

# STATE OF THE NATION



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## INTRODUCTION

Gender equality matters; to ensure that women, men and non-binary people can enjoy the same rights, opportunities and outcomes, but also to drive economic growth and well-being.

Recent research carried out on behalf of Chwarae Teg has suggested that full gender equality could add £13.6bn to Welsh GVA forecasts for 2028.<sup>1</sup> Just matching the current best performing region of the UK on key gender equality measures could see an increase of £4.4bn to Wales' GVA.<sup>2</sup> This aligns with UK and international research that suggests that significant gains could be made from pursuing gender equality.

Welsh Government has publicly asserted its ambition for Wales to become a world leader for gender equality.

An important part of becoming a world leader for gender equality is being honest about how we are currently performing as a nation. How equal is

Wales? This State of the Nation briefing seeks to answer this question, outlining how Wales performs in relation to key indicators for gender equality. These indicators are grouped under three main themes, which are the key strategic focus for Chwarae Teg's work.

The indicators have been chosen based on a number of factors including the robustness of the data and whether the data is refreshed on a regular basis. They have also been selected with the aim of providing a broad, top-line assessment of gender equality in Wales. There will be limitations to what the data in this briefing can demonstrate but it's hoped that it can provide an important contribution to discussions of equality in Wales. Each year we will revisit these key indicators at our State of the Nation event to assess our progress towards a fairer Wales where women achieve and prosper.



### 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

Gender equality cannot be viewed in isolation. People's lives are shaped by various factors, including gender, race, disability and class to name just a few. We will not have achieved gender equality until all women are able to reach their full potential and live free from discrimination, harassment and abuse. This is why it's so important to take an intersectional approach to delivering gender equality.

By intersectionality we mean recognising the way in which power structures based on factors such as gender, race, sexuality, disability, class, age and faith interact with each other and create inequalities, discrimination and oppression. Crucially, it is about understanding the way in which these characteristics can interact and produce unique and often multiple experiences and disadvantage in specific situations.

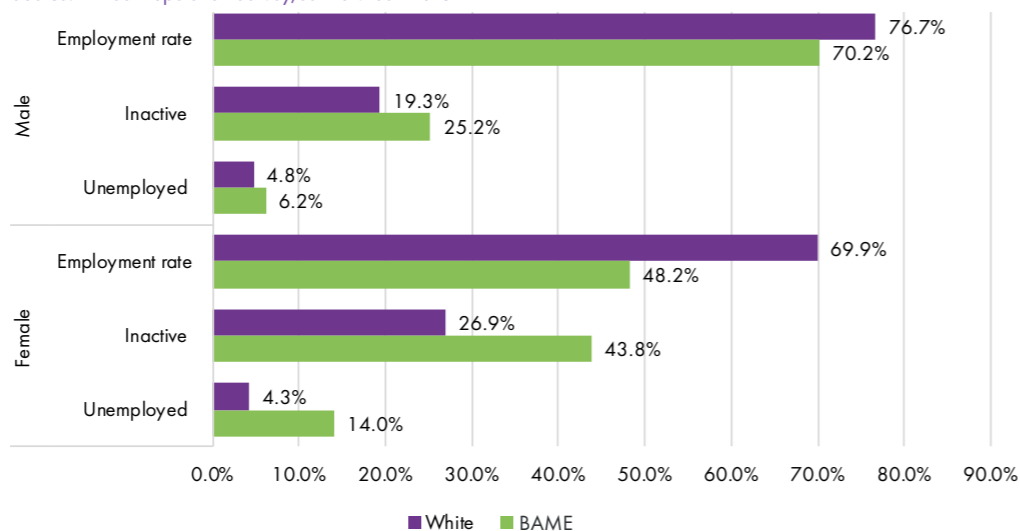
One single form of discrimination cannot and should not be understood in isolation from another.

A truly intersectional approach ensures that this does not happen. The inequality that women face is not universally experienced. It's vital that discussions of gender equality consider how barriers may differ for different groups of women and how issues of racism, sexism and ableism may intersect to create unique experiences.

Data can be a challenge when it comes

### <sup>3</sup>EMPLOYMENT STATUS BY GENDER AND ETHNICITY

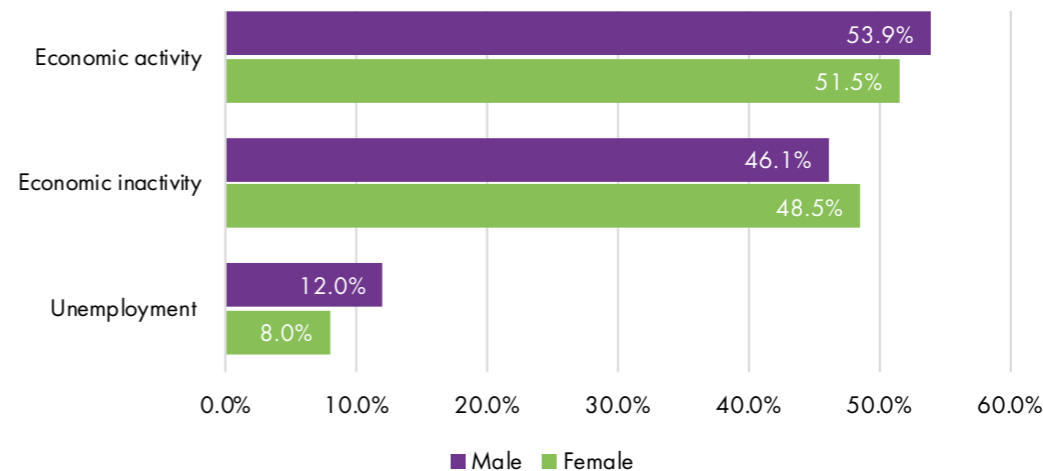
Source: Annual Population Survey, Jul 2017-Jun 2018



to intersectionality and sometimes these challenges can be used as a reason to not apply an intersectional lens. While some UK data does allow analysis for different groups such as BAME women or disabled women, it can be difficult to access the same data for Wales for a number of reasons. However, some economic data does allow such a lens to be applied and it is important that we do so.

## <sup>4</sup>DISABILITY AND ECONOMIC ACTIVITY

Source: Annual Population Survey, Jul 2017-Jun 2018



Current data challenges prevent the majority of our State of the Nation indicators being disaggregated in a way that allows a truly intersectional analysis. However, we will continue to call for better disaggregation of publicly available data so that future briefings can more accurately assess the state of the nation for all women in Wales.



## WOMEN IN THE ECONOMY

While women's employment rate has continued to increase over the past decade, there remain significant inequalities in the economic participation of women and men. This inequality 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.

Looking at the economic data for Wales demonstrates that there remains a need for action to ensure that more women are able to access, and progress in, work that offers decent pay and conditions. There is also a continued need to address the segregation that characterises our labour market and sees women clustered in lower paid sectors and on part-time contracts.

### GENDER PAY GAP<sup>5</sup>

It's positive to see a reduction in the overall Gender Pay Gap (GPG) in Wales of 1.3% (13.5% down from 14.7% in 2017) and to see that the Welsh gender pay gap is closing at a faster rate than the UK overall. However, we see a mixed picture across different areas of Wales with gender pay gaps as high as 25% in some areas.

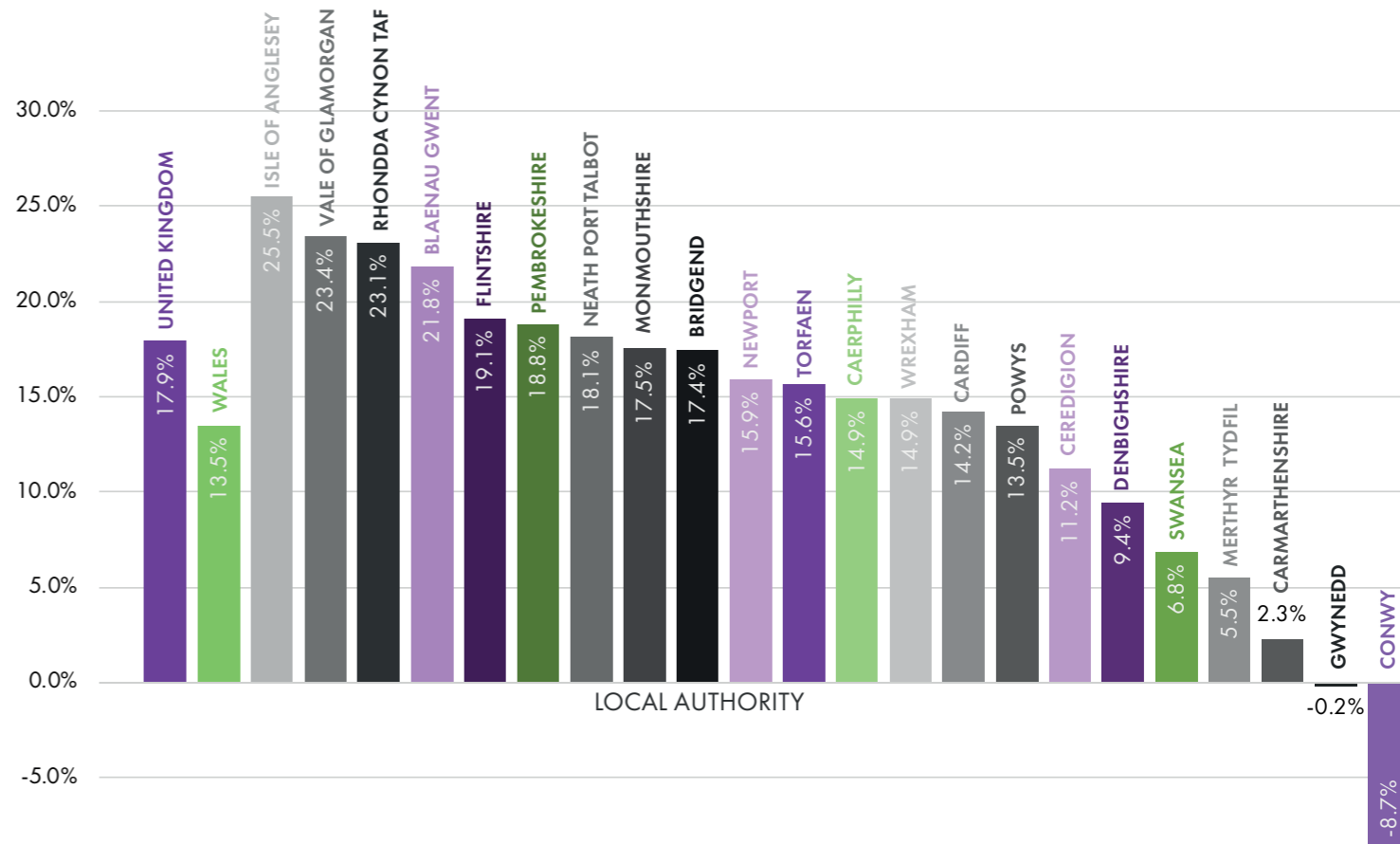
The gender pay gap has many causes, including the sectors, roles and contract types that women more commonly work in. Certain sectors and occupations are still dominated by men and often these offer better pay and progression opportunities. These disparities are explored in more detail under Women Represented, pg.11

MALE  
EMPLOYEES  
HOURLY PAY  
**£12.19**

MEDIAN  
HOURLY  
PAY FOR  
ALL  
EMPLOYEES  
IN WALES IS  
**£11.42**

FEMALE  
EMPLOYEES  
HOURLY PAY  
**£10.54**

### GENDER PAY GAP 2018 BY LOCAL AUTHORITY



**80.4%**  
**MALES**

AND

**72.2%**  
**FEMALES**

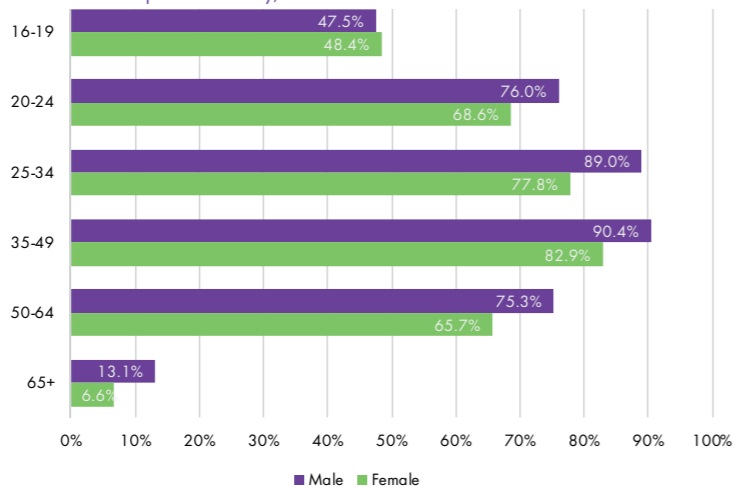
AGED  
**16-64**  
YEARS  
ARE



**ECONOMICALLY**  
**ACTIVE**

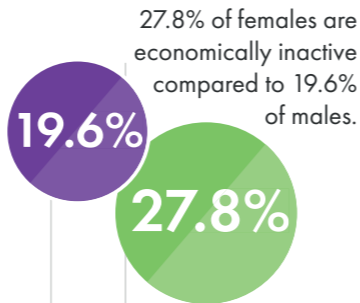
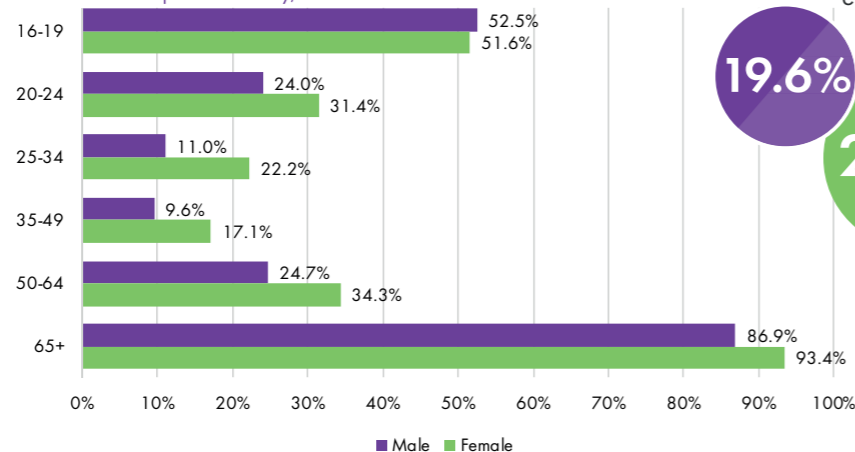
**ECONOMIC ACTIVITY RATE BY GENDER AND AGE**

Source: Annual Population Survey, Jul 2017-Jun 2018



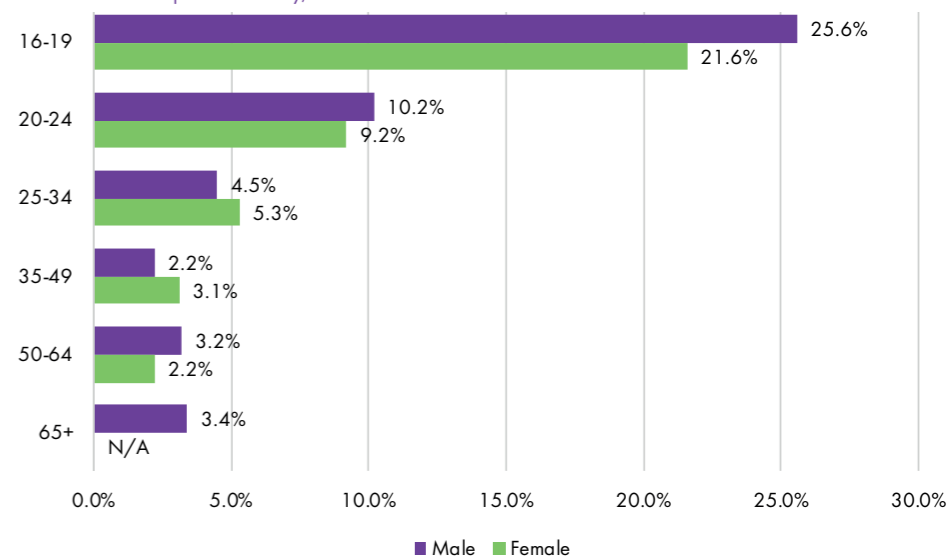
**ECONOMIC INACTIVITY RATES BY GENDER AND AGE**

Source: Annual Population Survey, Jul 2017-Jun 2018



**UNEMPLOYMENT RATES BY GENDER AND AGE**

Source: Annual Population Survey, Jul 2017-Jun 2018

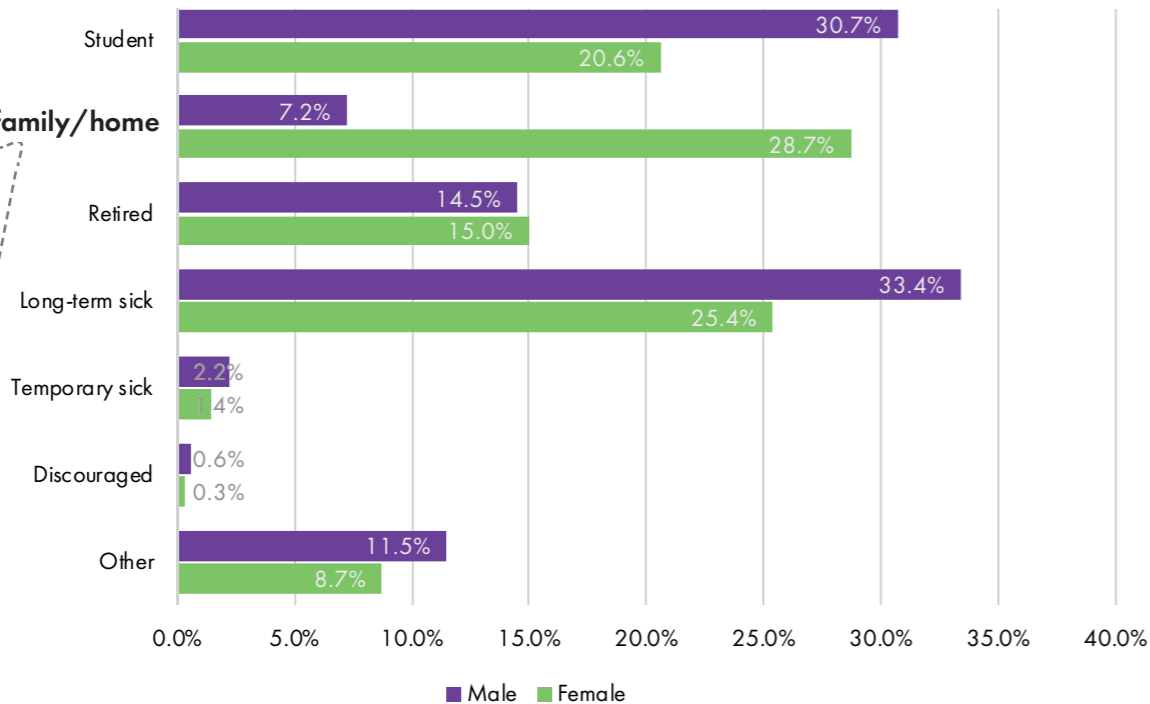


## WHY ARE WOMEN AND MEN ECONOMICALLY INACTIVE?

Source: Annual Population Survey, Jul 2017-Jun 2018

Looking after family/home

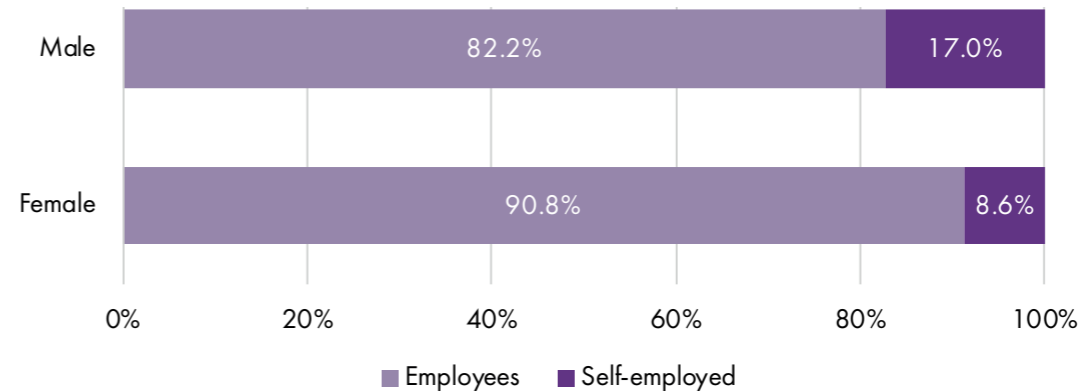
7.2%  
VS  
28.7%



## SELF EMPLOYMENT

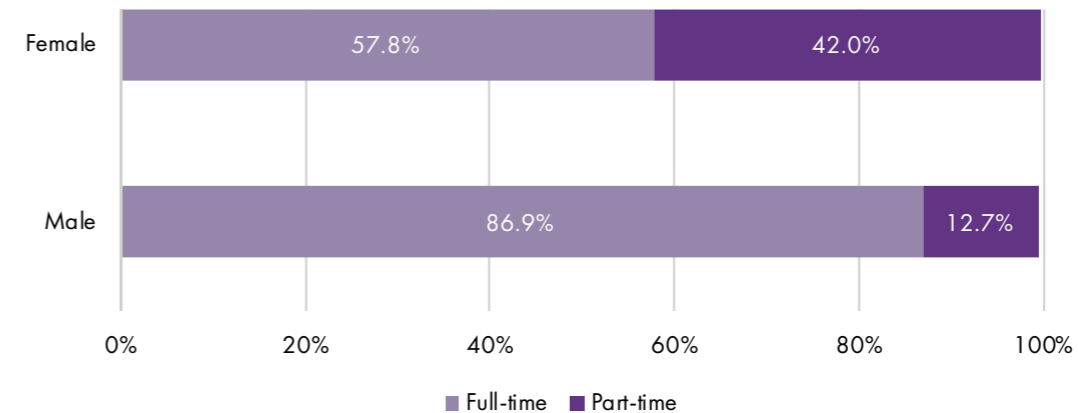
### WHAT PROPORTION OF WOMEN AND MEN AGED 16-64 ARE SELF-EMPLOYED?

Source: Annual Population Survey, Jul 2017-Jun 2018

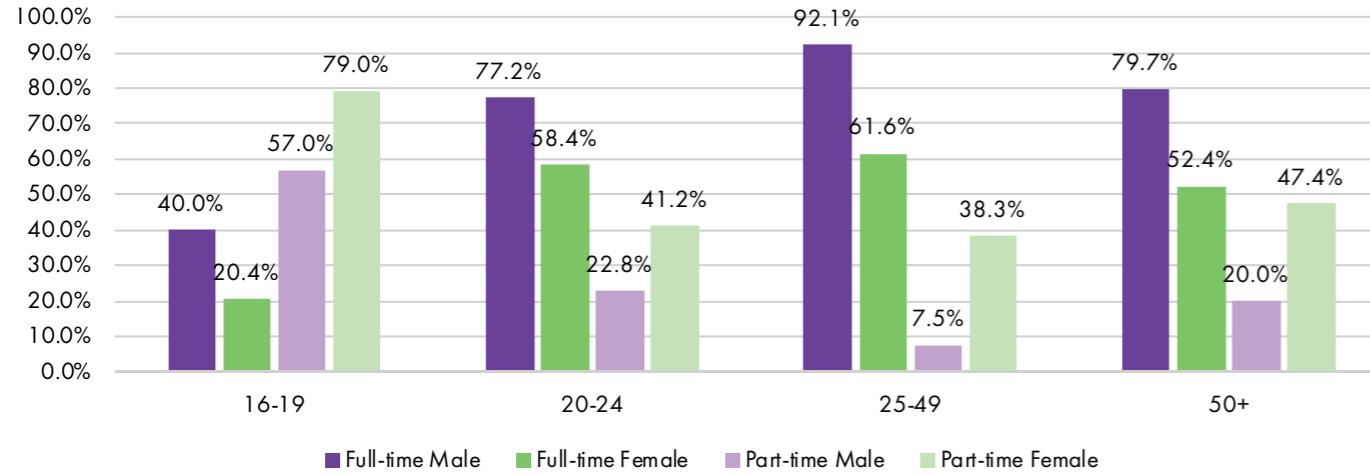


## WORKING PATTERNS

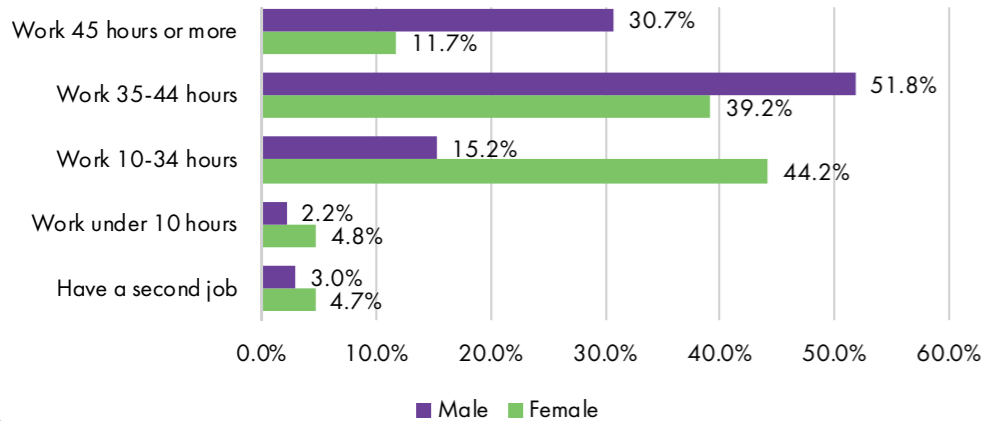
### HOW MANY WOMEN AND MEN AGED 16-64 ARE WORKING PART-TIME?



## WORKING PATTERNS BY AGE



## WORKING PATTERNS

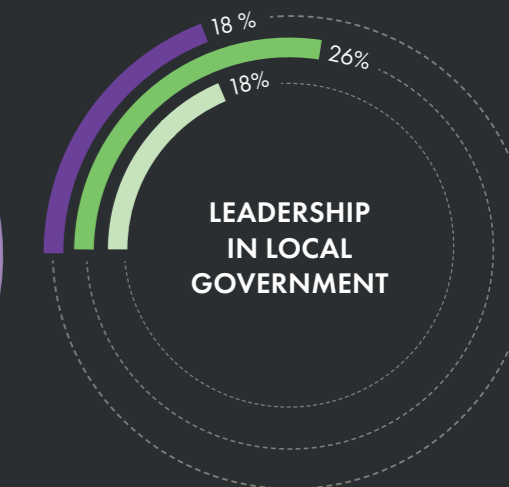
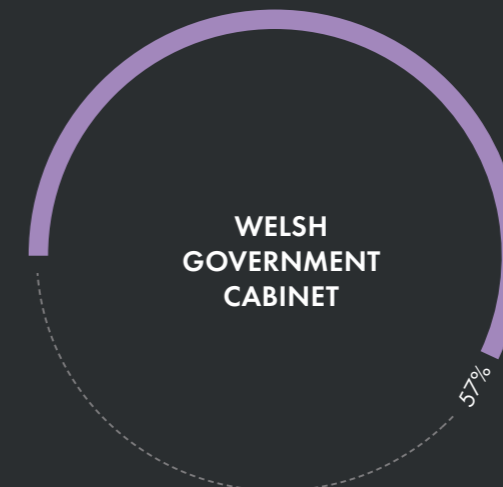
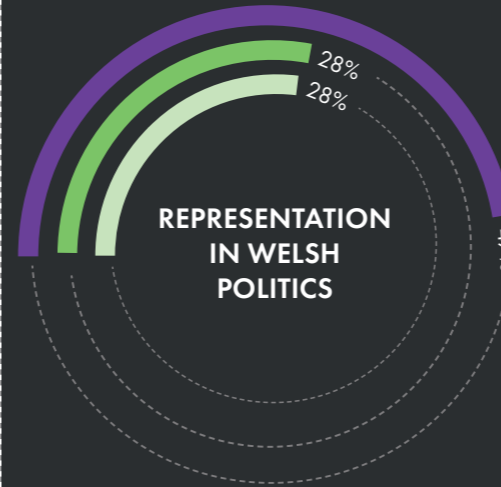


## WOMEN REPRESENTED

Women continue to be under-represented in decision-making in all walks of life, whether it's our political institutions, our public bodies or in top roles in business.

Research shows that when women are in the room different issues are discussed and that diversity in decision-making leads to better decisions.

While the National Assembly performs relatively well, a broader look at women's representation in Wales reveals a challenging picture, which demands greater effort to ensure that women's voices are more prominent in key positions.



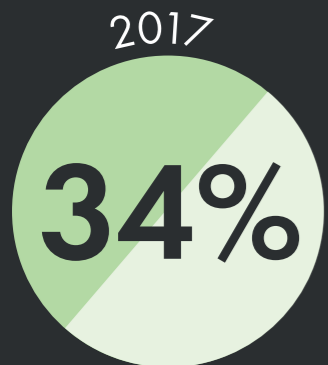
- AMs are women
- Welsh MPs are women
- Local Councillors are women

- Welsh Government Cabinet Ministers are women

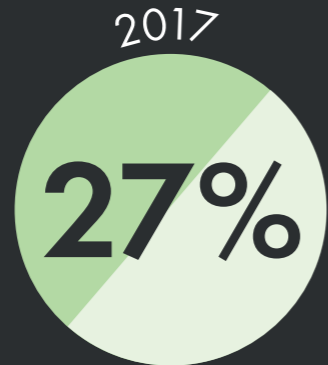
- Welsh Council Chief Executives are women
- Welsh Council Cabinet members are women
- Welsh Council Leaders are women

## POLITICAL INSTITUTIONS

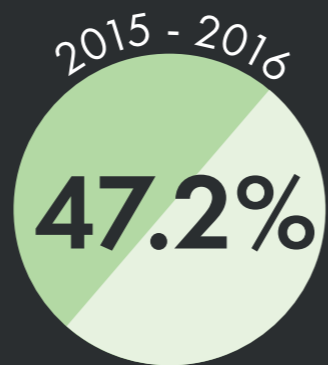
## PUBLIC LIFE



OF BOARD MEMBERS  
OF MAJOR WELSH  
GOVERNMENT SPONSORED  
BODIES ARE FEMALE



OF CHIEF EXECUTIVES  
OF MAJOR  
SPONSORED  
BODIES ARE FEMALE



OF PUBLIC  
APPOINTMENTS OR  
REAPPOINTMENTS  
WERE FEMALE

Source: EHRC; 2017

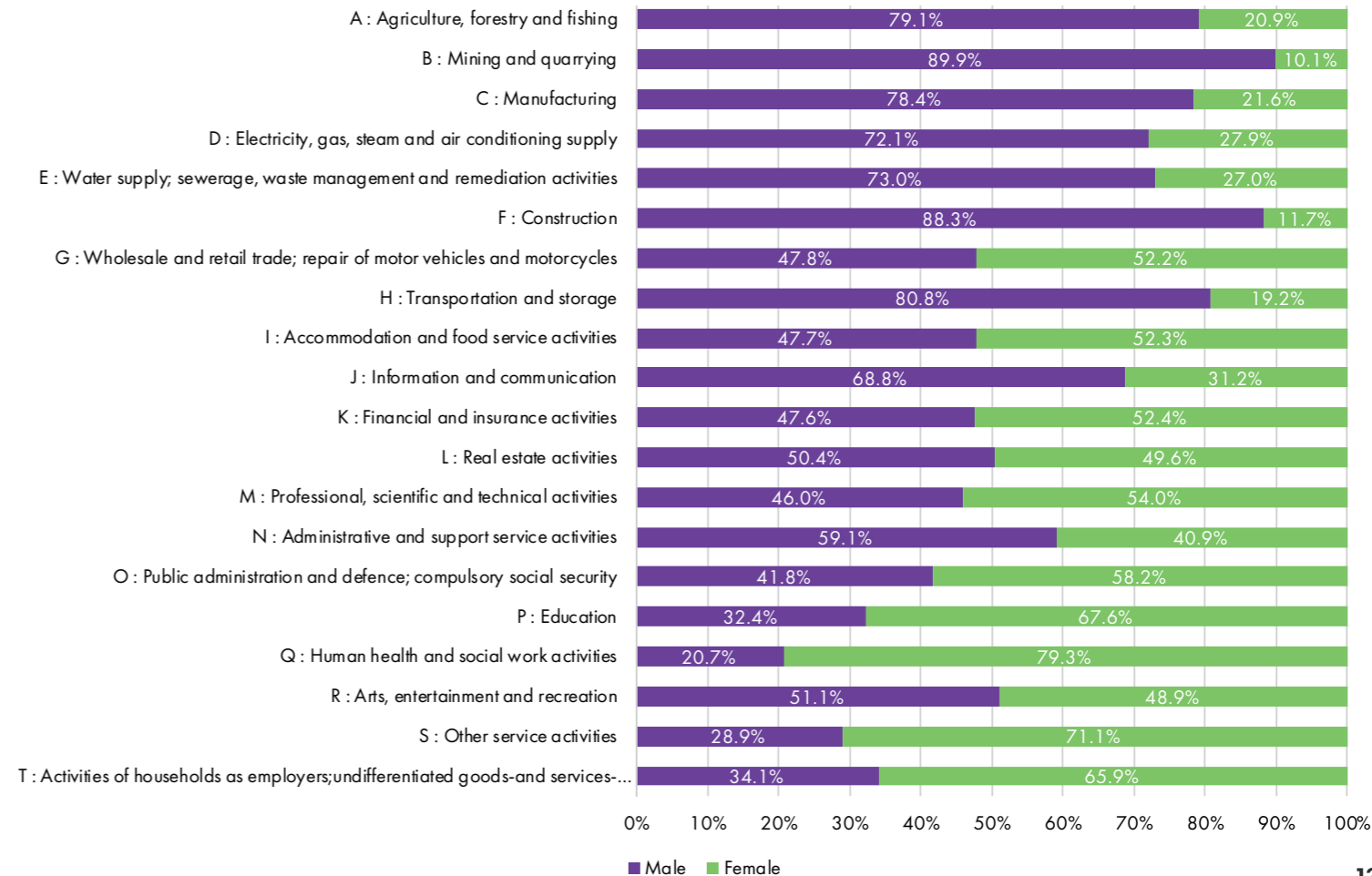
## BUSINESS AND THE WORKPLACE

Women are still under-represented in the workplace, which has an impact on pay and progression and contributes to the gender pay gap.

There are more men in top roles across most sectors and women are much more likely to be working in low paid roles (vertical segregation).

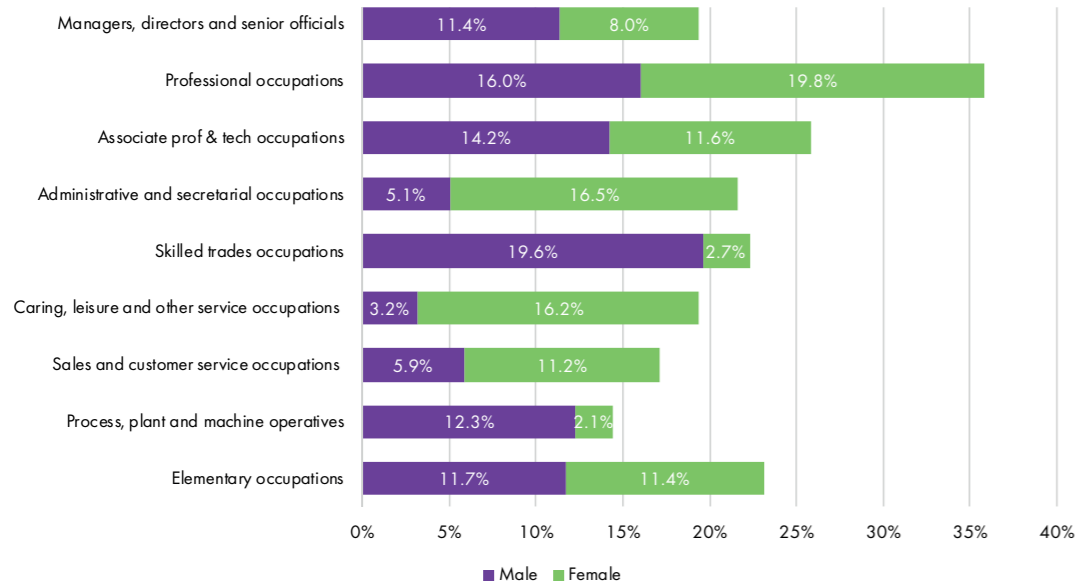
Men and women also tend to work in different sectors, with men more commonly working in sectors that offer higher pay and better progression pathways (horizontal segregation).

## WHAT IS THE GENDER BALANCE IN WELSH SECTORS?



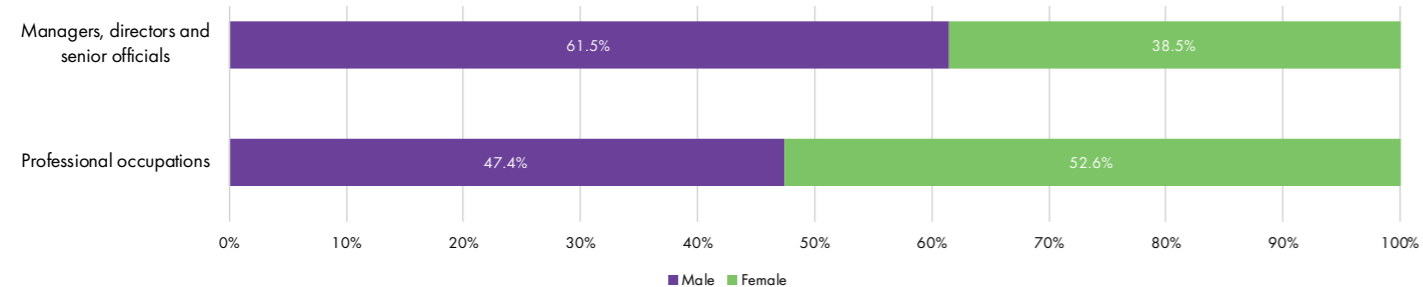


## WHICH OCCUPATIONS ARE MEN AND WOMEN WORKING IN?



**6%**  
**OF THE TOP 100 BUSINESSES IN WALES ARE LED BY WOMEN**  
 (Source: EHRC, 2017)

## WHO OCCUPIES SENIOR AND PROFESSIONAL ROLES?



## ! WOMEN AT RISK

Women can experience 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.

Women also remain at risk of harassment, abuse and violence. Whether in public places, the workplace or their own home, women continue to experience male violence, further driving inequality.

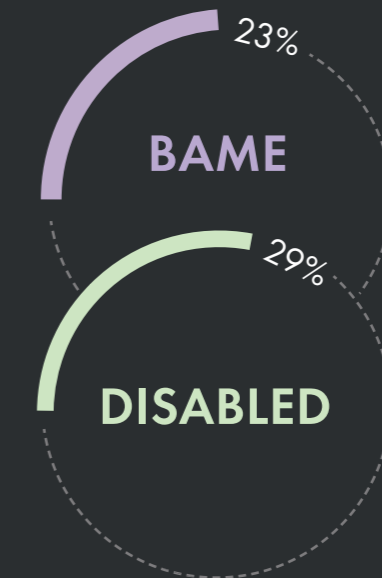
### HARASSMENT, ABUSE AND VIOLENCE

#### Rape and Sexual Assault

Total rape cases recorded by the police in England and Wales by June 2018 was **55,068**.

Rape of females aged 16 and over make up 65.4% and rape of a female child under 16 makes up 13.7% of the total rape crimes.<sup>6</sup> 79% of the survivors of rape crime were female in the last year.<sup>7</sup>

**93%**  
**OF RAPE CRISIS ENGLAND & WALES SERVICE USERS WERE WOMEN (2017-18)<sup>8</sup>**  
 Source: Rape Crisis England and Wales (2018)



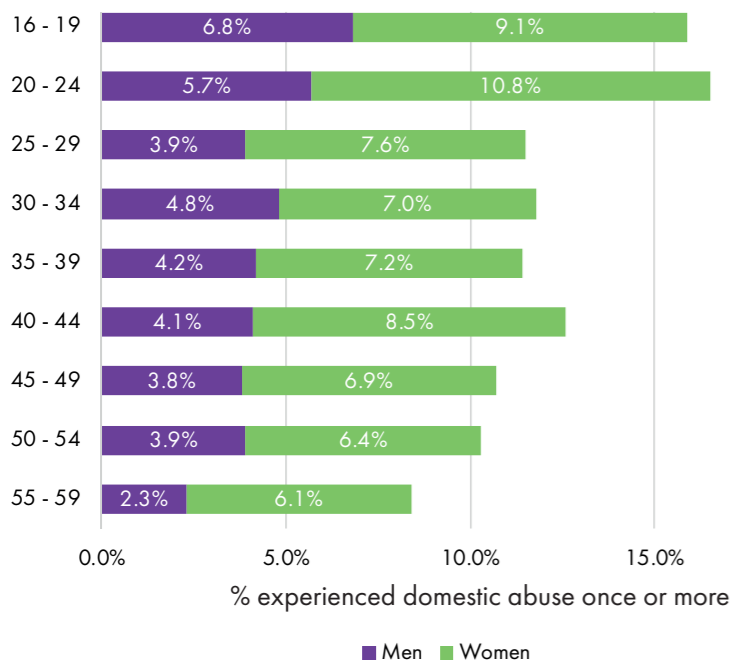
One in five women in England and Wales have experienced some type of sexual assault since the age of 16.<sup>9</sup>

More than 510,000 women (3.1% of all women aged 16-25) experienced some type of sexual assault in the past year.<sup>10</sup>

## DOMESTIC ABUSE

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

Source: ONS Domestic abuse in England and Wales - Appendix tables, 2018



36% of all offences were domestic abuse-related in Wales in 2018.<sup>11</sup> 65% of the survivors of any domestic abuse (partner or family non-physical abuse, threats, force, sexual assault or stalking) cases are women aged 16-74.<sup>12</sup>

7.9% of women aged 16-59 experienced a type of domestic abuse in England and Wales in 2018.<sup>13</sup> 69% of women aged 16-59 who were survivors of domestic abuse had experienced partner abuse, whereas 30.7% of men who were survivors of domestic abuse aged 16-59 had experienced partner abuse.<sup>14</sup>

At least **13 women** are known or are suspected to have been killed by men between 1<sup>st</sup> January - 31<sup>st</sup> December 2016. On average this is one woman killed every 28 days.<sup>15</sup>

Source: Welsh Women's Aid, State of the Sector report 2017<sup>16</sup>

## HARASSMENT AND SAFETY

**52%** of girls aged 13-21 have experienced street harassment

**63%** of girls and young women aged 13-21 don't feel safe walking home alone

**47%** experienced feeling unsafe using public transport

**33%** experienced upskirting

**24%** of girls aged 13-21 had sexist comments made about them on social media

Source: Girl Guiding Survey 2018.<sup>16</sup>

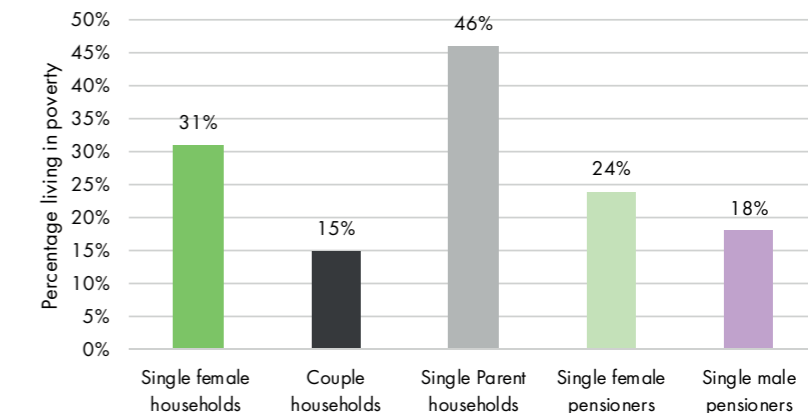
## POVERTY

Poverty rates are measured at the household level not the individual level. The assumption is that resources are shared equally within a household. Therefore, the true extent of women's poverty may in fact be hidden. Women are certainly at greater risk of poverty,

as they are more likely to be a second earner in a household, more likely to work in sectors characterised by low pay and more likely to work part-time. They are also at greater risk of poverty as a result of relationship breakdown due to their weaker labour market position.

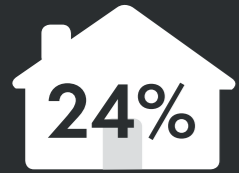
### WHO IS AT GREATER RISK OF POVERTY?

Source: Stats Wales, HBAI, 2018 - : Stats Wales People in relative poverty by family type 2014-2015 to 2016-17<sup>17</sup>



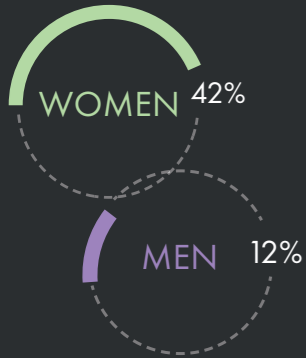
**90%**

OF SINGLE PARENTS ARE WOMEN  
SOURCE: GINGERBREAD



24%

OF HOUSEHOLDS IN WALES ARE LIVING IN RELATIVE **INCOME POVERTY**



WOMEN 42%

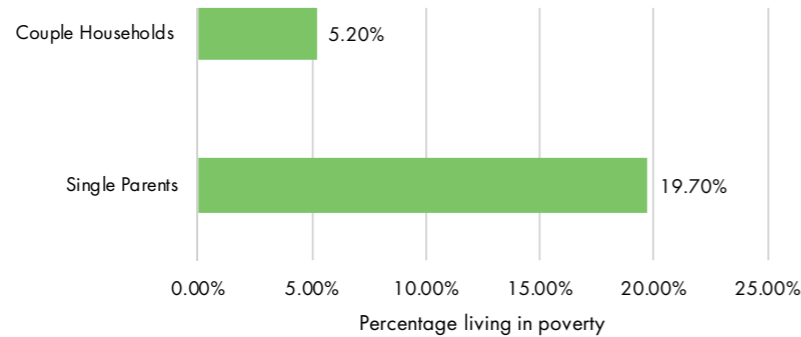
MEN 12%

**PART-TIME WORKERS IN WALES**

SOURCE: ANNUAL POPULATION SURVEY JUL 2017-JUN 2018  
ACCESSED VIA NOMIS 2018

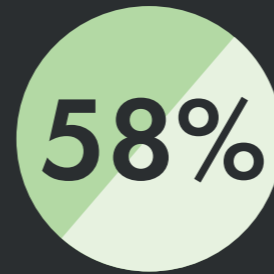
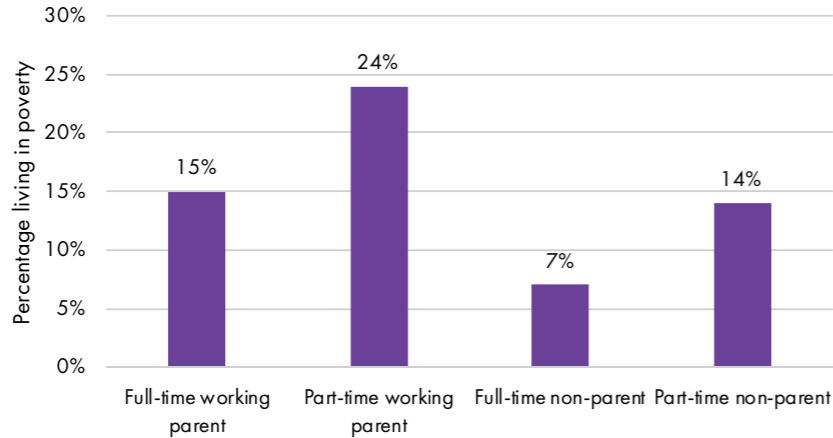
### WHO IS LIVING IN PERSISTENT POVERTY?

Source: ONS Persistent Poverty in the UK and EU 2015, June 2017<sup>18</sup>

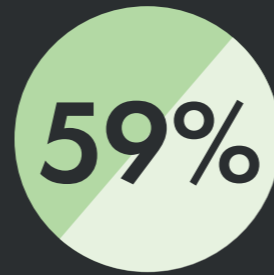


### WORKING PATTERNS AND POVERTY

Source: JRF Poverty in the UK 2018



OF WORKING AGE **BENEFIT CLAIMANTS** IN WALES ARE **WOMEN**



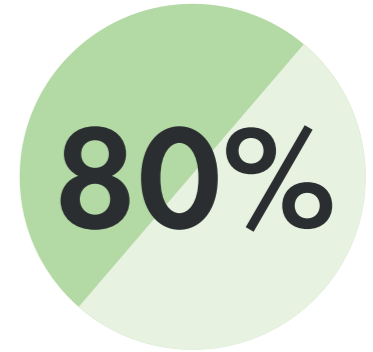
OF CLIENTS **SEEKING ADVICE** FROM CITIZENS **ADVICE** IN WALES ABOUT **BENEFITS TO TAX CREDITS** ARE **WOMEN**

### SOCIAL SECURITY AND WELFARE REFORM

Since 2010 there have been ongoing reforms and cuts to social security. The biggest change is the shift to Universal Credit, which has been widely criticised. A significant concern is the likely impact on women, as Universal Credit offers little incentive for second earners to go out to work and payment will be made to a single head of the household which further increases the risk of financial abuse.

Universal Credit has not been fully rolled out yet in Wales, so data on the impact of this change is limited. We will be closely monitoring this information, and the impact of Universal Credit will be included in future State of the Nation briefings.

Cuts made to social security spending since 2010 are also thought to have had a disproportionate impact on women.



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



## CONCLUSION

Wales rightly has high ambitions to become a world leader for gender equality. To make this a reality we need to understand where women are currently encountering inequality and ensure that action is taken. The State of the Nation briefing provides a benchmark for how well Wales is performing on key indicators and demonstrates the challenges we face.

Action is still needed to remove the barriers women encounter when engaging with the economy. We cannot afford to continue under-utilising women's skills and potential and must ensure that women can access and progress in fair work with decent pay. This will require taking steps to change our workplaces, challenge stereotypes and ensure we have a world class early years and childcare service that delivers for children while supporting parents to work.

Women's voices remain under-represented in key decision-making positions across Welsh society. The pace of change remains painfully slow; at current rates we will have to wait until 2073 before achieving gender balance in our local councils.

Political parties, public bodies and businesses must all take this issue seriously and commit to ambitious targets for improved gender representation. Work must also continue to build women's confidence, promote diverse role models and ensure traditional networks and pathways into leadership positions are opened up and become more inclusive.

The inequality women currently face leaves them at risk. Wales will not be the safest place to be a woman unless the risk of violence, harassment, poverty and isolation is eradicated. Improving women's economic situation will reduce some of these risks but there remains a need for wholesale societal and cultural change where gender-based violence becomes a thing of the past.

In 2020 we will revisit these important indicators to determine what progress has been made towards gender equality. To bring about meaningful and lasting change we need government, business and individuals to make tackling inequality a priority and to work with us to build a fairer Wales where women achieve and prosper.

## ENDNOTES

<sup>1</sup> Cebr on behalf of Chwarae Teg The Economic Value of Gender Equality in Wales Nov 2018

<sup>2</sup> Ibid

<sup>3</sup> Employment rate refers to the proportion of the population in employment; unemployment rate includes people who are without a job and have been actively seeking work as well as those who are out of work and have found a job they are waiting to start; economically inactive includes those who are out of work and have not sought work in the past 4 weeks

<sup>4</sup> Economic activity rate is the percentage of the population that constitutes available labour supply and includes those who are employed and unemployed

<sup>5</sup> Gender pay gap data source: Annual Survey of Hours and Earnings (ASHE) Workplace Analysis 2018; hourly pay excluding overtime

<sup>6</sup> ONS Sexual Offending: Crime Survey for England and Wales appendix tables 2018. <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/sexualoffendingcrimesurveyforenglandandwales-appendixtables> (Access: December 2018) (Figures retrieved from: Table A4: Police recorded crime by offence, year ending March 2003 to year ending June 2018 and percentage change between year ending June 2017 and year ending June 2018)

<sup>7</sup> Ibid.

<sup>8</sup> Rape Crisis England and Wales, Headline statistics 2017-18 <https://rape-crisis.org.uk/get-informed/rcew-statistics/>

<sup>9</sup> Crime Survey for England and Wales, ONS 2018 <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/sexualoffencesin-englandandwales/yearendingmarch2017>

<sup>10</sup> Rape Crisis England and Wales, 2018 <https://rapecrisis.org.uk/get-informed/about-sexual-violence/statistics-sexual-violence/>

<sup>11</sup> ONS Domestic abuse in England and Wales: year ending March 2018, (Access: December 2018). (Figure retrieved from: Table 6a

<sup>12</sup> Ibid. (Figure retrieved from: Table 1)

<sup>13</sup> Ibid. (Figure retrieved from: Table 2)

<sup>14</sup> Ibid. (Figure retrieved from Table 4)

<sup>15</sup> Welsh Women's Aid, State of the Sector report 2017

<sup>16</sup> Girl Guiding UK have been publishing their annual survey of girls' attitudes since 2009. A total of 1,903 girls aged 7-21 responded to the 2018 survey, this includes girls outside of guiding and right across the UK. Full data tables - <https://www.girlguiding.org.uk/globalassets/docs-and-resources/research-and-campaigns/girls-attitudes-survey-2018-tables.pdf>

<sup>17</sup> We define a person to be living in relative income poverty if he or she is living in a household where the total household income from all sources is less than 60 per cent of the average UK household income (as given by the median).

<sup>18</sup> Experiencing persistent poverty is defined as being in relative income poverty in the current year and at least two of the three preceding years.

*All information was accurate as of December 2018*