refreshed report contains updated data to help us consider how equal Wales is. It follows the completion of the Gender Equality Review, and the Welsh Government's acceptance of the recommendations to make Wales a world leader for gender equality. The Review sets out an ambitious programme for long-term change in how Welsh Government develops, delivers and evaluates policies and programmes. These changes are necessary to ensure that we do not continue to develop policy that, however inadvertently, reinforces and recreates longstanding inequality by failing to consider historical and structural inequalities.

Achieving gender equality in Wales will not be a simple or quick task. There are

many challenges remaining, including the over-representation of women in low-paid, part-time work, the under-representation of diverse women in public life and positions of power and the heightened risk of poverty, violence and abuse women face.

Since last year's State of the Nation report we have seen some positive changes – women's employment rate has improved, the proportion of women in leadership positions in local councils has improved and the number of women MPs has also increased. However, the gender pay gap has increased, there has been almost no change in the proportion of women working part-time and a large proportion of women remain unable to access employment due to caring responsibilities.

Data for Wales can be volatile; for example, the gender pay gap has not followed a steady decline as seen in the UK figures. Therefore, we must continue to re-visit these figures and consider whether there is a long-term shift towards equality.



Women in the Economy

A fairer Wales where women achieve and prosper across all sectors and at all levels of the economy



Women Represented

A fairer Wales where women are visible and influential across all sectors of the economy, society and in public life



Women at Risk

A fairer Wales where women are empowered to achieve their potential, regardless of their background, social status or geographic location

INTERSECTIONALITY

We will not achieve equality until all women are able to reach their full potential, regardless of gender, race, sexuality, disability, class, age and faith. Taking an intersectional approach to delivering gender equality is therefore essential.

By intersectionality we mean recognising the way in which power structures interact with each other and create inequalities, discrimination and oppression. It's about understanding the way in which characteristics such as those above, can interact and produce unique and often multiple experiences and disadvantage in specific situations.

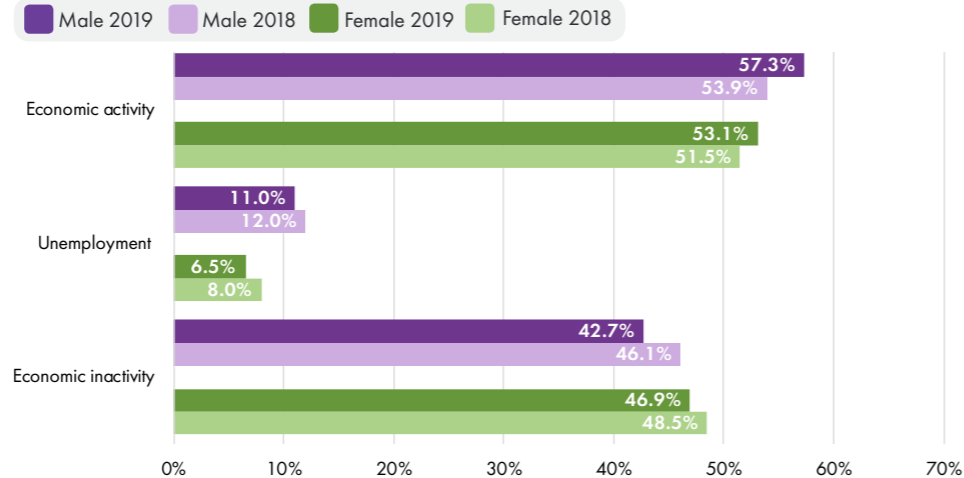
One single form of discrimination cannot and should not be understood in isolation from another. The inequality that women face is not universally experienced and it's vital that discussions of gender equality consider how barriers may differ for different groups.

Data can be a challenge when it comes to intersectionality, particularly in Wales where sample groups can be small. Some economic data does allow such a lens to be applied and it is important that we do so. There is also a commitment from statisticians within Welsh Government and the ONS to improve the availability of disaggregated data and work with partners to do so.

It's likely that for some groups data will always be a challenge. It's therefore important that consideration is given to how qualitative data and lived experience can be used, alongside statistical data, to understand the challenges these groups of women face and the policy solutions needed to overcome them.

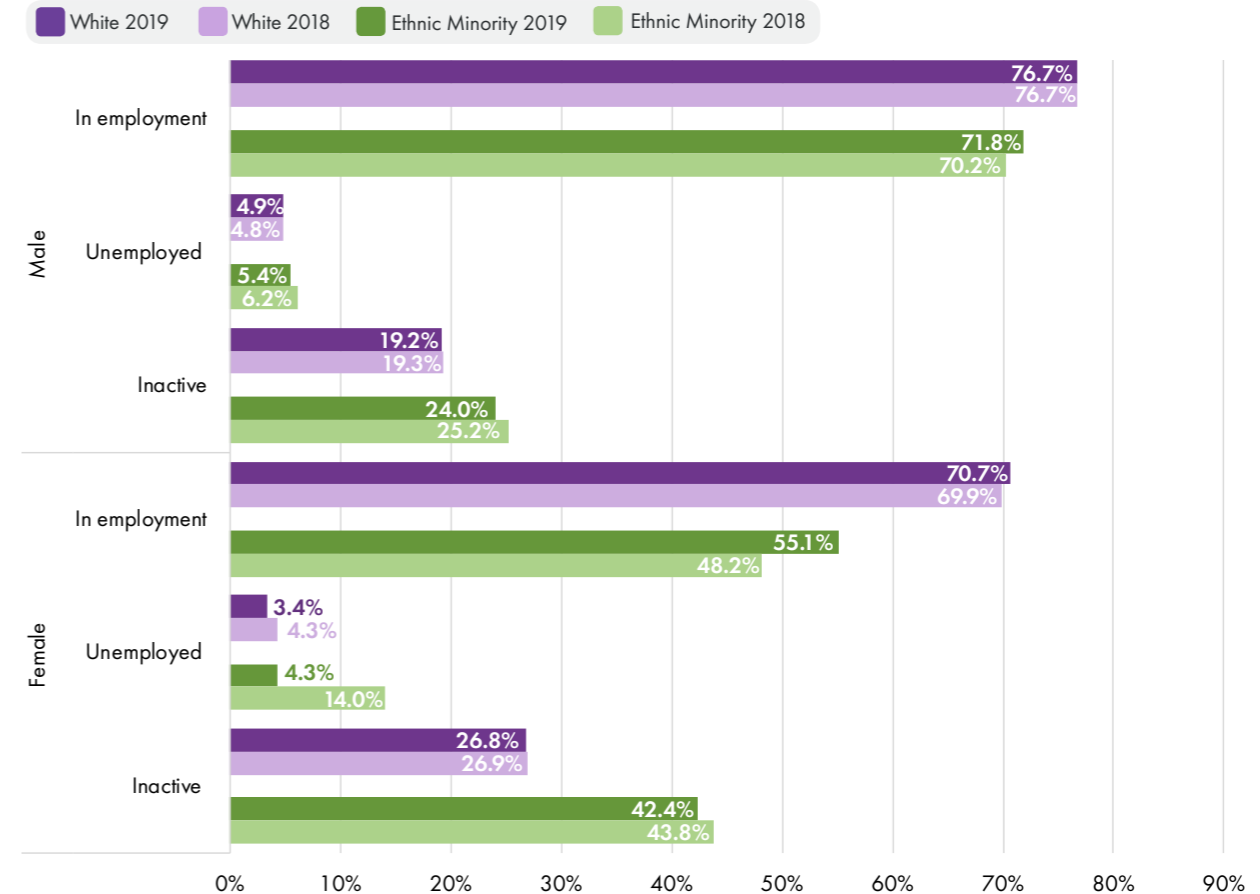
DISABILITY AND ECONOMIC ACTIVITY 2018-2019

Source: Annual Population Survey, July 2017-June 2018 and July 2018-June 2019



EMPLOYMENT STATUS BY GENDER AND ETHNICITY

Source: Annual Population Survey, July 2017-June 2018 and July 2018-June 2019+++





WOMEN IN THE ECONOMY

The economic inequality between women and men stems from the different roles, sectors, occupations and contract types that women are more likely to be employed in, which in turn is shaped by the greater pressure that women often face due to caring responsibilities.

Since last year, there have been some positive changes. Women's employment rate has continued to improve and unemployment has decreased. However, there has been little change in self-employment rates and women remain significantly more likely to work part-time than men, which brings a marked pay penalty.

We have included data on economic inactivity, despite concerns with its failure to recognise the value of unpaid work, which is done largely by women. To counter this challenge, we have presented the data alongside reasons for economic

inactivity, which clearly demonstrates the greater impact unpaid work has on women's engagement with the economy compared to men's.

Worryingly, the gender pay gap has also increased. Data for Wales can be volatile, so we will closely monitor changes over the next year to determine whether there is an overall downward trend or what might be causing the gap to widen.

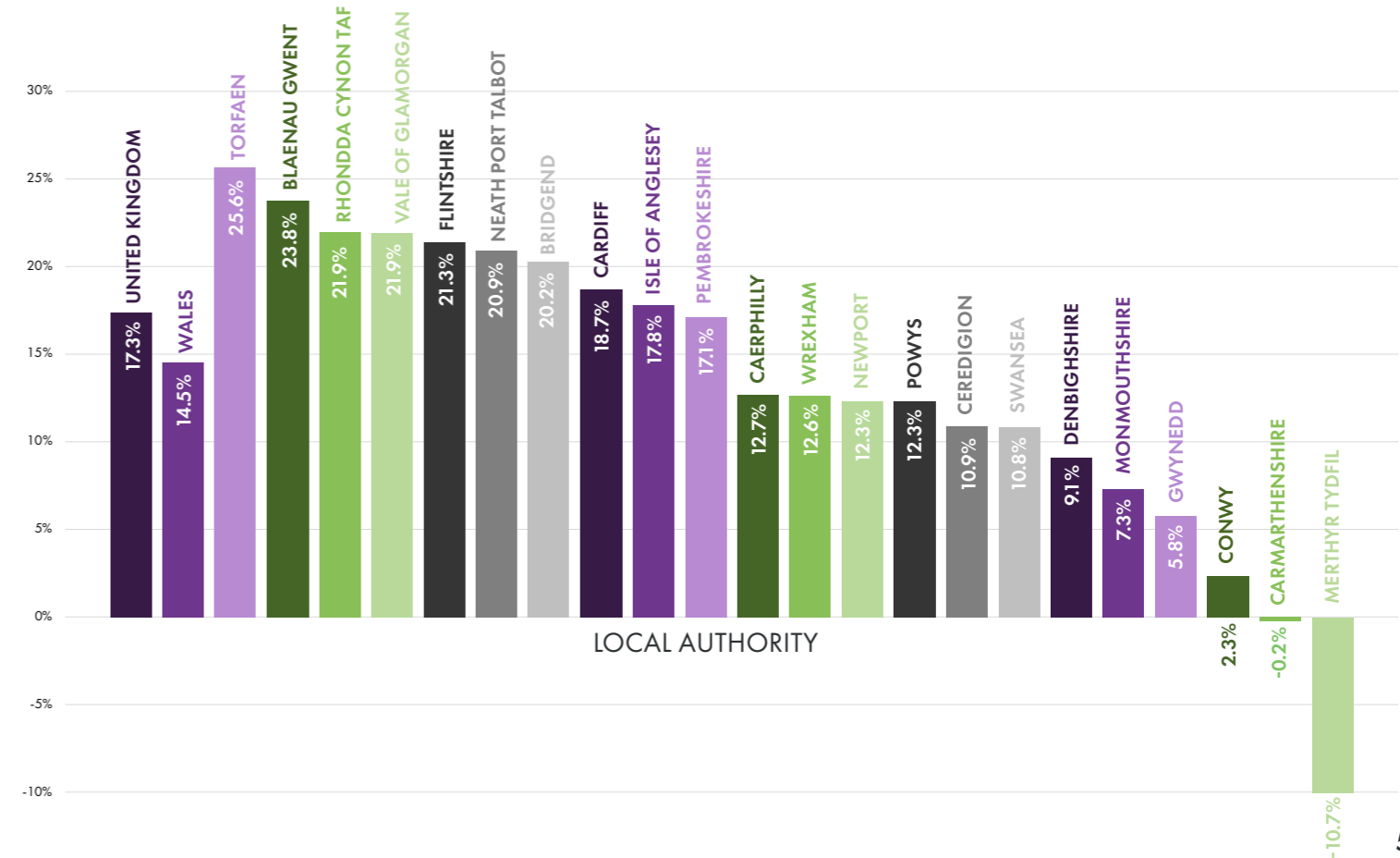
MALE
EMPLOYEES'
HOURLY PAY
£13.10

MEDIAN
HOURLY
PAY FOR
ALL
EMPLOYEES
IN WALES IS
£12.15

FEMALE
EMPLOYEES'
HOURLY PAY
£11.20

GENDER PAY GAP BY LOCAL AUTHORITY 2019

Source: ASHE, Workplace Analysis, 2019

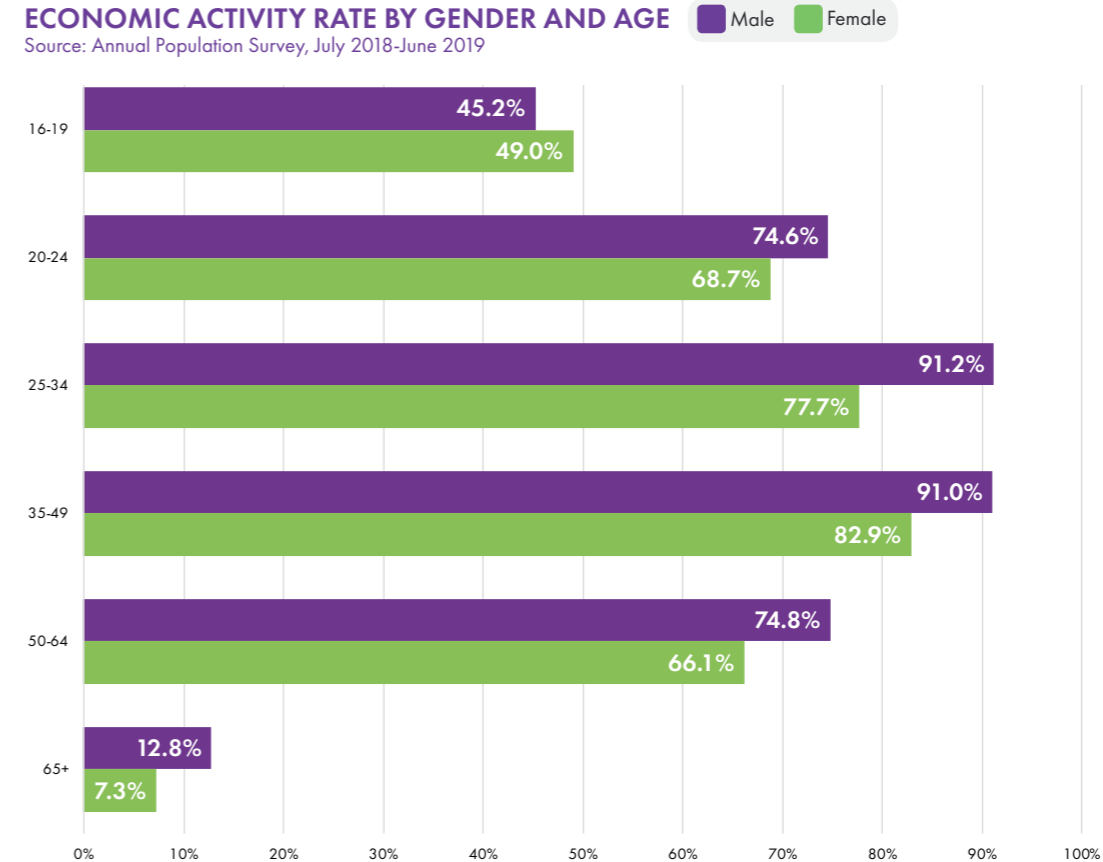


GENDER PAY GAP, COMPARISON OF WORKERS 2018-19

LOCAL AUTHORITY	2018	2019	DIFFERENCE
UNITED KINGDOM	17.9%	17.3%	-0.5%
WALES	13.5%	14.5%	+1.0%
TORFAEN	15.6%	25.6%	+10.1%
BLAENAU GWENT	21.8%	23.8%	+1.9%
RHONDDA CYNON TAF	23.1%	21.9%	-1.2%
VALE OF GLAMORGAN	23.4%	21.9%	-1.5%
FLINTSHIRE	19.1%	21.3%	+2.2%
NEATH PORT TALBOT	18.1%	20.9%	+2.8%
BRIDGEND	17.4%	20.2%	+2.8%
CARDIFF	14.2%	18.7%	+4.5%
ISLE OF ANGLESEY	25.5%	17.8%	-7.8%
PEMBROKESHIRE	18.8%	17.1%	-1.7%
CAERPHILLY	14.9%	12.7%	-2.2%
WREXHAM	14.9%	12.6%	-2.3%
NEWPORT	15.9%	12.3%	-3.6%
POWYS	13.5%	12.3%	-1.3%
CEREDIGION	11.2%	10.9%	-0.3%
SWANSEA	6.8%	10.8%	+4.0%
DENBIGHSHIRE	9.4%	9.1%	-0.4%
MONMOUTHSHIRE	17.5%	7.3%	-10.2%
GWYNEDD	-0.2%	5.8%	+6.0%
CONWY	-8.7%	2.3%	+11.0%
CARMARTHENSHIRE	2.3%	-0.2%	-2.5%
MERTHYR TYDFIL	5.5%	-10.7%	-16.2%

ECONOMIC ACTIVITY RATE BY GENDER AND AGE

Source: Annual Population Survey, July 2018-June 2019



80.6%
MALES

AND

72.5%
FEMALES

AGED

16-64
YEARS

ARE



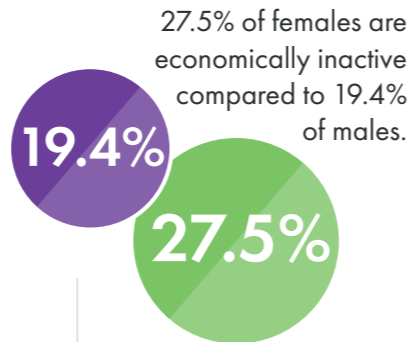
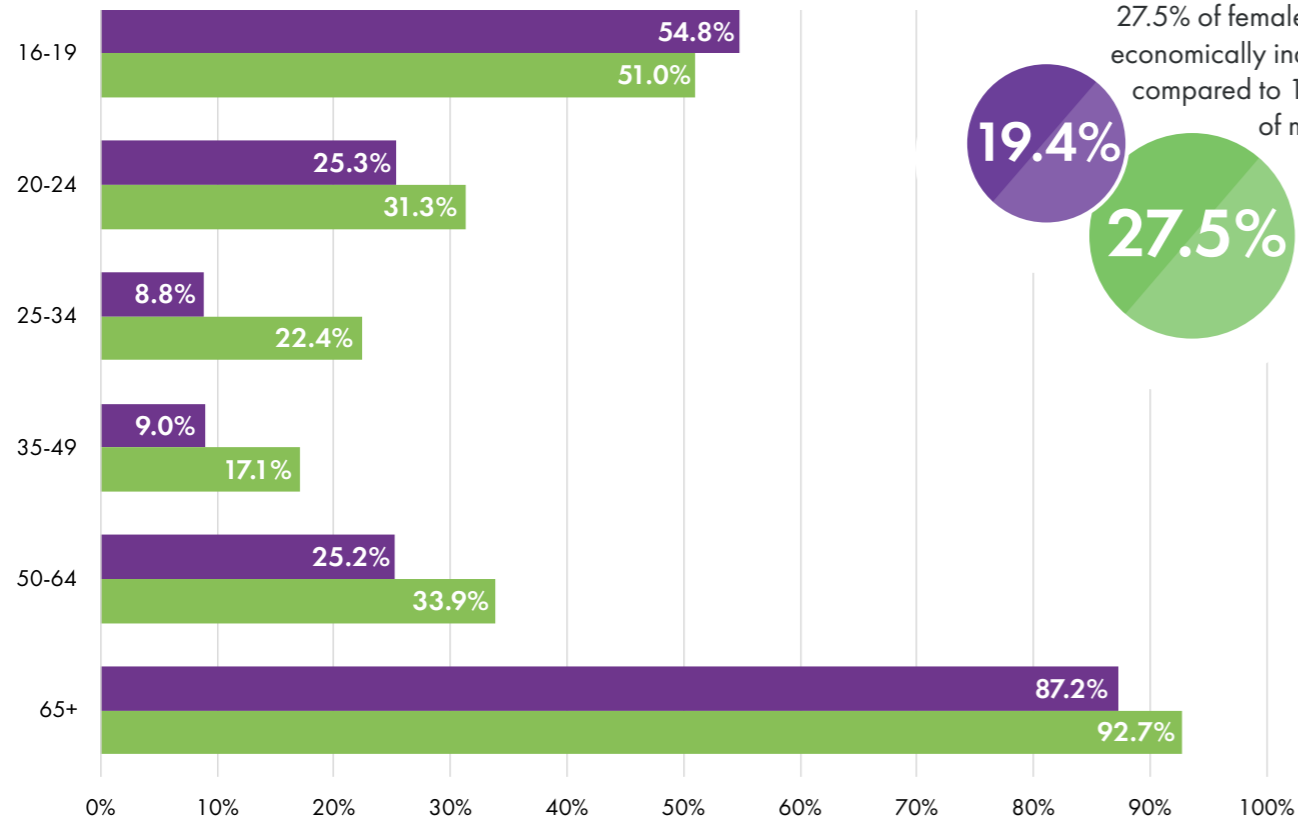
ECONOMICALLY
ACTIVE

*There is no significant change in economic activity rates compared to last year

ECONOMIC INACTIVITY RATE BY GENDER AND AGE

Source: Annual Population Survey, July 2018-June 2019

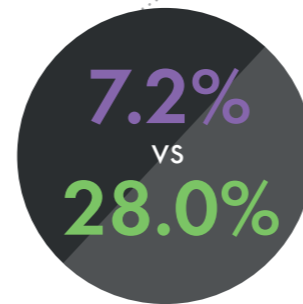
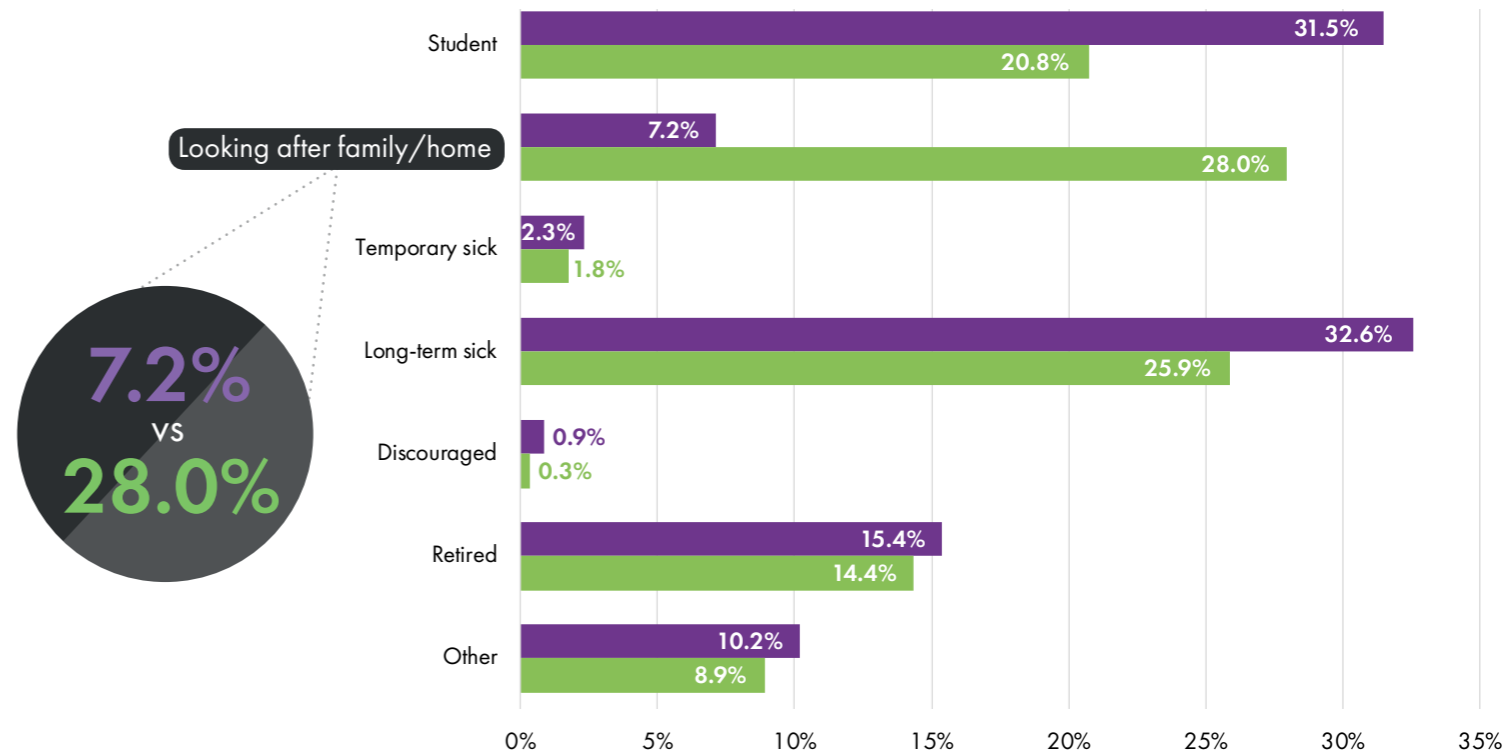
Male Female

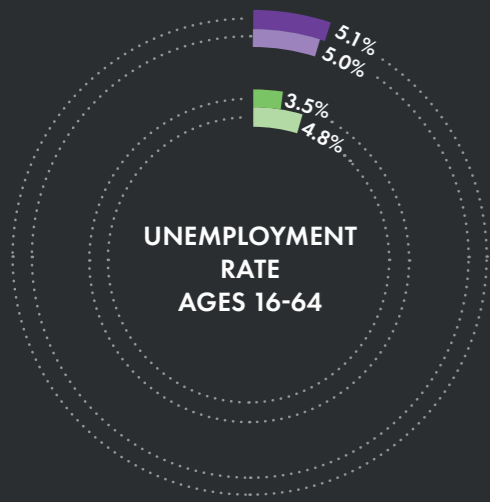
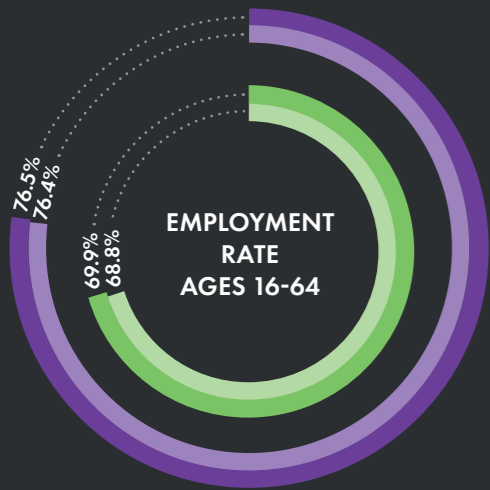


WHY ARE WOMEN AND MEN ECONOMICALLY INACTIVE?

Source: Annual Population Survey, July 2018-June 2019

Male Female

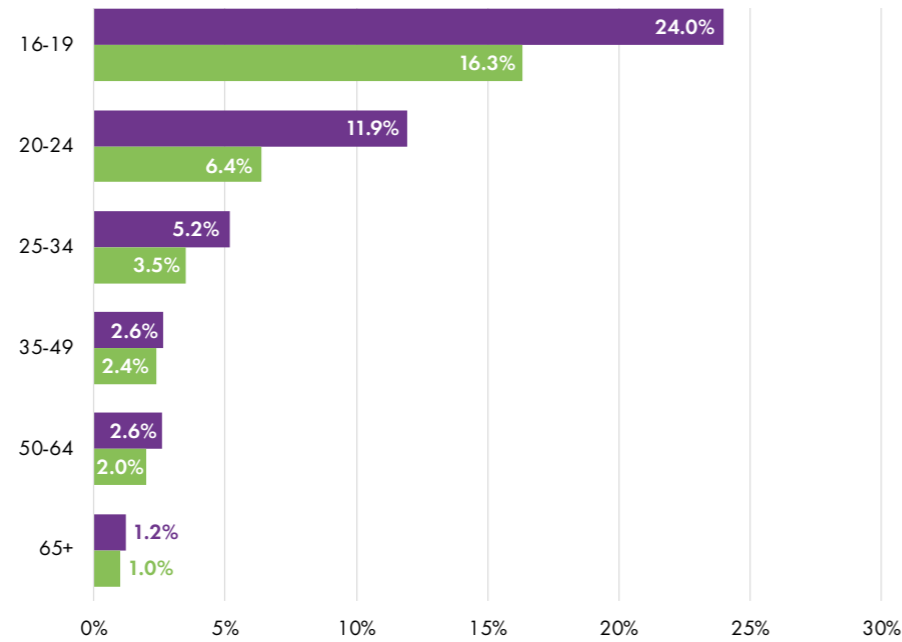




Male 2019 (dark purple), Female 2019 (green), Male 2018 (light purple), Female 2018 (light green)

UNEMPLOYMENT RATES BY GENDER AND AGE

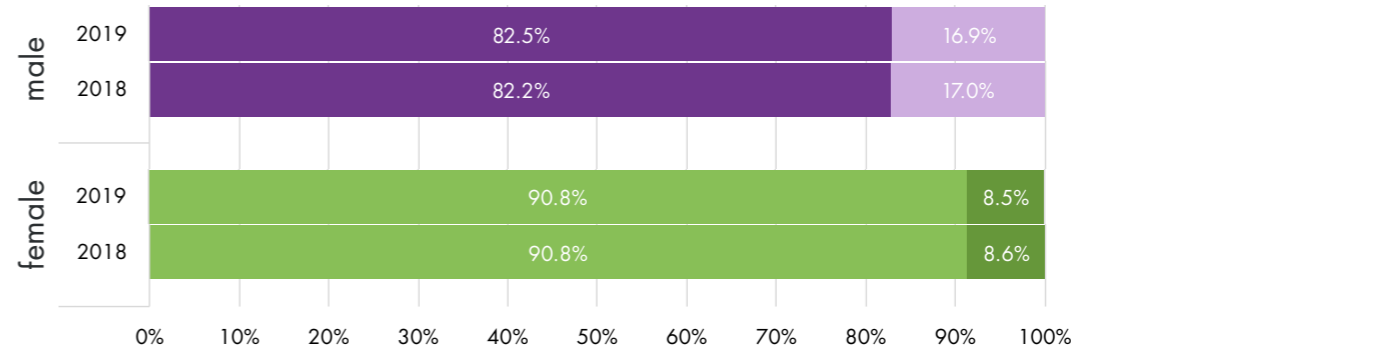
Source: Annual Population Survey, July 2018-June 2019



SELF EMPLOYMENT

WHAT PROPORTION OF WOMEN AND MEN AGED 16-64 ARE SELF-EMPLOYED?

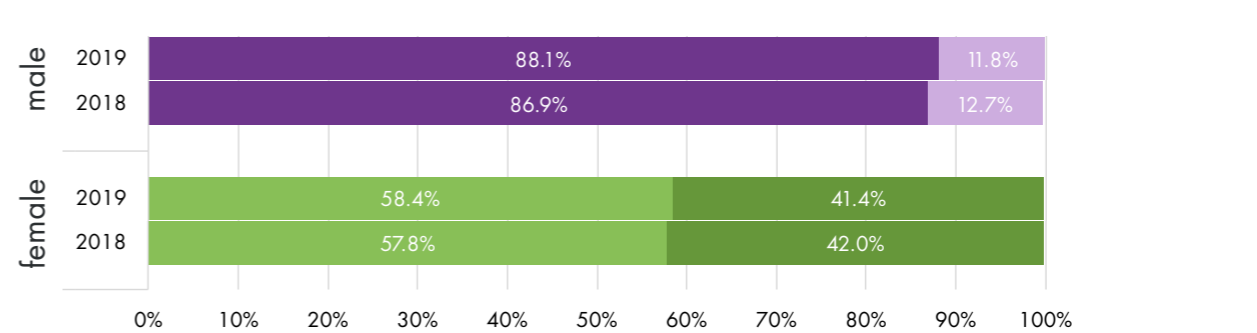
Source: Annual Population Survey, July 2017-June 2018 and July 2018-June 2019



WORKING PATTERNS

HOW MANY WOMEN AND MEN AGED 16-64 ARE WORKING PART-TIME?

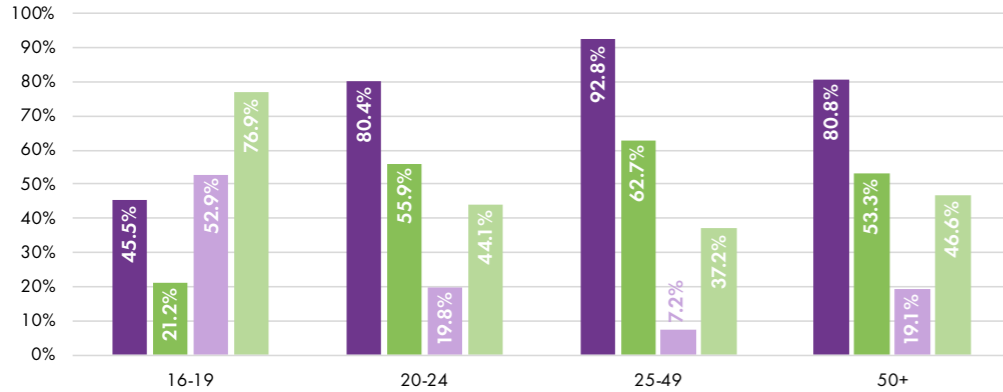
Source: Annual Population Survey, July 2017-June 2018 and July 2018-June 2019



WORKING PATTERNS BY AGE

Source: Annual Population Survey, July 2018-June 2019

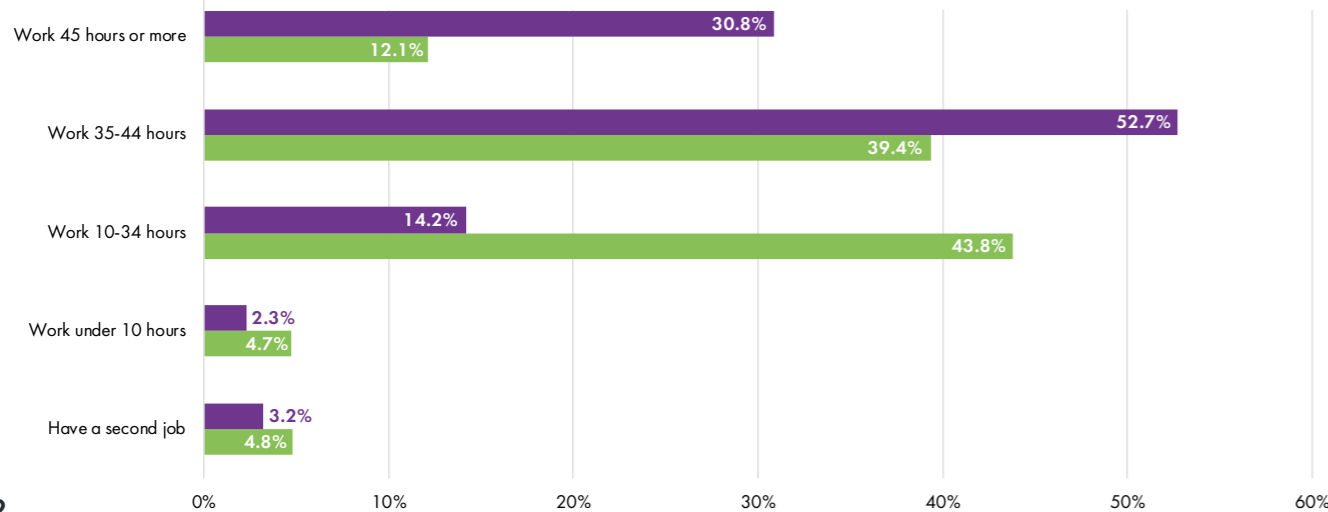
Full-time Male Full-time Female Part-time Male Part-time Female



WORKING PATTERNS BY HOURS

Source: Annual Population Survey, July 2018-June 2019

Male Female



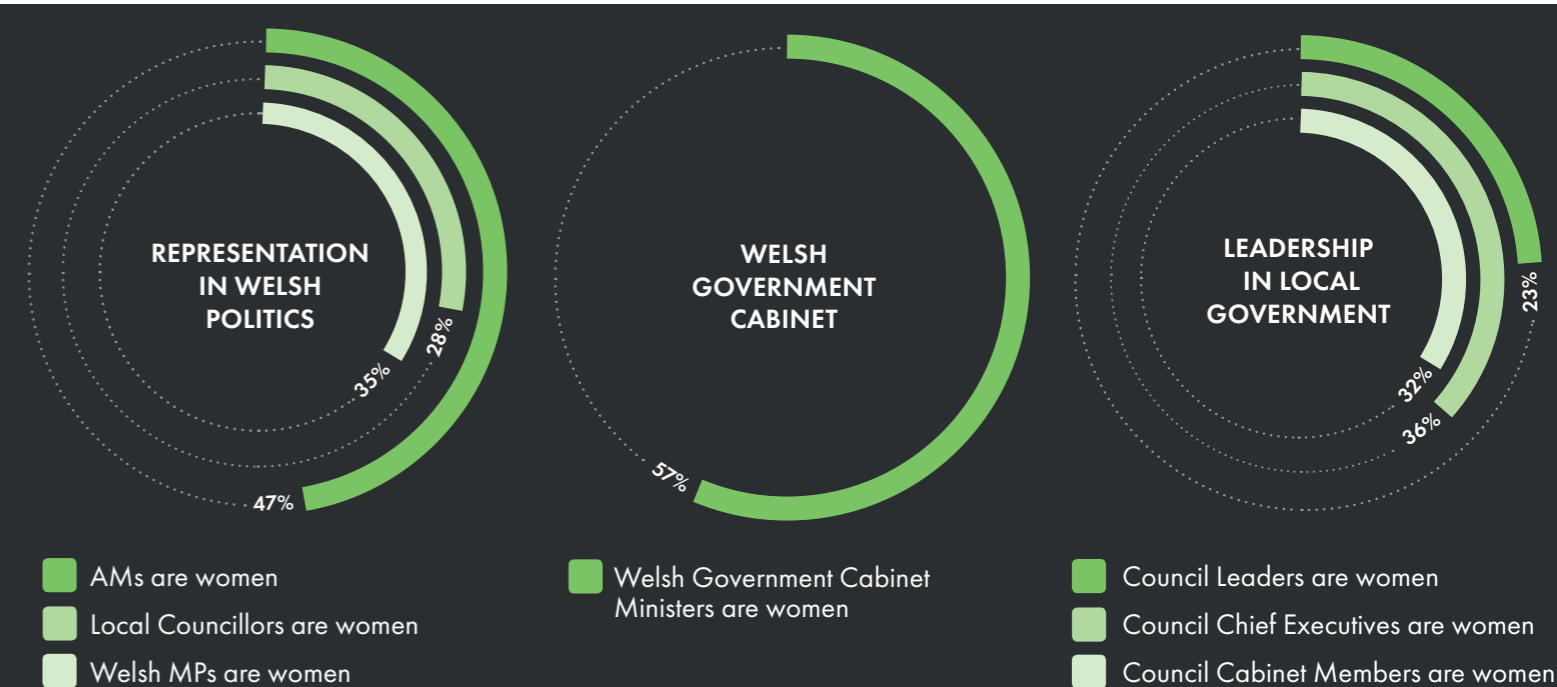
WOMEN REPRESENTED

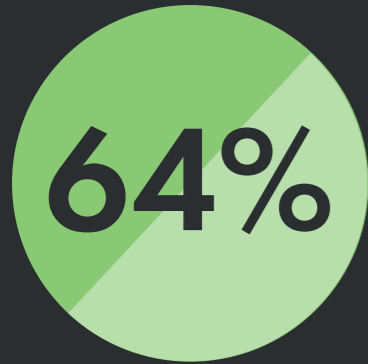
Women's representation matters; when women are in the room different issues are discussed and research has shown that diversity in decision-making leads to better decisions.



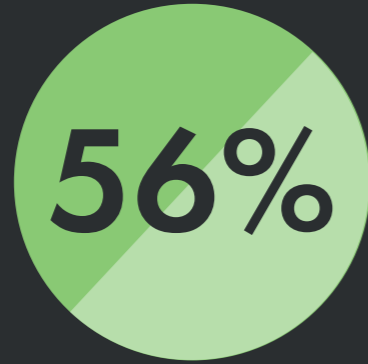
While the National Assembly has generally performed well in relation to gender, the representation of diverse women remains a key challenge. We are yet to elect a BAME woman as an AM, and there remains significant under-representation of BAME people

in public appointments. Since last year there has been some improvement in the proportion of women in leadership positions in local government and the recent general election has returned an increased proportion of women MPs in Wales from 28% to 35%.

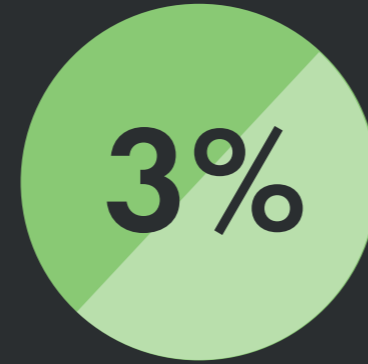




OF PUBLIC APPOINTMENTS
MADE 2018-2019 WERE
FEMALE



OF CHAIRS APPOINTED
2018-2019 WERE FEMALE



OF PUBLIC APPOINTMENTS
MADE 2018-2019 WERE BAME
(NOT GENDER DISAGGREGATED)

BUSINESS AND THE WORKPLACE

Women continue to be under-represented in the workplace, which impacts on pay and progression and contributes to the gender pay gap.

Compared to last year there is a significant increase in the proportion of women in Agriculture, Electricity, Accommodation, Real Estate Activities, and Activities of Household sector.

There is a significant decrease in the proportion of women in Water Supply, Wholesale and Retail, Information and Communication, Professional/Scientific Activities, and Arts/Entertainment sectors.

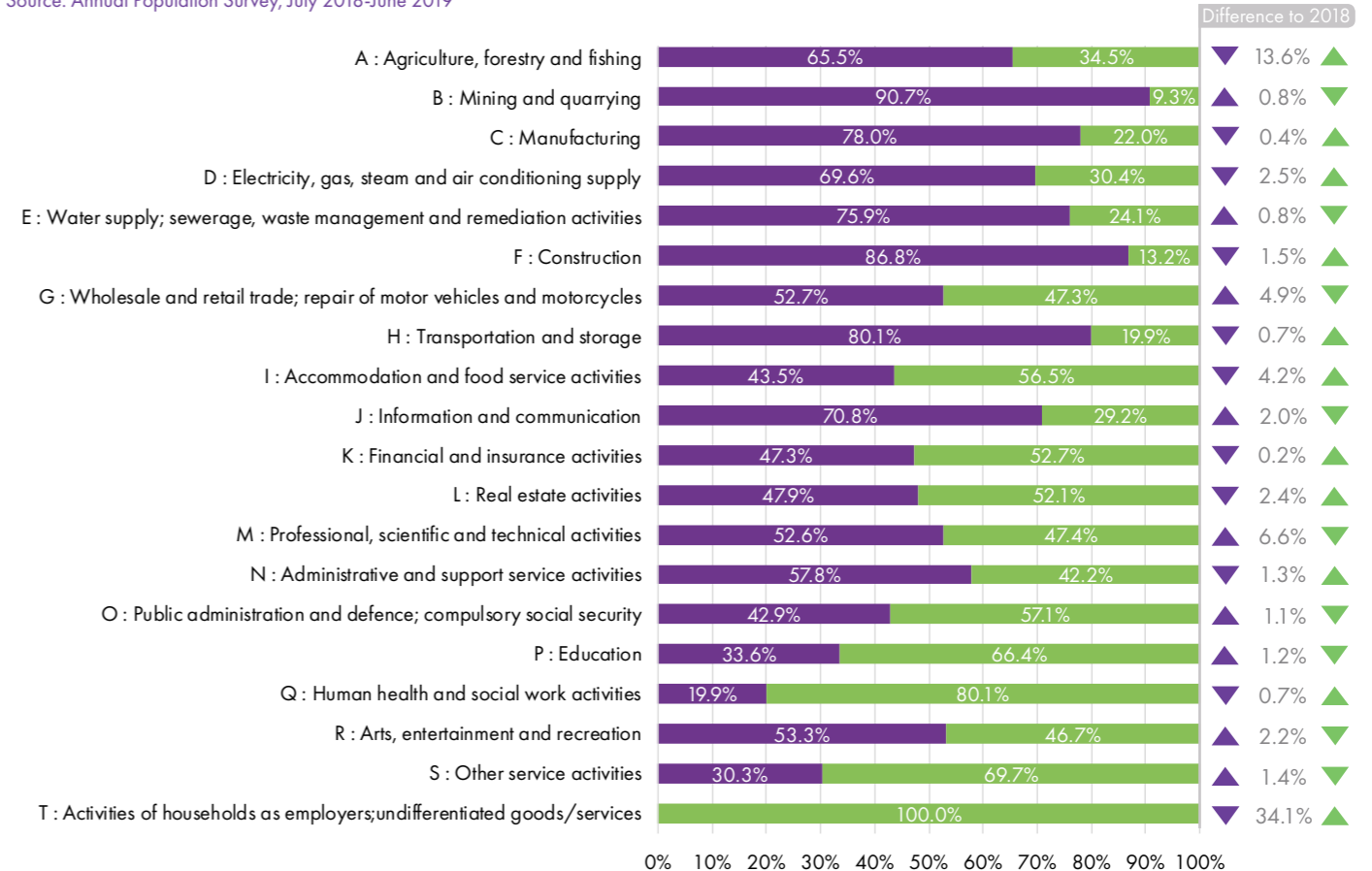
Figures for women in leadership show little change. In 2020 we've looked at the 50 fastest growing businesses,

which have a better proportion of women in leadership than the top 100 businesses featured in our 2019 report. While not directly comparable, this could suggest a positive trend for the future.

WHAT IS THE GENDER BALANCE IN WELSH SECTORS?

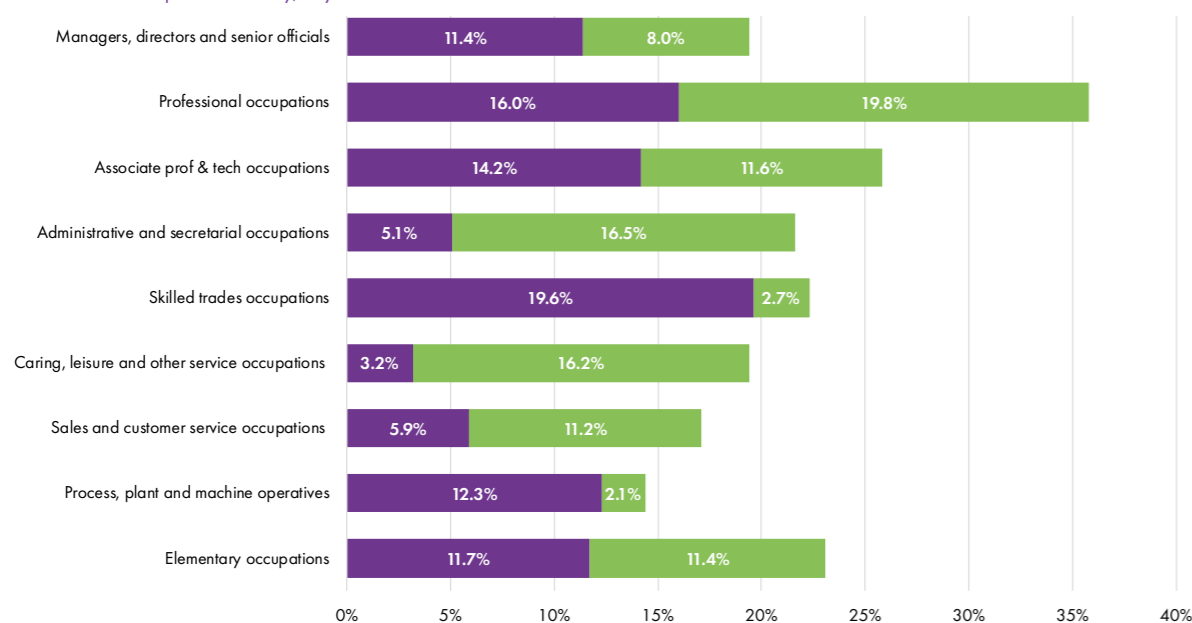
Source: Annual Population Survey, July 2018-June 2019

Male Female



WHICH OCCUPATIONS ARE MEN AND WOMEN WORKING IN?

Source: Annual Population Survey, July 2018-June 2019



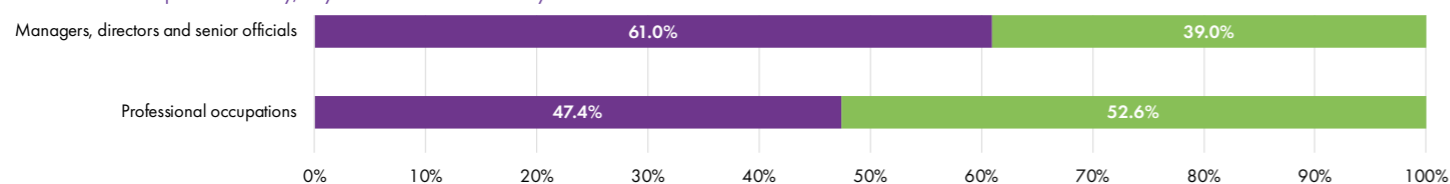
16%

OF THE
50 FASTEST
GROWING
BUSINESSES
IN WALES
ARE LED BY
WOMEN

(Source: Analysis based on Fast Growth 50 2019 list¹)

WHO OCCUPIES SENIOR AND PROFESSIONAL ROLES?

Source: Annual Population Survey, July 2017-June 2018 and July 2018-June 2019



WOMEN AT RISK

Women continue to face greater risk of poverty, social isolation and financial hardship due to the different positions men and women occupy in work and society, and due to the effects of welfare reform.

There has been little change in the prevalence of harassment, abuse and violence against women. There are growing concerns about the volume and nature of abuse directed at women on social media, and whether in public places, the workplace or their own home, women continue to experience male violence.



One in five women in England and Wales have experienced some type of sexual assault since the age of 16.

More than 510,000 women (3.1% of all women aged 16-25) experienced some type of sexual assault in the past year.²

HARASSMENT AND SAFETY

- 66% of girls in the UK have experienced sexual attention or sexual or physical contact in a public place
- 38% of girls experience verbal harassment like catcalling, wolf-whistling and sexual comments at least once a month
- 35% of girls wearing school uniform have been sexually harassed in public
- 42% of young BAME women reported unwanted sexual attention at least once a month
- 49% of LGBTTIQ+ young women experienced unwanted sexual attention at least once a month
- 1 in 8 girls said their first experience of unwanted sexual attention or contact in a public place was when they were 12 years old or younger

Source: Plan UK, It's Not Ok report³

**RAPE CRISIS CENTRES ACROSS THE RAPE CRISIS ENGLAND AND WALES NETWORK
APRIL 2018 - MARCH 2019**

186,243 online and telephone helpline contacts handled

91% of service users were female

17% of all service users identified as Black or Minority Ethnic (where ethnicity is known)

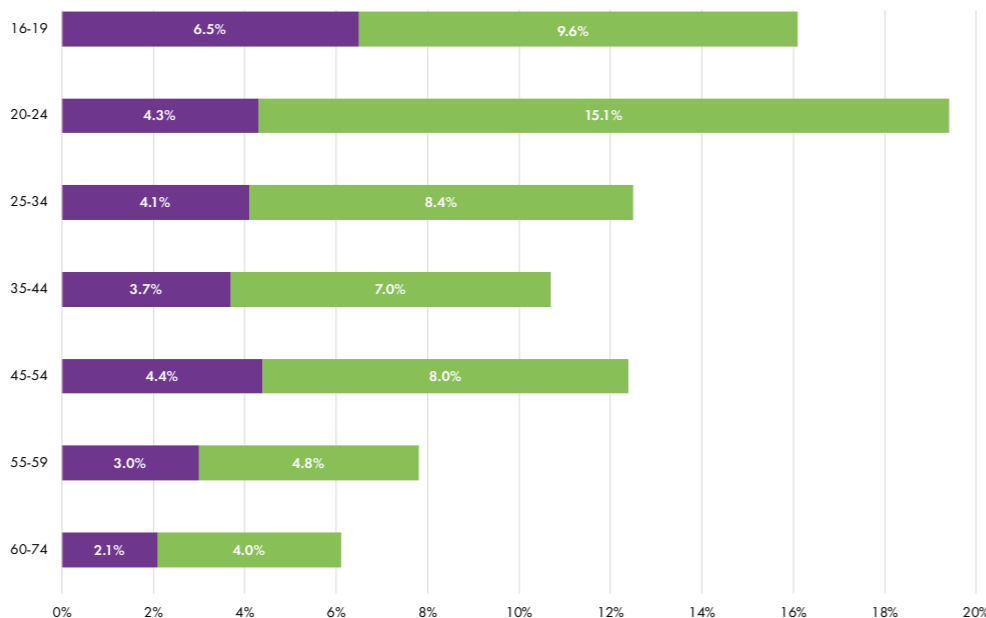
27% of all service users identified as disabled

Source: Rape Crisis England and Wales, 2018-2019⁴

DOMESTIC ABUSE

PROPORTION OF ADULTS WHO EXPERIENCED ANY DOMESTIC ABUSE, BY SEX AND AGE GROUP, 2019

Source: ONS Domestic abuse prevalence and victim characteristics - Appendix tables 2019.⁵



POVERTY

Poverty rates in Wales remain stubbornly high. Women's risk of poverty is closely linked to their position in the labour market and within households. As second earners, or primary carers, many women have limited independent income, leaving them especially vulnerable to falling into poverty in the event of relationship breakdown. They are more likely to

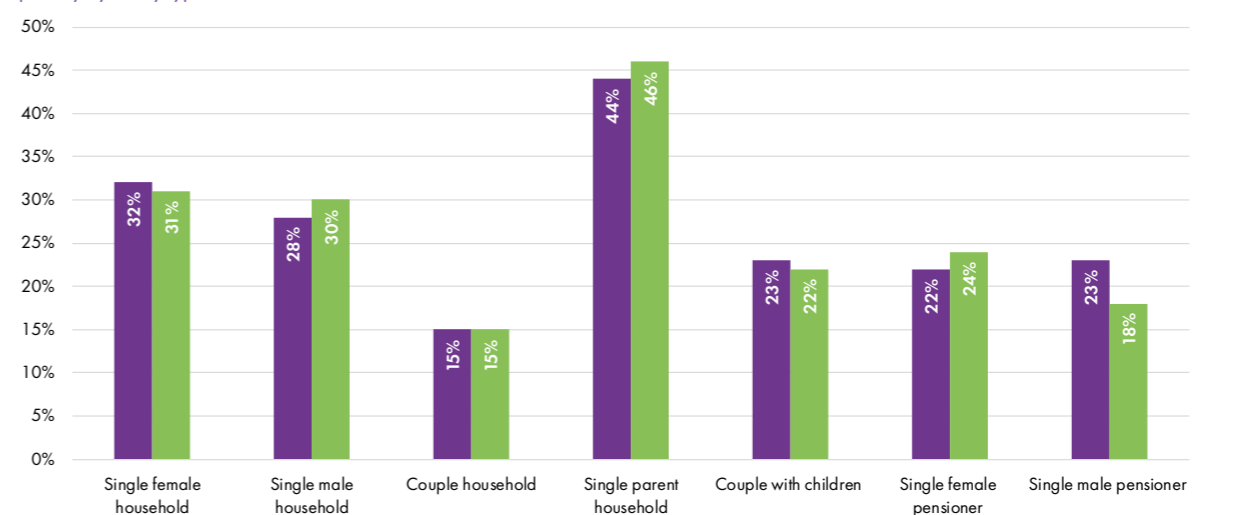
be working in part-time, low-paid roles and often have to make difficult decisions about whether to work or take on the main responsibility for caring for their children.

Currently, the picture of women's poverty in Wales is largely hidden by flawed household measures of poverty. It's therefore important

that alongside statistical data, consideration is given to the lived experience of women in poverty when policies and programmes are being designed. Our report, Trapped: Poverty amongst women in Wales today, does precisely this, exploring the reality of life for women on low incomes.⁶

WHO IS AT GREATER RISK OF POVERTY?

Source: Stats Wales, HBAI, 2019: People in relative poverty by family type 2014-15 to 2016-17 and 2015-16 to 2017-18.

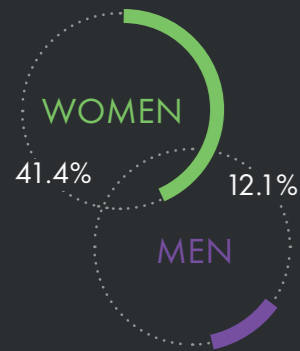


90%
OF SINGLE PARENTS ARE WOMEN
SOURCE: GINGERBREAD



24%

OF HOUSEHOLDS IN WALES ARE LIVING IN RELATIVE INCOME POVERTY

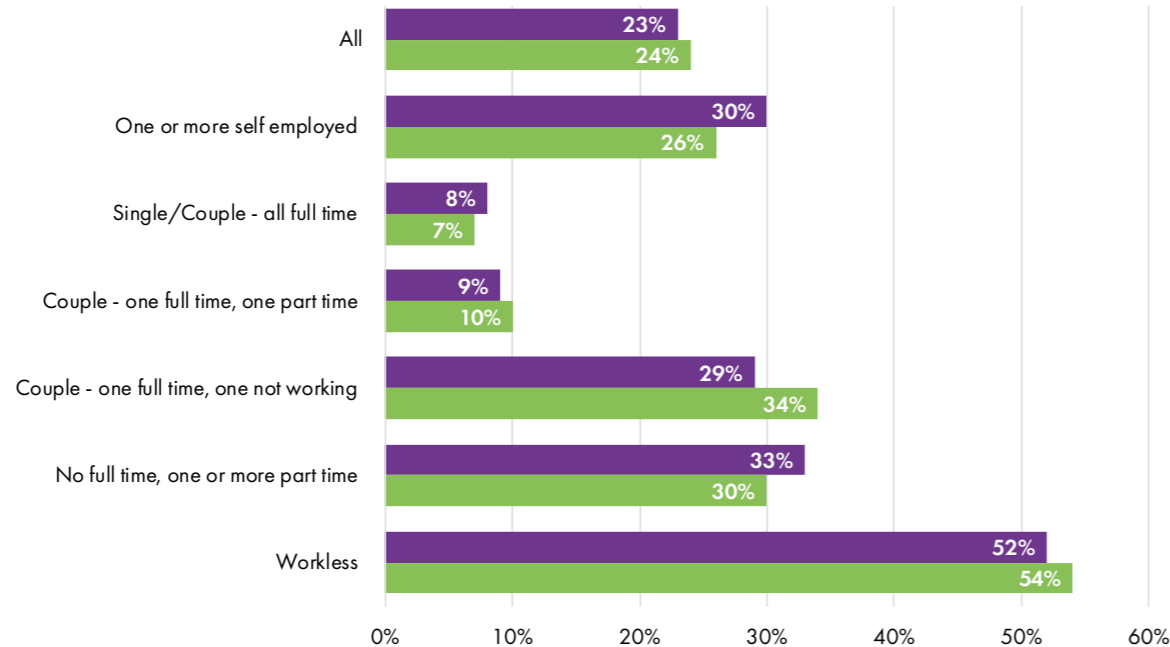


PART-TIME WORKERS IN WALES

WORKING PATTERNS AND POVERTY

Source: Stats Wales, HBAI, 2019: People in relative poverty by family type 2014-15 to 2016-17 and 2015-16 to 2017-18.

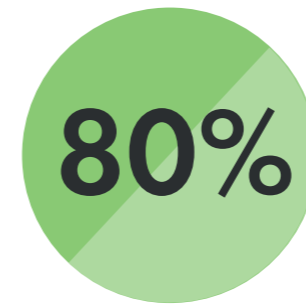
Percentage living in poverty 2018 (Purple) Percentage living in poverty 2017 (Green)



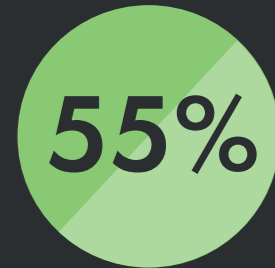
SOCIAL SECURITY AND WELFARE REFORM

Changes to the social security system are ongoing. Analysis by the EHRC estimates that households in Wales will lose on average £480 a year from benefit, tax and minimum wage reforms announced since 2010.⁸ A myriad of changes to social security have largely impacted on women, particularly low income households and lone parent families.

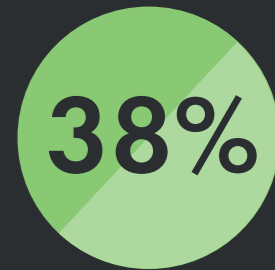
Roll-out of Universal Credit continues, at a much slower pace than initially planned. Despite warnings from various organisations about the poor design of Universal Credit and likely negative impact on women, few changes have been made. As roll-out continues in Wales it's imperative that the impact on women is closely monitored.



OF SAVINGS MADE FROM WELFARE AND TAX CHANGES ARE ESTIMATED TO HAVE COME FROM WOMEN'S POCKETS



OF UNIVERSAL CREDIT CLAIMANTS IN WALES ARE WOMEN



OF FEMALE UNIVERSAL CREDIT CLAIMANTS IN WALES ARE IN WORK COMPARED TO 29% OF MEN

SOURCE: DWP STATISTICS

CONCLUSION

This year has seen Welsh Government commit to an ambitious vision for gender equality, based on equity and equality of outcome, not merely opportunity. By accepting the recommendations of the Gender Equality Review, Welsh Ministers have agreed to a long-term programme of change that will embed gender and equality into all of the Welsh Government's work. This will ensure that policies and programmes not only impact fairly, but actively contribute to making equality a reality.

To achieve the significant change needed to make gender equality a reality, action must be taken by employers across the public, private and voluntary sector as well as decision-makers in government.

In this context, it's even more important that we consider the evidence available to us to determine how well we perform as a nation in relation to key indicators. This year's State of the Nation report paints a mixed picture; while some measures are moving in the right direction, such as employment rates and leadership in local government, others remain either stubbornly static or are getting worse.

Statistics alone will never tell us the whole story. The data presented in State of the Nation must be considered alongside other research and the lived experience of diverse women. This will ensure that we can understand the complex barriers and challenges that are preventing some women from reaching their full potential.

There is no single solution to gender inequality. While there are deep-rooted structural issues that contribute to inequality, there are also examples of policy failure. By not considering gender differences during the development, delivery and evaluation of policies and programmes we risk reinforcing and recreating, existing inequality. We therefore need to be bold and radically change what we do and how we do it.

We must build on solid foundations and seize the opportunities we have to drive change and deliver a fairer Wales where women achieve and prosper.

ENDNOTES

1. Business Leaders identified via company website and Companies House
2. Home Office (2019) Violence Against Women and Girls and Male Position Factsheet <https://homeofficemedia.blog.gov.uk/2019/03/07/violence-against-women-and-girls-and-male-position-factsheets/>
3. Plan UK (2018) It's Not Ok <https://plan-uk.org/file/plan-uk-street-harassment-reportpdf/download?token=CyKwYGSJ> 2018/19. Girls aged between 14-21
4. Rape Crisis Statistics <https://rapecrisis.org.uk/get-informed/rcew-statistics/> Accessed Dec 2019
5. Table 6a: Prevalence of domestic abuse in the last year among adults aged 16 to 74, by personal characteristics and sex, year ending March 2019 CSEW. <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/domesticabuseprevalenceandvictimcharacteristicsappendixables>
6. Chwarae Teg, Trapped: Poverty amongst women in Wales today, <https://chwaraeteg.com/wp-content/uploads/2019/12/Research-Report.-Trapped-Poverty-amongst-women-in-Wales-today.pdf>
7. Stats Wales Households Below Average Income Mar-19 <https://statswales.gov.wales/Catalogue/Community-Safety-and-Social-Inclusion/Poverty>
8. EHRC, cited in Chwarae Teg (2019) Trapped: Poverty amongst women in Wales today



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