



STATE OF THE NATION



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02920 462 745



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INTRODUCTION

This is the third year we have published the State of the Nation report, the purpose of which is to monitor progress, or otherwise, to ensure that no one is complacent about the need for continued action and effort towards true gender equality for all women. Our report follows the Gender Equality Review undertaken in 2018, when the Welsh Government pledged to make Wales the world leader in gender equality. This report contains the latest data to help us determine how equal Wales is. Whilst the Gender Pay Gap gives a good indication in terms of where we have progressed, it doesn't always present the full picture of the key issues that women are facing. Therefore, our report highlights inequality against these three key indicators; women in the economy, women represented, women at risk.

In 2020 Covid-19 overshadowed everything we know, and changed the way we live, work and socialise. Some groups have been hit harder than others including women, BAME people, young people, disabled people and those living on low incomes who have all been disproportionately affected by both the health and economic impacts of the pandemic. Many people have experienced life changing impacts from Covid-19 as a result of bereavement, job loss, isolation, stress and anxiety and more, and these will affect our lives for years to come.

While there is no singular female experience of Covid-19, it is more crucial than ever that we monitor the impact on women's experiences: In work and the economy, of poverty, social isolation and hardship; of

women's experiences of harassment, abuse and violence; and that we continue to monitor who holds power in Wales, and who represents us all.

The figures in this report will not yet show the full impact of Covid-19 on women in Wales. But already we can see that the impact of sector shutdowns, business closures, and unemployment is falling disproportionately on women. Women have been 5% more likely to have lost their jobs due to Covid-19 than men.¹ During the Covid-19 crisis we have seen more awareness and coverage of the experience of 'key workers', roles which are dominated by women, with women comprising 77% of the labour force at high risk of contracting Covid-19.²

This year has also been characterised by a range of new interventions by both Welsh and UK Governments. To ensure that we don't further exacerbate the inequalities that Covid-19 has brought into stark relief, we need much more robust gender analysis in the design and implementation of support. We need to recognise that things have changed, and possibly forever. The increased take up of homeworking has the potential to empower women, and people who have previously been locked out of the benefits of economic participation. But while women still bear the brunt of caring responsibilities, home-schooling, and housework, this could also end up being a further tool of women's oppression.

So, while the true impact of Covid-19 will not yet be seen in this State of the Nation report, Covid-19 will continue to dominate our analysis and understanding of the world for some time to come. We should use it as a wake up call, if we want to end the 2020s in a more gender equal Wales than where we started.



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

When we talk about achieving gender equality, we are unequivocal that this means equality for all women in Wales. In order to achieve this, we need to focus on the most marginalised first; the women who face the greatest barriers and disadvantage. This means taking an intersectional approach.

Intersectionality means recognising the way in which power structures interact with each other and create inequalities, discrimination and oppression. It's about understanding how characteristics such as gender, race, sexuality, disability, class, age and faith can interact and produce often multiple experiences of disadvantage. Embedding a truly intersectional approach into policy-making is imperative. An approach that recognises how characteristics

such as gender, race, ethnicity, faith, disability, age, sexuality and class continue to shape access to power, influence, resources and privilege.

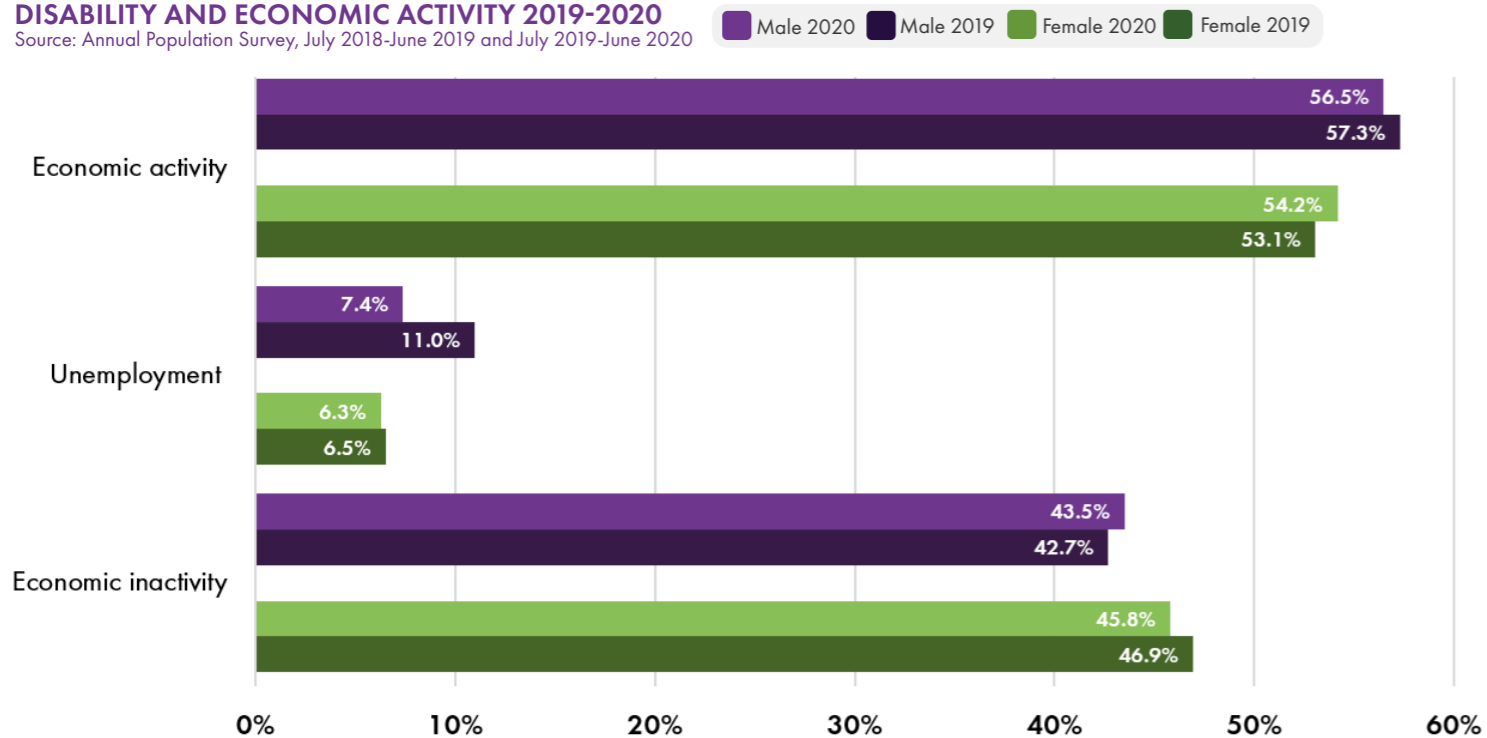
Data can be a challenge when it comes to intersectionality, particularly in Wales where sample groups can be small, and data is often not available on a disaggregated basis. Despite a strong commitment from statisticians within Welsh Government and the ONS to improve the availability of disaggregated data and evidence, it's likely that for some groups data will continue to be a challenge. It's therefore important that consideration is given to how qualitative data and lived experience can complement quantitative data to understand the challenges facing different groups of women and identify the policy solutions needed to overcome them.

During the Covid-19 crisis, the need for better data has become even more acute. The volume of data being published has increased, and there has rightly been a focus on understanding how the pandemic is impacting different groups. Some figures demonstrating the differential impacts of the pandemic are included in the next section.

The Covid-19 crisis has exposed just how starkly unequal our economy and society still is, and as we continue to navigate the crisis, and turn our thoughts to recovery, it will be critical to look at addressing the root causes of inequality. Good data and evidence is an essential foundation for this work, and to ensure we achieve true gender equality for all women.

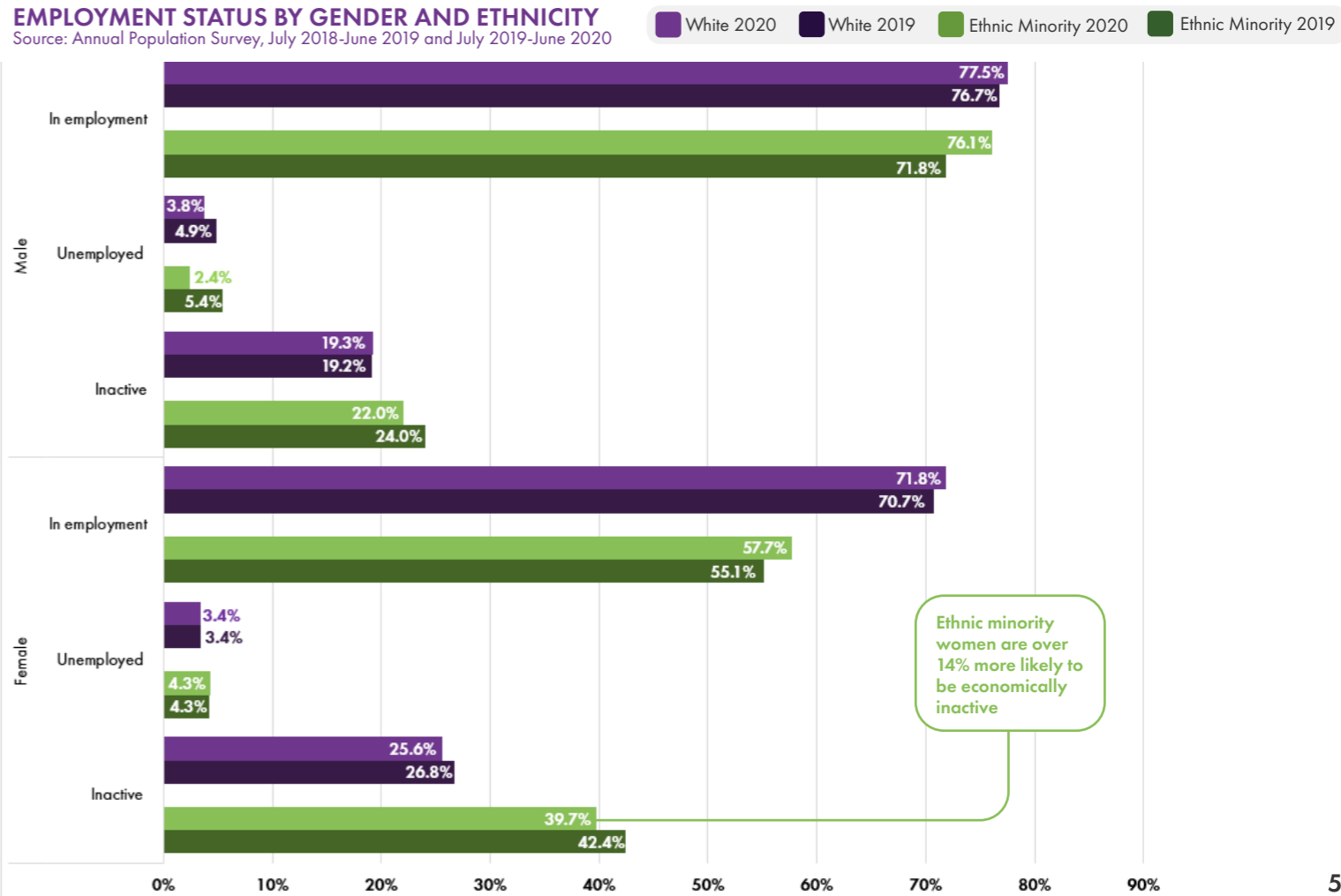
DISABILITY AND ECONOMIC ACTIVITY 2019-2020

Source: Annual Population Survey, July 2018-June 2019 and July 2019-June 2020



EMPLOYMENT STATUS BY GENDER AND ETHNICITY

Source: Annual Population Survey, July 2018-June 2019 and July 2019-June 2020



 COVID-19

WOMEN IN WALES ARE TWICE AS LIKELY TO BE KEY WORKERS⁴



98% OF LOW-PAID WORKERS IN SECTORS WITH HIGH RISK OF EXPOSURE TO COVID-19 ARE WOMEN⁵



DURING LOCKDOWN MOTHERS WERE DOING 35% OF THE NUMBER OF UNINTERRUPTED WORK HOURS THE AVERAGE FATHER DID⁶



72% OF WORKING MOTHERS HAVE WORKED FEWER HOURS AND CUT THEIR EARNINGS DUE TO A LACK OF CHILDCARE⁷

While the Covid-19 crisis has shown some of the very best of human nature, with communities and neighbours coming together to look after one another, and a nation-wide recognition of the commitment and sacrifices made by those working on the front line, it has also exposed how starkly unequal Welsh society still is.

Throughout the Covid-19 crisis, we have seen the same groups hit hardest again. Women, people of colour, Black, Asian and minority ethnic (BAME) people and those living on low incomes, have all been disproportionately affected by both the health and economic impacts of the pandemic. This is not inevitable. It is a result of how deeply flawed our current economic approach is, and demonstrates a collective failure to address the root causes of inequality.

Chwarae Teg's research exploring the experiences of women in Wales during the Covid-19 pandemic found that the crisis affected every aspect of women's lives, including their health and safety, their employment and finance and their role as carers.³ The crisis has revealed our dependence on women's unpaid care, with women bearing the brunt of additional childcare and home-schooling throughout. This has heavily impacted their paid work, and could have long term implications for their employment and career progression.

The crisis has also had a markedly more severe impact on different groups of women. BAME women are three times more likely to be in precarious work, and are therefore less likely to qualify for furlough or Statutory Sick Pay; more likely to be low paid and already living

in poverty, as well as having lower levels of savings to cope with a fall in earnings. Furthermore, BAME women are overrepresented in jobs in the health and care sectors where they face increased exposure to the virus and shortages of, or unsuitable, PPE.⁸

BAME people are over-represented in the sectors with the highest risk of contracting the virus, and in those sectors that have been required to close:⁹

- 17.7% of the BAME population in Wales is employed in healthcare compared to 7.7% of white workers.
- 7.1% of the BAME population in Wales is employed in social care compared to 5% of white workers.
- 20% of all employees from BAME background work in industries told to close, compared to 15% of white employees.

Covid-19 sparked a rapid move to home-based working. For some disabled women this has improved their well-being and experience at work, but for others this has not been the case. The ongoing impact on disabled people of Covid-19 and associated changes in how we live and work will need to be closely monitored.

- Over half of the respondents to a Unison survey found that disabled people thought they would benefit from continuing to work from home after the pandemic.¹⁰
- One in five disabled employees had their request to work from home, be furloughed or redeployed rejected.¹¹
- 22% of disabled staff were put in an "impossible position" of having to choose between keeping their job or staying safe.¹²

As the Covid-19 crisis continues we are in an ever changing political, economic and social context. It's essential that we monitor the impact on women and other vulnerable groups as the full extent of the economic effects emerge, to ensure that our public policy response is fit for purpose. The need for disaggregated data and mechanisms to hear from those with lived experience has never been greater.



WOMEN IN THE ECONOMY

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.

The Covid-19 crisis has presented unprecedented challenges, both in terms of public health but also in relation to the economy. We have seen rapid changes in how and where people work, extreme pressure placed on those working in front-line or “key worker” roles, and others facing prolonged periods on furlough. The sectors most affected are not those that usually bear the brunt of economic challenges, but instead are those with a much higher proportion of women, young people and BAME people working in them.

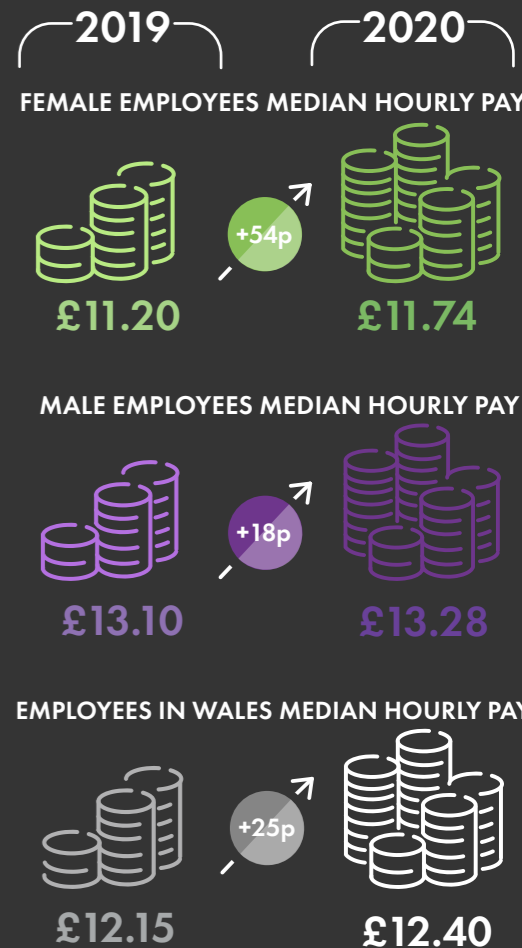
The data we include here cannot tell the full story of the impact of Covid-19 crisis. It’s an ever-changing picture, and it may not be until next year’s State of the Nation report that we are better able to understand that impact on our economy and on women. We therefore urge caution in drawing too many conclusions from the data presented here as we must continue to monitor the evidence to ensure we respond to the needs of women in Wales. With that caveat in mind, the data does provide some useful insights into the extent of inequality in the Welsh economy, painting a mixed picture. There has been a positive change in the gender pay gap, which this year stands at 11.6%, down from 14.5%.¹³ There are now four local authority areas with negative gender pay gaps, i.e. where women earn more than men on average, but the data at this level remains volatile with

significant fluctuation between 2019 and 2020 across local authority areas.

There is little change in employment and economic activity rates; men remain more likely to be in work overall. There has been a small reduction in the unemployment rate among men, while there has been no change for women which could risk widening the gender employment gap. However, some significant changes are observed in the employment figures as the data is analysed by gender and age; economic activity of young women aged 16-24 dropped by nearly 2.5% compared to last year.¹⁴ Women remain four times more likely to be economically inactive due to looking after family/ the home despite a slight reduction in the overall proportion of economically inactive women citing this reason. Women also remain significantly more likely to work part-time, leaving

them more vulnerable to financial hardship and while the proportion of men moving into self-employment continues to increase, the same cannot be said for women, which risks the gender self-employment gap widening further. There is a real risk as we move out of the pandemic toward recovery, women will be last to return to the labour market as they continue to bear the majority of caring and home schooling responsibilities.

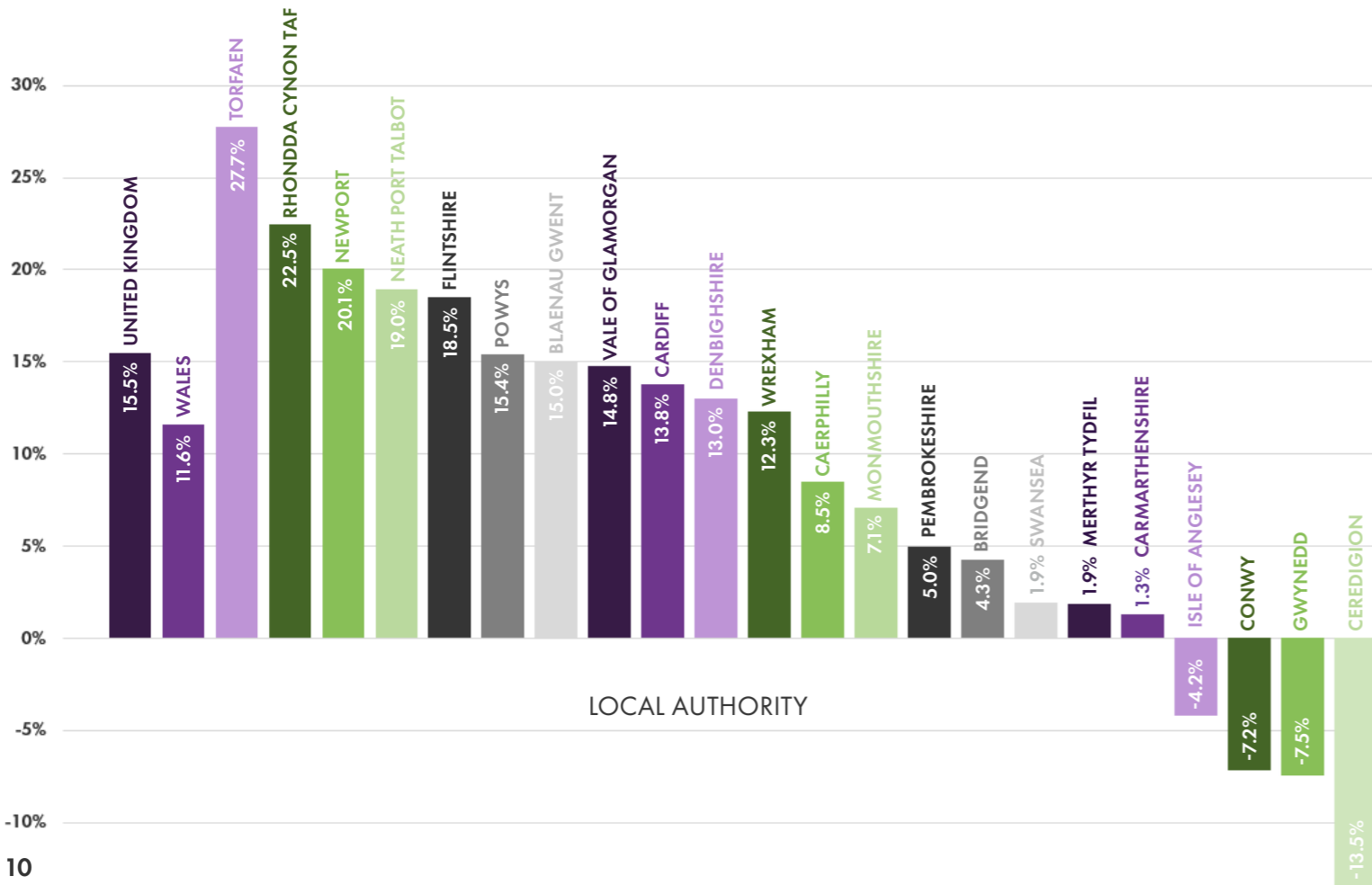
HOURLY PAY



Source: Annual Survey of Hours and Earning (ASHE), Workplace Analysis 2019-2020

GENDER PAY GAP BY LOCAL AUTHORITY

Source: ASHE, Workplace Analysis, 2020



GENDER PAY GAP, COMPARISON OF WORKERS 2019-2020

LOCAL AUTHORITY	2019	2020	DIFFERENCE
UNITED KINGDOM	17.3%	15.5%	-1.9%
WALES	14.5%	11.6%	-2.9%
TORFAEN	25.6%	27.7%	+2.1%
RHONDDA CYNONTAF	21.9%	22.5%	+0.6%
NEWPORT	12.3%	20.1%	+7.8%
NEATH PORT TALBOT	20.9%	19.0%	-1.9%
FLINTSHIRE	21.3%	18.5%	-2.8%
POWYS	12.3%	15.4%	+3.2%
BLAENAU GWENT	23.8%	15.0%	-8.7%
VALE OF GLAMORGAN	21.9%	14.8%	-7.1%
CARDIFF	18.7%	13.8%	-4.9%
DENBIGHSHIRE	9.1%	13.0%	+3.9%
WREXHAM	12.6%	12.3%	-0.3%
CAERPHILLY	12.7%	8.5%	-4.2%
MONMOUTHSHIRE	7.3%	7.1%	-0.1%
PEMBROKESHIRE	17.1%	5.0%	-12.1%
BRIDGEND	20.2%	4.3%	-16.0%
SWANSEA	10.8%	1.9%	-8.9%
MERTHYR TYDFIL	-10.7%	1.9%	+12.6%
CARMARTHENSHIRE	-0.2%	1.3%	+1.6%
ISLE OF ANGLESEY	17.8%	-4.2%	-22.0%
CONWY	2.3%	-7.2%	-9.5%
GWYNEDD	5.8%	-7.5%	-13.2%
CEREDIGION	10.9%	-13.5%	-24.4%

**80.5%
MALES**

AND

**73.4%
FEMALES**

AGED

**16-64
YEARS**

ARE



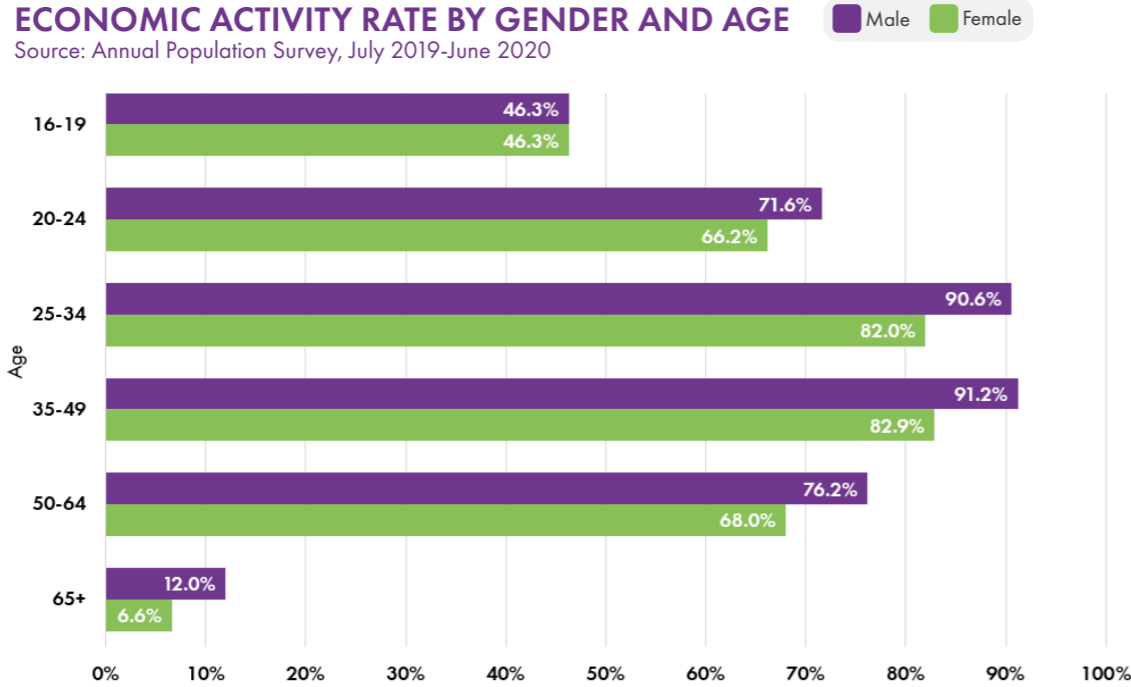
**ECONOMICALLY
ACTIVE**



ECONOMIC ACTIVITY

ECONOMIC ACTIVITY RATE BY GENDER AND AGE

Source: Annual Population Survey, July 2019-June 2020



COVID-19

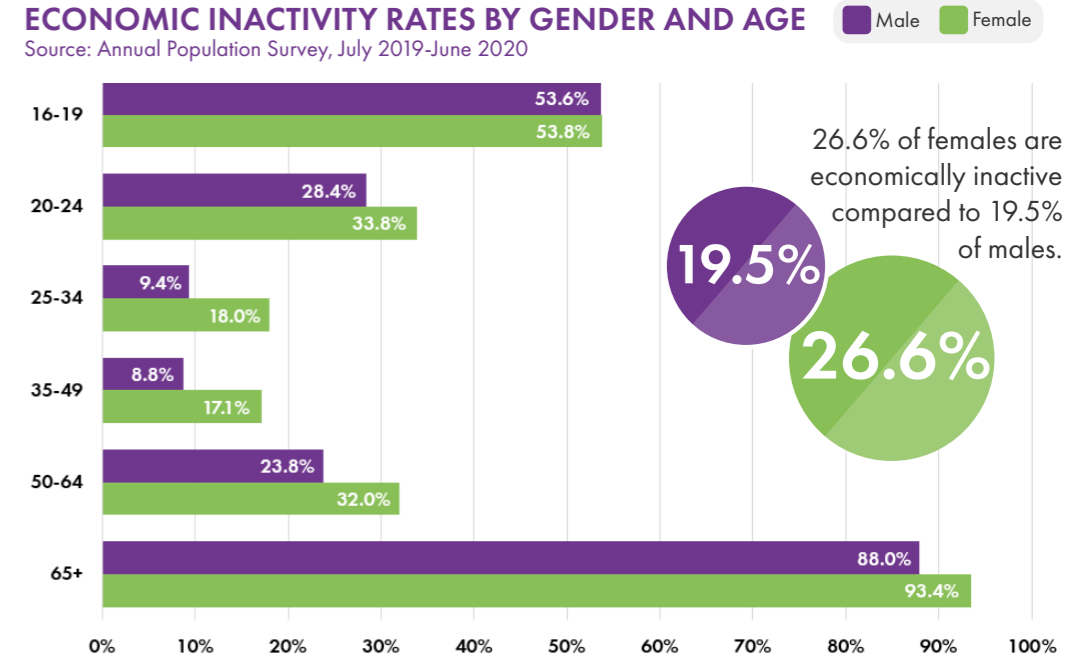
Overall, the economic activity rate for women has increased slightly in 2020, however it varies by age, with gender gaps emerging.

There is a drop in economic activity rates for women and men aged 20-24, who are more likely to be working in shutdown sectors. While the rate for men aged 25-34 has not changed much, there is a 4.3% increase for women in this age group.

The data can be more volatile at this level due to small sample size, but it will be important to consider the impact of Covid-19 on workers based on such intersecting characteristics to ensure no-one is left worse off.

ECONOMIC INACTIVITY RATES BY GENDER AND AGE

Source: Annual Population Survey, July 2019-June 2020

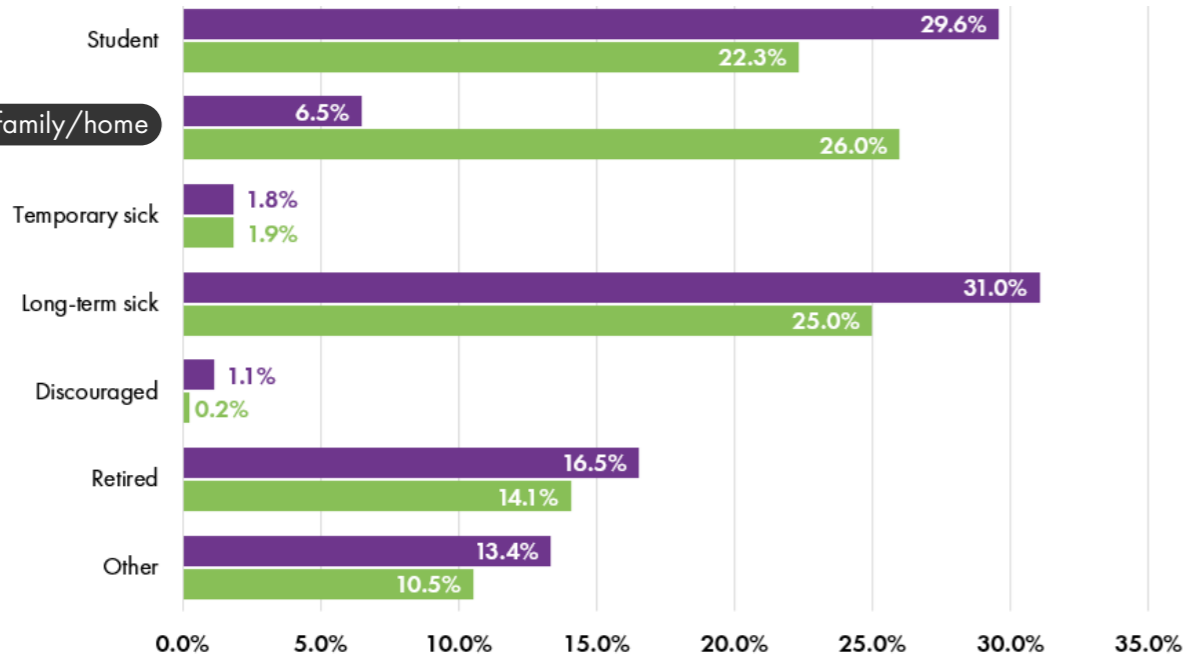
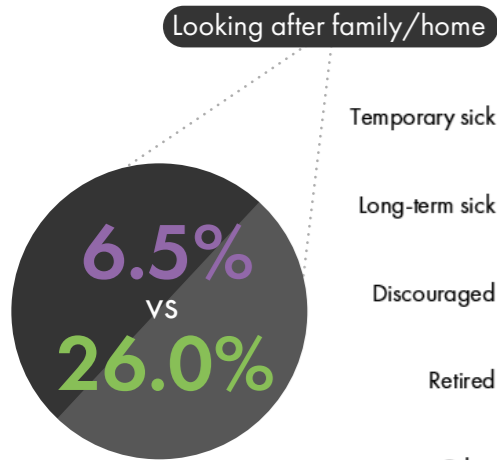


*There is no significant change in economic activity rates compared to last year

WHY ARE WOMEN AND MEN ECONOMICALLY INACTIVE?

Source: Annual Population Survey, July 2019-June 2020

Male Female

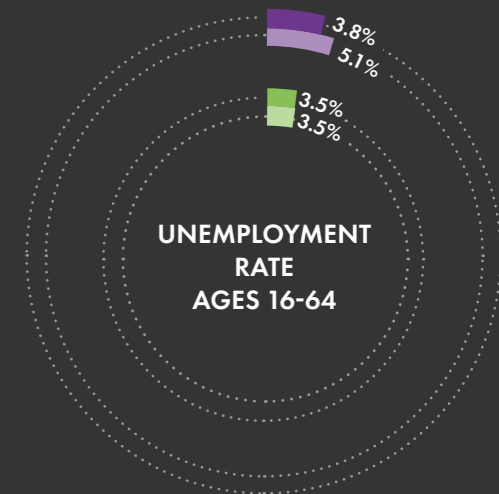
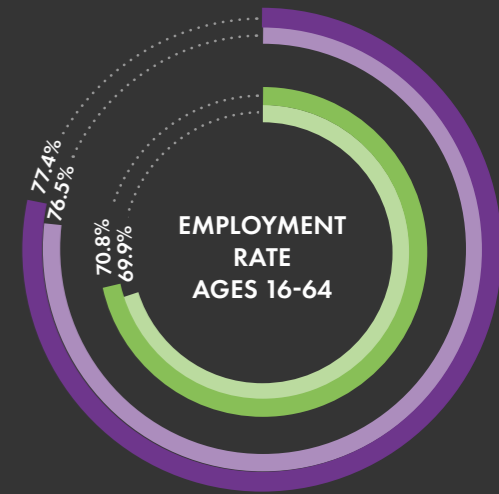
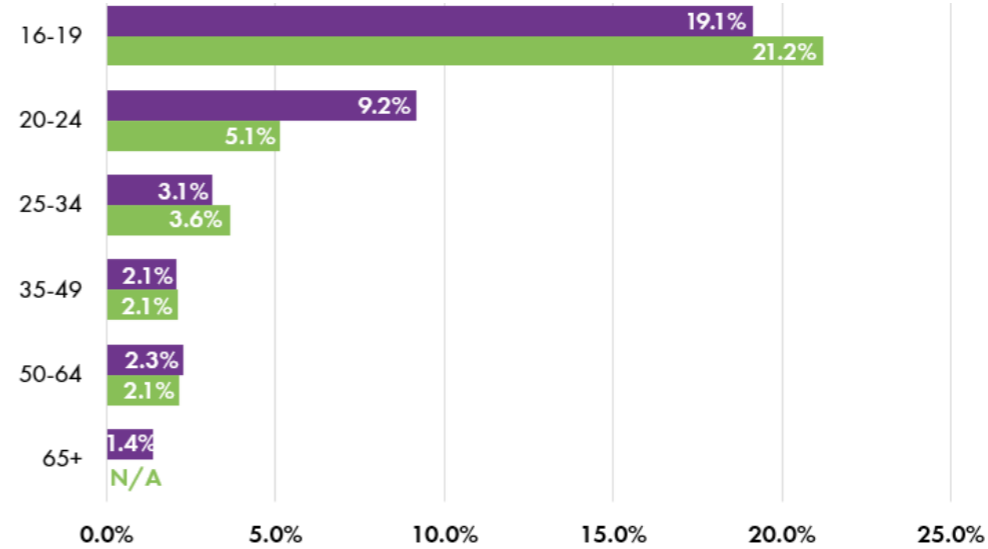


EMPLOYMENT AND UNEMPLOYMENT RATES

UNEMPLOYMENT RATES BY GENDER AND AGE

Source: Annual Population Survey, July 2019-June 2020

Male Female



Male 2020 Female 2020
Male 2019 Female 2019

COVID-19

Self-employed people have been particularly hard-hit during Covid-19. In March 2020, UK Government launched the Self-Employment Income Support Scheme (SEISS) to help businesses shut down during lockdowns.

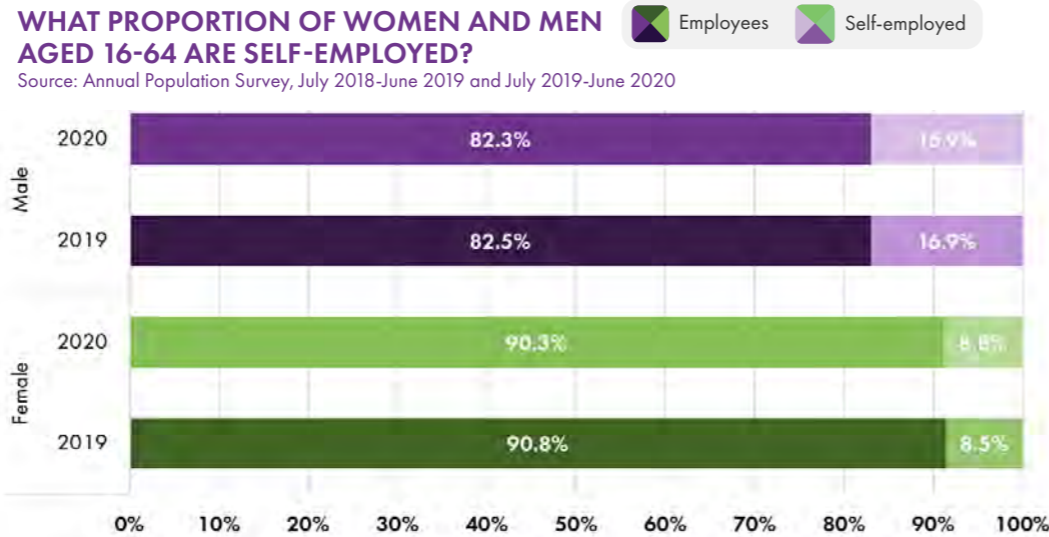
Women make up 30% of those eligible for SEISS in Wales. In September 2020, the take up rate for these women was 62%, lower than that for men at 68%. The average grant value was also higher for men at £2,500 compared to women at £1,900. In Wales the 28% of all claims were made by women.¹⁵



SELF-EMPLOYMENT

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

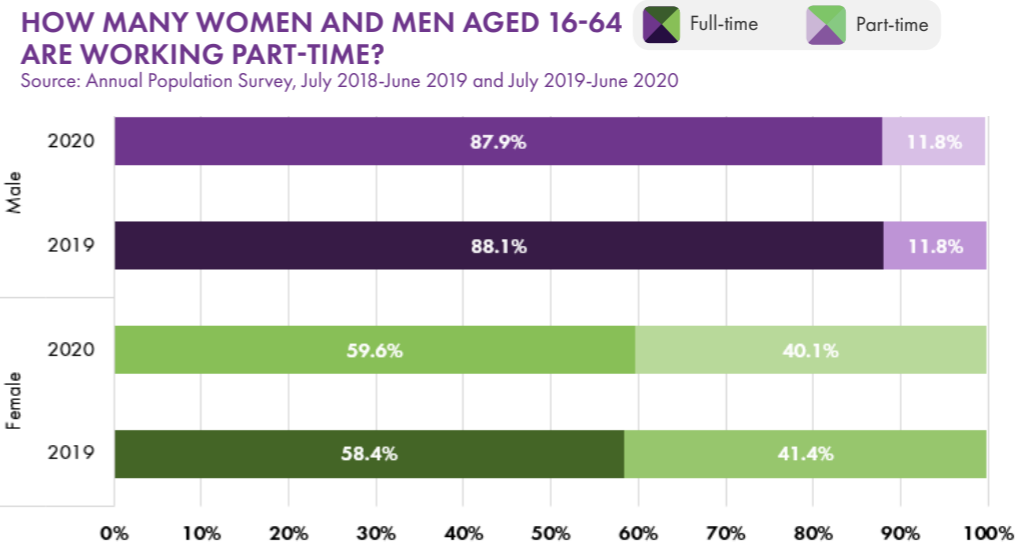
Source: Annual Population Survey, July 2018-June 2019 and July 2019-June 2020



WORKING PATTERNS

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

Source: Annual Population Survey, July 2018-June 2019 and July 2019-June 2020



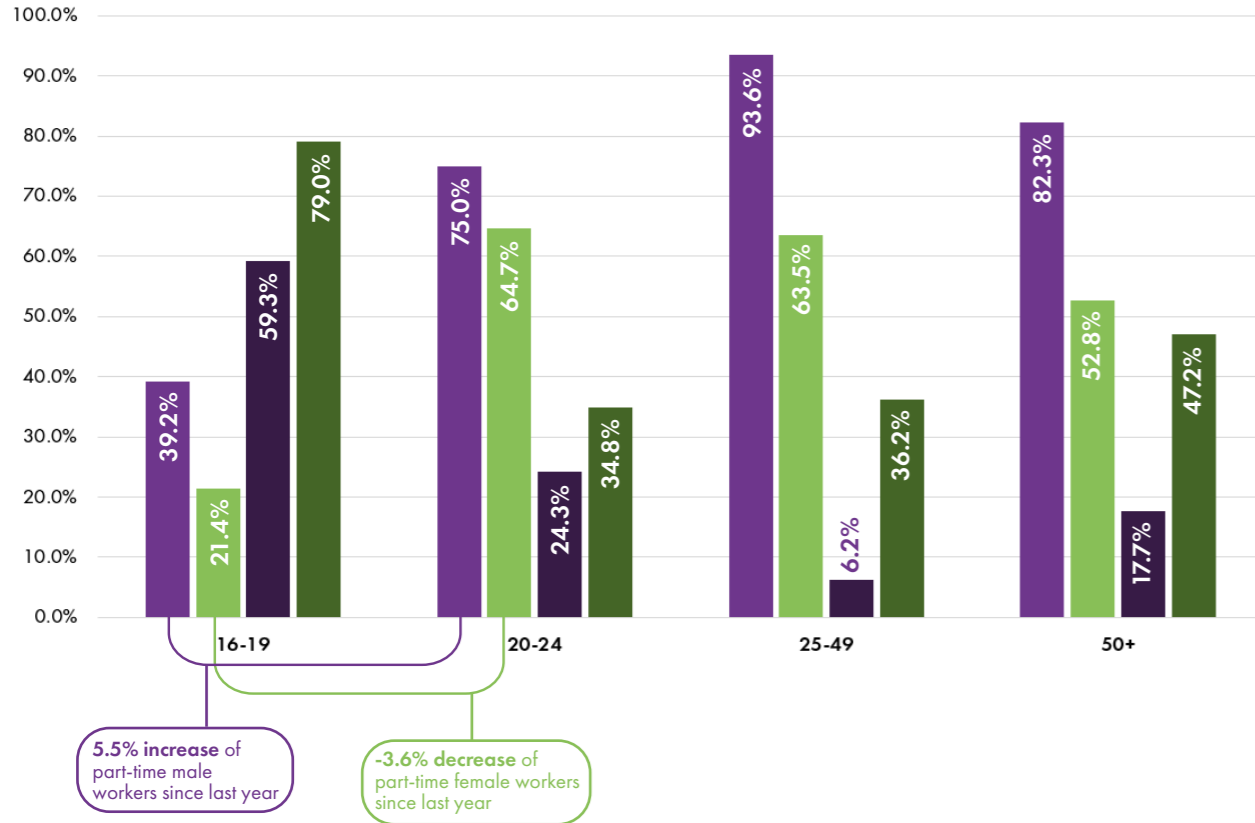
COVID-19

The devastating impact of Covid-19 on the economy and labour market has been felt hardest in sectors such as retail, hospitality and leisure, aviation and transport. Many of these business areas are dominated by women workforces, and part-time jobs – which are in the main held by women. ONS Labour Market Statistics show that the record increase in unemployment levels by October 2020 was driven by self-employed men losing their jobs and women who worked part-time falling out of the jobs market altogether.¹⁶

WORKING PATTERNS BY AGE

Source: Annual Population Survey, July 2019-June 2020

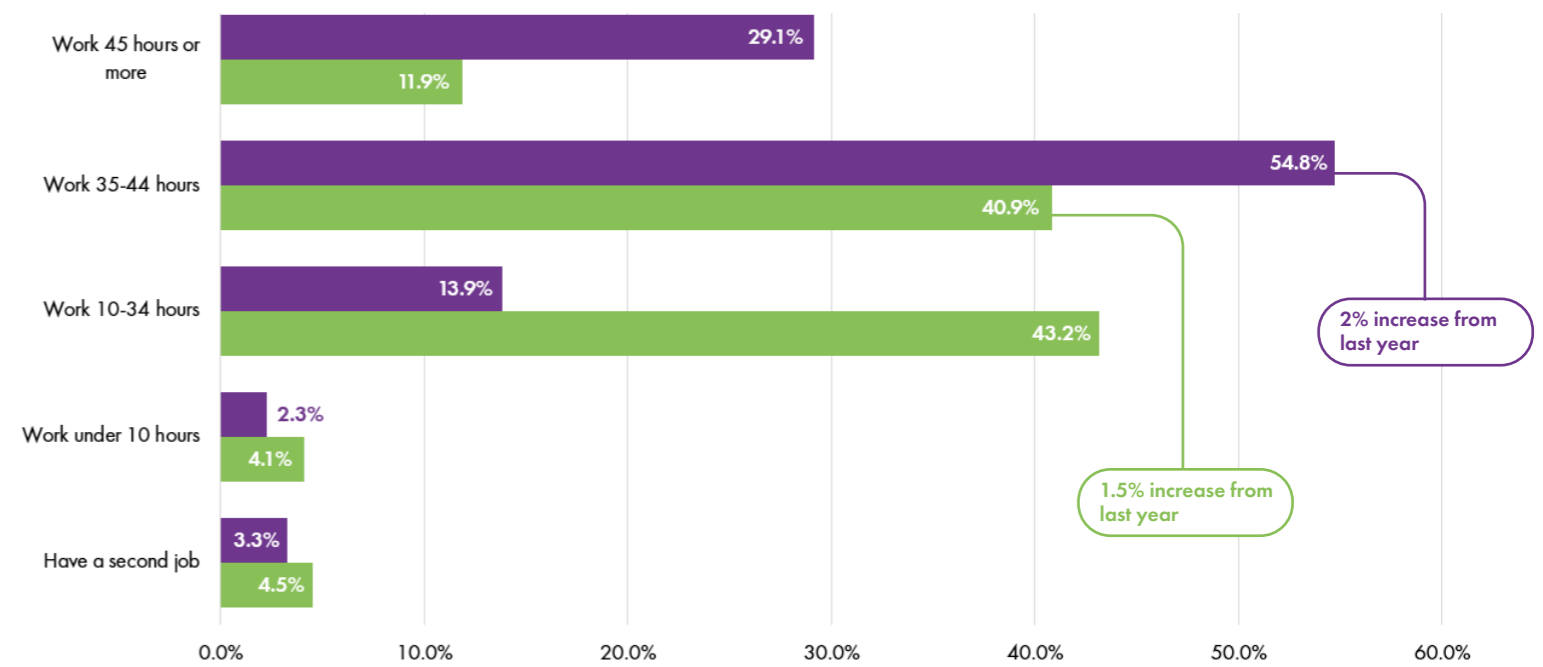
■ Full-time Male
 ■ Full-time Female
 ■ Part-time Male
 ■ Part-time Female



WORKING PATTERNS BY HOURS

Source: Annual Population Survey, July 2019-June 2020

■ Male
 ■ Female

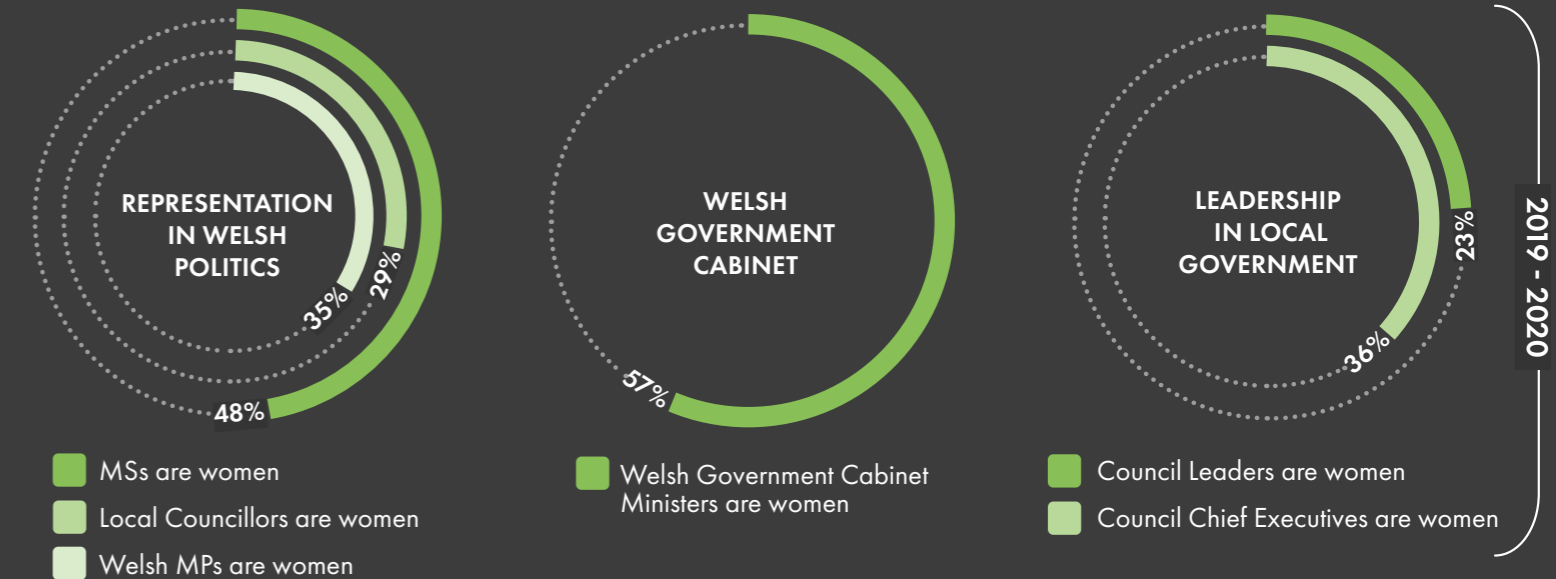




WOMEN REPRESENTED

Women's representation matters. Having diverse voices in the room ensures that different issues, and different perspectives are discussed. This diversity is vitally important in public life, where decisions that affect our day-to-day lives are taken.

- In relation to politics, we see little change from last year's figures, which is understandable given the electoral cycles. With Senedd elections due to take place in May 2021, candidate selection is important if we are to secure gender balance in the Senedd once more. Early signs suggest that while some parties have taken action to ensure balanced candidate slates, women and ethnic minority candidates continue to be under-represented across the board.
- Local authority elections in 2022 will give a further opportunity to shift the dial, and serious consideration should be given by political parties as to how they can deliver candidate slates that better represent the communities they serve.
- In relation to public appointments, we see quite a dramatic drop in the proportion of women appointed this year, this will need to be closely monitored to ensure it's not indicative of a trend. There has been a modest increase in the proportion of people from ethnic minorities securing appointments, but the figure for female chair appointments this past year is woefully low.





BUSINESS AND THE WORKPLACE

We still see significant gender segregation across sectors and occupations in Wales. This contributes to the gender pay gap as different sectors are characterised by high and low pay, and has left women at particular risk from Covid-19, both in terms of risk of exposure to the virus but also in relation to economic impacts. The over-representation of women in front-line health care roles and in sectors like retail has left them at high risk of exposure to the virus. While their dominance in low paid, service roles across sectors such as retail and hospitality has left them at higher risk of job losses, being furloughed or reduced hours.

The latest data shows that women still dominate in health, education and other services, while men dominate in construction, manufacturing and ICT. We have seen positive changes, however, with an increase in the proportion of women in the agriculture,

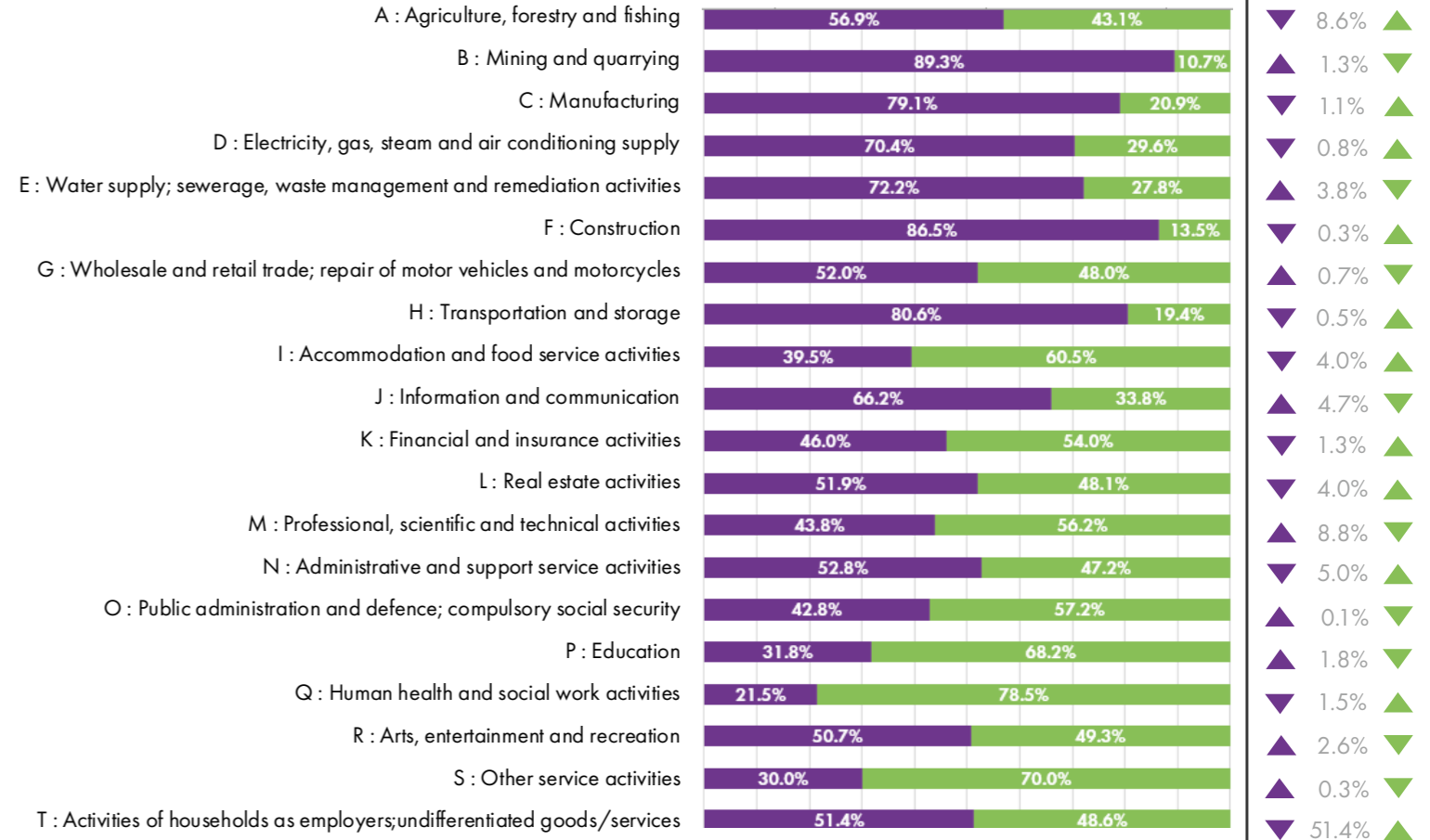
information and communication and professional, scientific and technical sectors.

There hasn't been much change since last year in the occupations women and men are working in, apart from a slight increase in the proportion of women working in professional occupations. This is a positive change, which we will continue to monitor to determine whether it's part of a longer-term shift and whether it translates into a higher proportion of women in senior positions.

WHAT IS THE GENDER BALANCE IN WELSH SECTORS?

Source: Annual Population Survey, July 2019-June 2020

Male Female



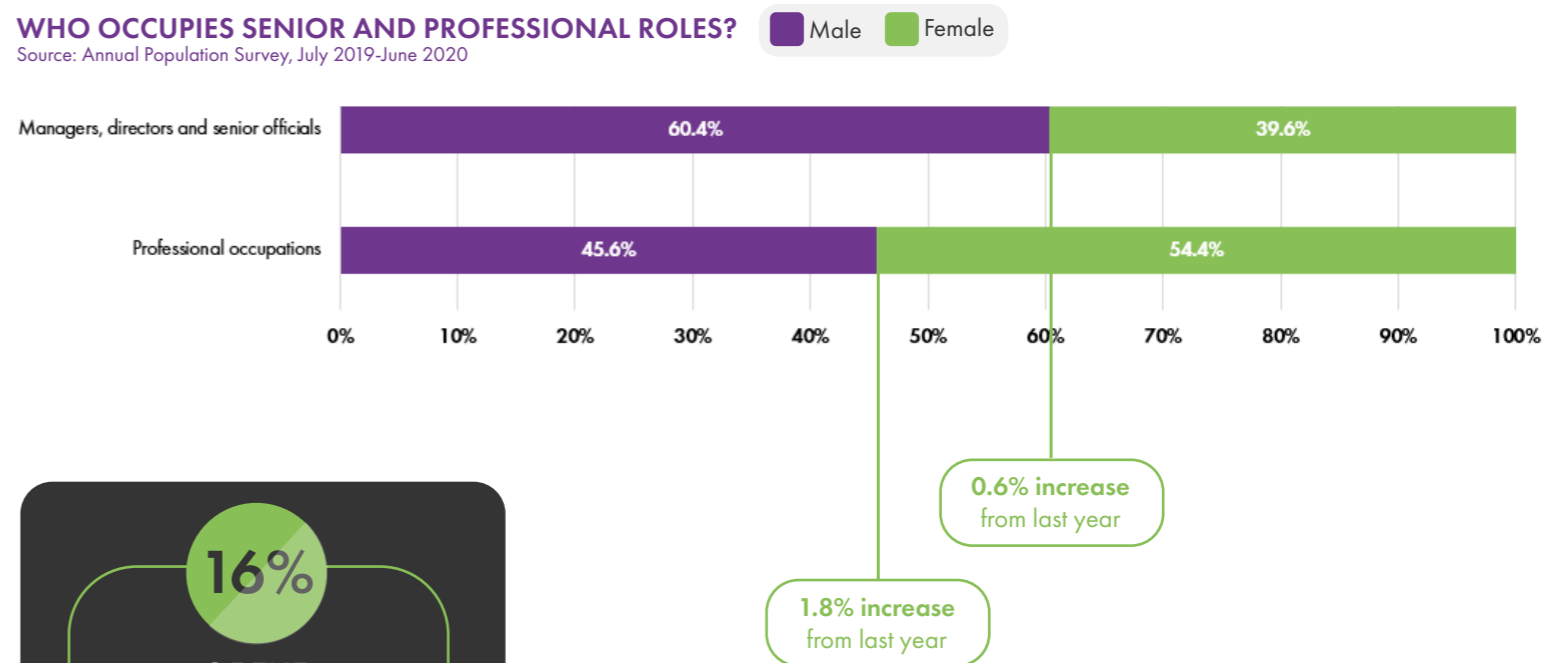
WHICH OCCUPATIONS ARE MEN AND WOMEN WORKING IN?

Source: Annual Population Survey, July 2019-June 2020



WHO OCCUPIES SENIOR AND PROFESSIONAL ROLES?

Source: Annual Population Survey, July 2019-June 2020



16%

OF THE
FASTEST GROWING
BUSINESSES IN WALES
IN 2019 WERE LED
BY WOMEN

Source: Analysis based on Fast Growth
50 2019 list



WOMEN AT RISK

Women continue to face greater risk of poverty, social isolation, sexual harassment and domestic violence. The Covid-19 crisis has further increased existing risks and created new ones. Women are overrepresented in frontline roles leaving them at greater risk of infection; they are more likely to work in sectors that have been shut down leaving them at risk of financial hardship, and they have largely shouldered the burden of home-schooling and additional care needs leaving them at risk of falling out of the labour market and increasing the risk of mental health issues and decreased well-being. There are growing concerns about the number of sexual assaults and cases of domestic abuse unreported due to the circumstances created by the pandemic, and the volume and nature of abuse directed at women on social media.

The data in this section has been affected by the pandemic and should be read in the context of the pandemic and restrictions we've been living under. The drastic changes to the way we live our lives has artificially suppressed some figures, for example rape cases, but has increased the demand for domestic abuse services. The ongoing impact of the crisis on these issues and the on the demand for related services will need to be closely monitored.

62% of all sexual offences and 90% of all rape cases in 2020 were committed against women.²²

3.5% of women aged 16-59 experienced some sort of sexual assault in the past year in England and Wales.²³

HARASSMENT AND SAFETY



One in five girls aged 14-21 have experienced public sexual harassment since lockdown, despite significantly reduced time in public spaces¹⁷

28% of young women felt less safe in public spaces during lockdown¹⁸

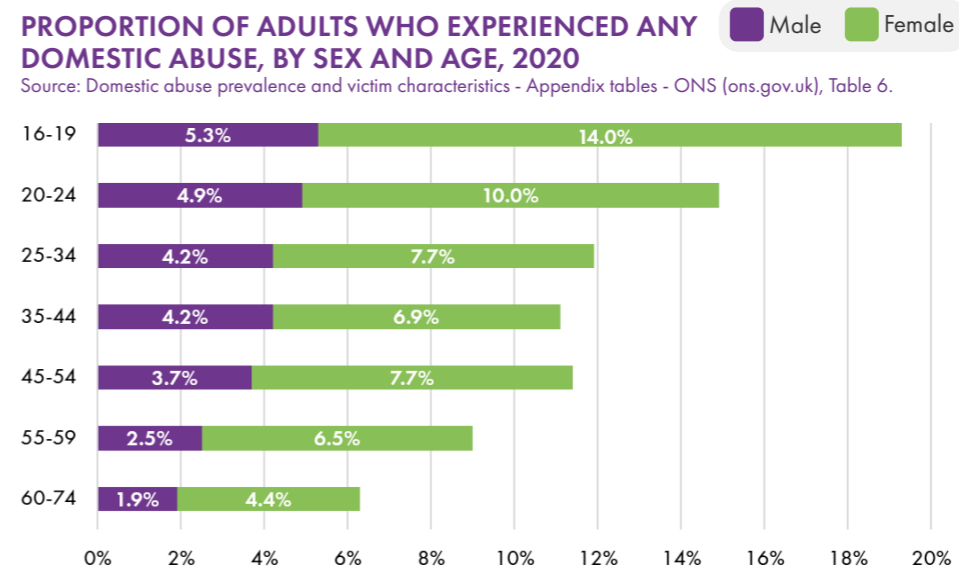
25% of girls experienced at least one form of abuse, bullying or sexual harassment online during lockdown¹⁹

69% of women feel very or fairly safe walking alone after dark compared to 87% of men²⁰

-8% change from last year observed in the number of reported sexual offence cases against women²¹

PROPORTION OF ADULTS WHO EXPERIENCED ANY DOMESTIC ABUSE, BY SEX AND AGE, 2020

Source: Domestic abuse prevalence and victim characteristics - Appendix tables - ONS (ons.gov.uk), Table 6.



RAPE CRISIS CENTRES ACROSS ENGLAND AND WALES

APRIL 2019-MARCH 2020

Source: <https://rapecrisis.org.uk/get-informed/rcew-statistics/>

194,881 194,881 online and telephone helpline contacts handled; a 5% increase compared to 2018-19

35% of all service users were aged under 25

91% of service users were female

18% of service users identified as Black or Minority Ethnic, where ethnicity is known

30% of all service users identified as Disabled

PREVALENCE OF DOMESTIC ABUSE

77% of women aged 16-74 who were survivors of domestic abuse had experienced partner abuse of a sort in England and Wales, 2% increase from last year²⁴

16% of the all crimes recorded by police in Wales are domestic abuse related²⁵

1,032 more cases of domestic abuse-related crime recorded by the police compared to last year in Wales²⁶

53% of all violence against women offences recorded by the police were flagged as domestic abuse related in Wales²⁷

6,896 calls received by Welsh Women's Aid's Live Fear Free Helpline during April to June 2020; a 14% drop from last year.²⁸

 **Live Fear Free Helpline**
0808 80 10 800 (call/text)

DEMAND ON REFUGE, COMMUNITY AND SEXUAL VIOLENCE SUPPORT SERVICES IN WALES, APRIL TO JUNE 2020

Source: Welsh Women's Aid via Domestic abuse in England and Wales overview - Office for National Statistics

	Demand on all refuge, community and sexual violence support services	
	April to June 2020	% difference to 2019
Total number of survivors supported	7,746	29.3%
Number of new referrals received in period	6,652	44.8%
Number of survivors referred and engaged with service	3,913	36.7%
Number of survivors not able to be supported by service	876	95.5%
Number of survivors who did not accept support from service	1,565	50.2%
Number of survivors on the waiting list at the end of the period	1,020	68.9%

POVERTY


Poverty rates in Wales remain high, and they are expected to rise throughout the pandemic. It will take time to see the full impact of the pandemic on poverty figures, but we know that many families are struggling as a result of the current economic situation due to job losses, reduced working hours or because they have fallen through the cracks of Covid-19 support schemes. Women's risk of poverty is closely linked to their position in the labour market and within households, which have been in turbulence during the pandemic. The workforces of many of the shutdown industries, such as hospitality and retail, are female dominated meaning that women are more at risk of job losses and reduced hours or pay. The current economic crisis caused by the pandemic is likely to affect women more severely, with female dominated sectors likely to remain closed for longer or with a more drawn-out recovery. As we move through, and out of the crisis, it will be essential to monitor the impact on

women's incomes and take action to ensure that no-one is pushed further into poverty.

As second earners, or primary carers, many women have limited independent income, leaving them especially vulnerable to falling into poverty in the event of a relationship breakdown, or through the loss of a partner's income. Women 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. Additional caring responsibilities emerged due to Covid-19 regulations, which have led to more women being at risk of falling out of the labour market altogether.

Different support schemes have been developed in response to the Covid-19 crisis by both the UK and the Welsh governments. It remains to be seen whether these schemes are sustainable, sufficient in preventing people from

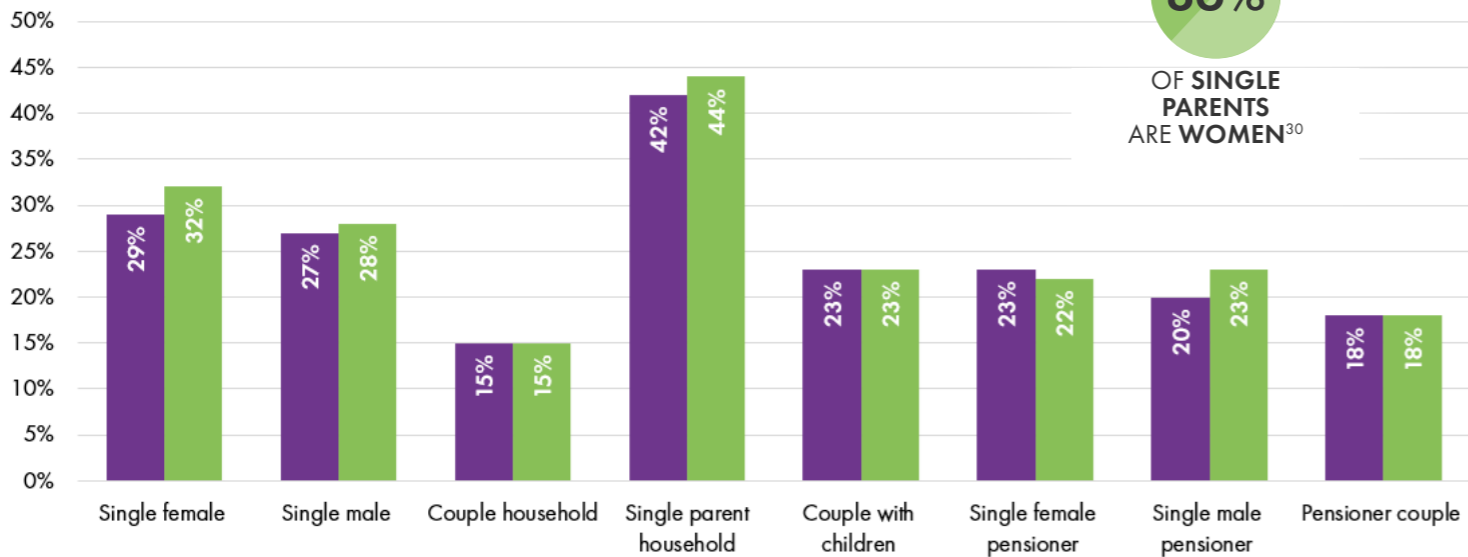
falling into poverty, and whether women have been able to fully benefit from them. Schemes like free school meal packages, funded by the Welsh government and delivered by local authorities to the families in need have a critical role in supporting families on the verge of poverty. It is crucial to ensure that steps continue to be taken to support the most vulnerable.

Figures remain challenging when looking to understand the full extent of women's poverty. Data continues to show that being a single parent and working part-time are risk factors – situations that women are more likely to be in; yet, figures hide the picture of women's poverty as they are based on household measures of poverty. It's therefore, important to look at the lived experiences of women in poverty alongside the statistical data, as our report **Trapped: Poverty amongst women in Wales today**  does.²⁹

WHO IS AT GREATEST RISK OF POVERTY?

Source: Stats Wales, HBAI, 2019: People in relative poverty by family type 2015-16 to 2017-18 and 2016-17 to 2018-19

2019 2018



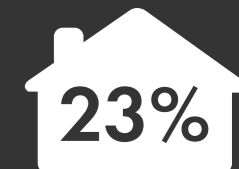
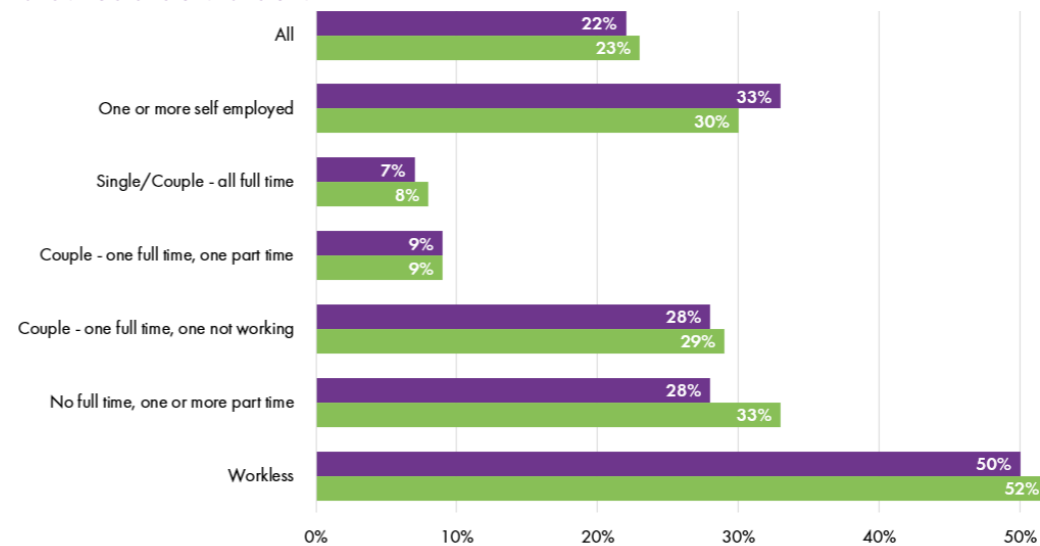
86%

OF SINGLE PARENTS ARE WOMEN³⁰

WORKING PATTERNS AND POVERTY

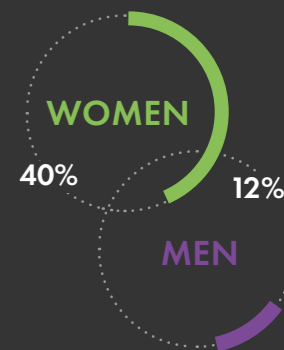
Source: Stats Wales, HBAI, 2019: Working age adults in relative income poverty by type of employment: 2015-16 to 2017-18 and 2016-17 to 2018-19

2019 2018



23%

OF HOUSEHOLDS IN WALES ARE LIVING IN RELATIVE INCOME POVERTY

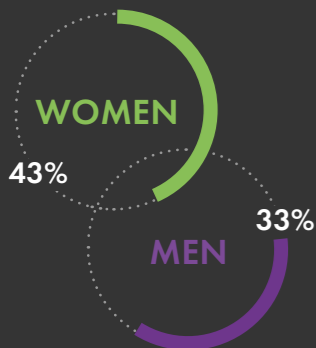


PART-TIME WORKERS IN WALES

SOURCE: STATS WALES, HBAI, 2019⁷

52%

OF
UNIVERSAL CREDIT
CLAIMANTS IN WALES
ARE WOMEN³¹



UNIVERSAL CREDIT
CLAIMANTS IN
WALES THAT ARE IN
WORK³²



SECURITY AND WELFARE REFORM

Our social security system has never been more important, or widely used as it is in the current crisis. As the UK moved into lockdown, the need for financial support increased. While schemes such as the furlough scheme have been implemented specifically to respond to the crisis, many people found themselves reliant on Universal Credit (UC).

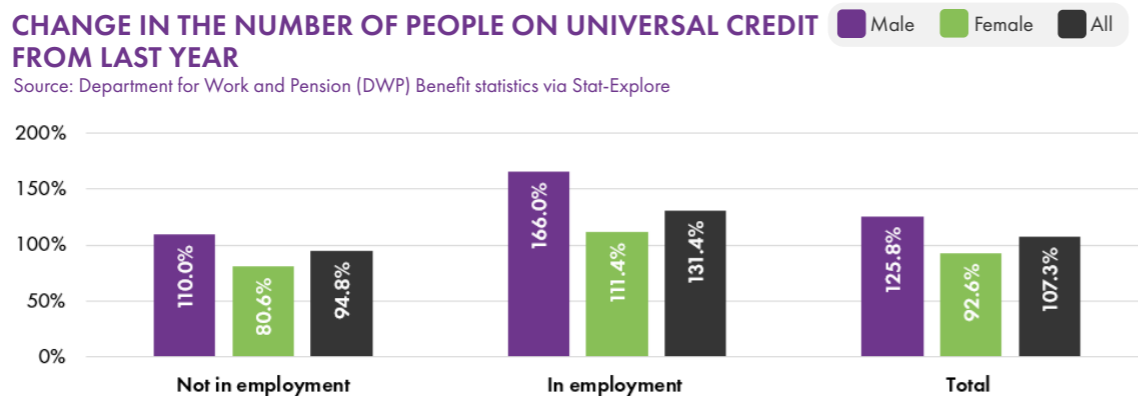
While we see the proportion of women UC claimants reduce slightly from last year's figures, overall the number of people claiming

UC has risen exponentially – up 107% from 2019, with a larger increase in the number of men claiming UC. Women UC claimants in Wales continue to be more likely to be in employment.

Concerns remain about how well UC is able to respond to the needs of different groups. We continue to be concerned that its design continues to disadvantage women and reinforce inequality, and steps need to be taken to rectify this inequality.

CHANGE IN THE NUMBER OF PEOPLE ON UNIVERSAL CREDIT FROM LAST YEAR

Source: Department for Work and Pension (DWP) Benefit statistics via Stat-Explore



CONCLUSION

There is no one in Wales who has not been impacted by Covid-19 this year, it has presented challenges which would have seemed unimaginable a year ago and which most people never thought we would have to face in our lifetimes. There have been times during the past year where it has seemed almost impossible to focus on anything else but Covid-19, yet we have gradually seen the effects of the pandemic reaching into every aspect of our lives- our health, our families, our communities and support networks, our work, our future prospects, the very pattern of our everyday life. But we have also seen the inequality of the consequences of Covid-19, and this makes it more important than ever to re-double efforts if we are to achieve the vision for gender equality, which is one based on equity and equality of outcome, not merely opportunity.

This year has shown more than ever, that without changing our approach to a range of public policy, private sector interventions, and personal decisions, Covid-19 will not only be a personal tragedy for many people and families, it will set us back on the path towards true equality for another generation. We cannot stand by and let this happen.


Looking at the data presented in this report shows that there have been some changes, to the gender pay gap, to women's experience of work in some sectors. However, as Covid-19 continues into at least the first half of 2021, we need to analyse the long-term trends. There is a real risk that the structural inequalities many in Wales experience, will be further exposed and exacerbated by this crisis, and this highlights the need to tackle the root causes.


That is why **Chwarae Teg's Manifesto for a Gender Equal Wales** ✨ sets out clear policies and actions that should be adopted to tackle the issues highlighted in this report. A desire to do things differently has been a central pillar of devolved Wales, with quality as a guiding pillar in the establishment of the Welsh Parliament. But new policies and politicians alone will not make the changes we need to see. There is a responsibility on all of us as we emerge post Covid-19 to think more urgently, and more radically about what we can all do, and how we should do it, to ensure we achieve a truly gender equal Wales for all, and for future generations.


ENDNOTES


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chwaraeteg.com



02920 462 745



@chwaraeteg #SotN