



# STATE OF THE NATION



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## INTRODUCTION

2022 marks Chwarae Teg's 30th year, and our fourth *State of the Nation* report. Since our inception we have been focused on tackling the causes of gender inequality in the Welsh economy, with the goal of securing a fairer Wales where women achieve and prosper. Over these 30 years, a lot has changed.

We've got stronger legal protections in place for equality, we have a Welsh Government and Senedd that continues to prioritise equality and we've made good progress on measures such as women's employment, education and income levels. However, as the figures in this year's *State of the Nation* report show, there is still much to do to secure a gender equal Wales.

The Covid-19 pandemic continued to cast a shadow over 2021. And with the emergence of the Omicron variant, the pandemic is far from over. Its impact on the figures this year are less stark, but there remains a need to closely measure the impact of Covid-19, and any measures taken to protect public health, through an intersectional gender lens to ensure that no-one is left paying a higher price.

We must also heed the wake-up call the pandemic has provided in highlighting the extent of inequality in Wales and the UK, and how this left so many people more vulnerable to both the health and economic impacts of the crisis. Tackling long-standing and deep-rooted structural inequality is imperative for Wales' future resilience and well-being.

The data presented throughout this report again paints a mixed picture. Progress is being made in some areas – the proportion of women working part-time has reduced, which has the potential to help close the gender pay gap if this trend continues and if it is the result of more agile working opening up employment options. Women's representation in the Senedd has held relatively steady and we saw the first woman of colour elected, something that was long overdue. Women's representation among public appointments also held steady.

However, there remain some persistent issues. The gender pay gap actually widened slightly in Wales this year, a reminder that progress is not guaranteed. Women also remain four times more likely to cite childcare as the reason for being "economically

inactive”, as this is understood in traditional terms, ignoring the value of women’s unpaid work. Representation of Black, Asian and Minority Ethnic people and disabled people among public appointments remains very low, and it’s still not possible to consider this data in an intersectional way. Women are under-represented among business leaders and as Managers and Directors, and sectors such as construction and transportation remain heavily segregated on the basis of gender.

It’s in terms of women at risk where the figures are most stark. Women remain at far greater risk of violence, but despite additional funding during the pandemic, specialist services remain under pressure, and conviction rates for sexual assault and rape are unacceptably low. Poverty rates have increased, with single parents still being at greatest risk of living in poverty. And while overall the number

of people claiming Universal Credit has flattened as lockdowns have eased, women remain more likely to be in receipt of Universal Credit, and more likely to be in-work **and** claiming Universal Credit.

The current context provides both challenges and opportunities for those working for equality. The pandemic continues to affect our lives and put pressure on public finances, how and where we work is changing as remote and agile working becomes more common and our economic focus is shifting in response to the climate crisis, towards green and carbon-zero industries. Politically there are also challenges, with ever greater divergence between the UK and Welsh governments, the loss of EU-funding and lack of clarity about what will replace it, and a so-called “war on woke-ism” which makes it much harder to pursue progressive policies focused on tackling the root causes of inequality.

This environment, and the data set out in this report, only make the need to keep pushing for change, and for change to happen at a faster pace, all the more important. Since Chwarae Teg’s inception 30 years ago, we have made a lot of progress; but, there is more to do to secure the green, caring and equitable Wales we need. Our vision remains a fairer Wales where **all** women achieve and prosper, and we will continue to work with government, business, our sister organisations and our supporters to make sure that this vision is made a reality before Chwarae Teg turns 60.

## WE EXIST TO SUPPORT:



### 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

While intersectionality is something that we and many others have put at the heart of what we do for a number of years, it has recently grown in prominence, and become a much firmer focus of Welsh Government and others in Wales. It is a term that can be misunderstood, as intersectionality is complex and adopting an intersectional lens is made harder by ongoing data challenges.

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. An intersectional approach is critical to being able to do this.

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. It is not a case of simply adding together different experiences. For example, a Black woman's experiences will differ from those of a White woman and a Black man, precisely because of the way that gender and race interact and shape their experiences, opportunities and outcomes.

Embedding a truly intersectional approach into policymaking 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.

While progress is being made, data can be a challenge when it comes to intersectionality, particularly in Wales where sample groups can be small and data is not always available on a disaggregated basis. 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. Over the past year we have seen positive moves from Welsh Government with greater understanding of how evidence based on lived experiences can

provide much needed insight into how decisions are affecting different groups. We've also seen the creation of an Equality Data Unit and Race Disparity Unit within government to

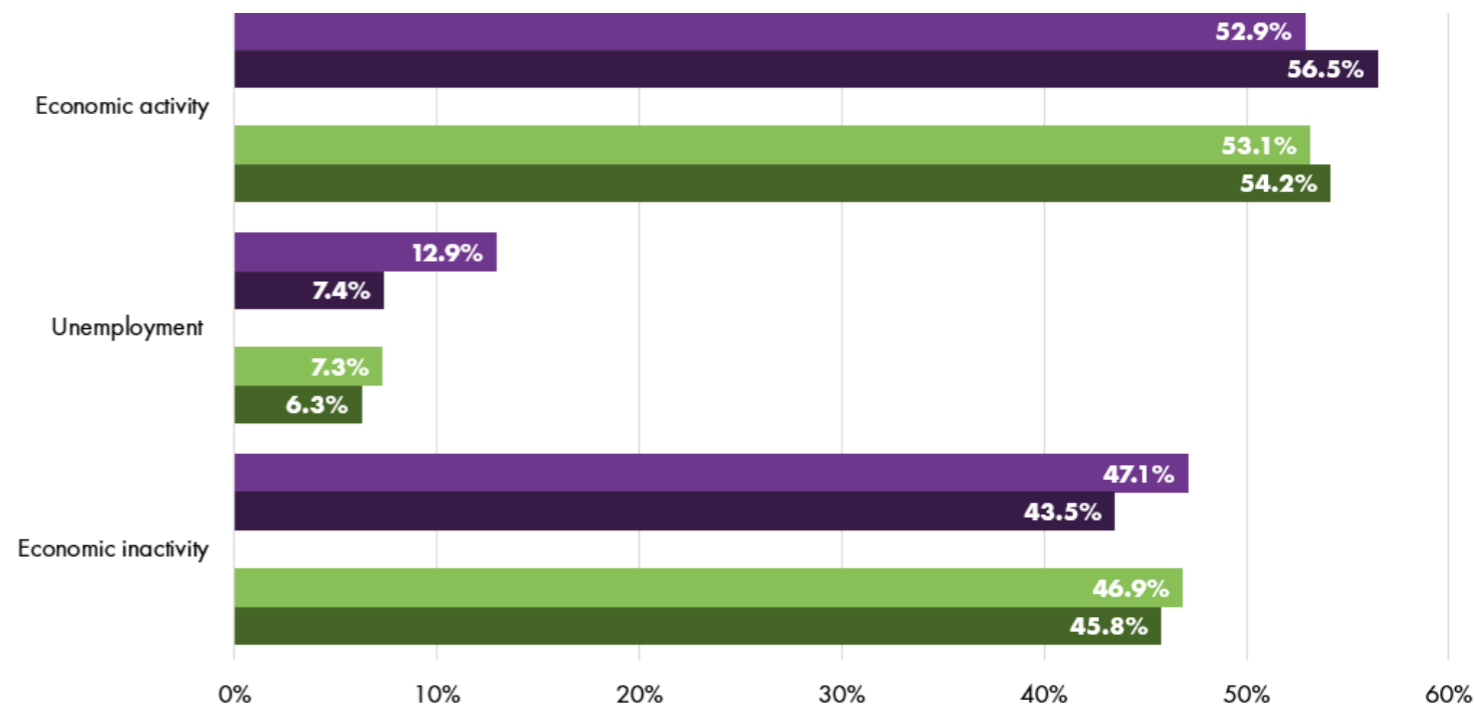
strengthen equalities evidence and analysis. This work must continue and be accompanied by training and upskilling, as recommended in the Gender Equality Review, to enable

everyone involved in making decisions about spending and public policy to embed intersectional, equalities analysis into all that they do.

## DISABILITY AND ECONOMIC ACTIVITY 2020-2021

Source: Annual Population Survey, July 2019-June 2020 and July 2020-June 2021

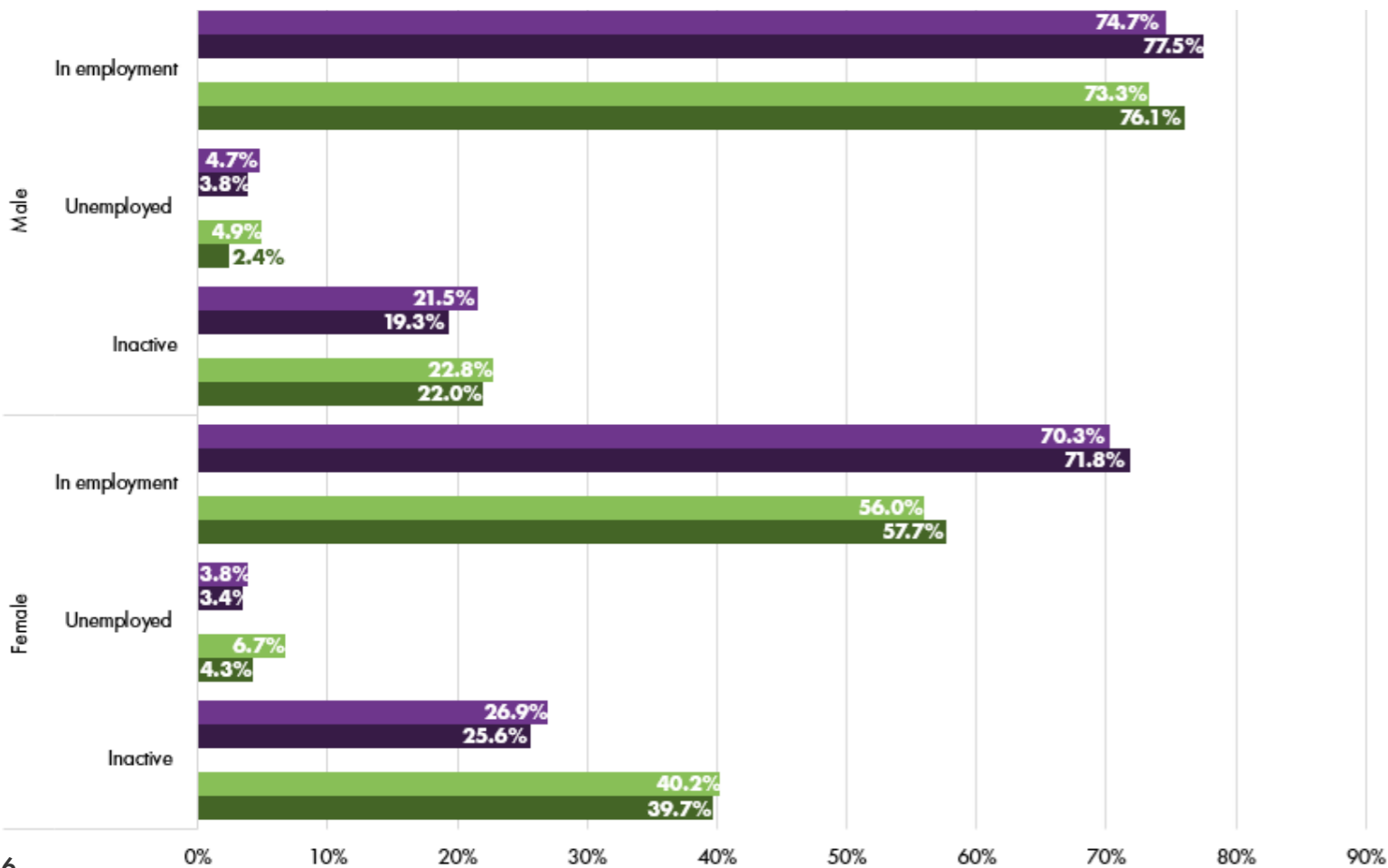
Male 2021 Male 2020 Female 2021 Female 2020



## EMPLOYMENT STATUS BY GENDER AND ETHNICITY

Source: Annual Population Survey, July 2019-June 2020 and July 2020-June 2021

White 2021 White 2020 Ethnic Minority 2021 Ethnic Minority 2020



# 72%

of **working mothers** worked **fewer hours** and **cut their earnings** due to a **lack of childcare** during the first lockdown<sup>1</sup>



# 89%

of people plan to work in a **hybrid** way going forward<sup>2</sup>

## COVID-19

Covid-19 has continued to affect all aspects of our lives this past year and with the emergence of new variants it's likely that this will continue to be the case. The impact on the data has been less severe this year as many sectors reopened and schools and formal childcare settings remained open. The economic data suggests that the impact of the pandemic was "v-shaped", i.e. a sharp drop followed by a quick return to pre-pandemic levels, although with new variants and potentially further economic disruption we will need to closely monitor whether this bears out over the coming months.

Other impacts were more marked. Our report *One Big Juggling Act* published in 2021 found that the impact of childcare and home-schooling on women had been significant, affecting their ability to work and their mental health.

We also witnessed a rapid, and likely

permanent, shift in how and where we work. Many businesses with office-based roles have maintained a hybrid approach, where staff split their time between working remotely and working in the office. Few expect a wholesale return to offices.

However, it's important to remember that the pandemic isn't over, and the long-term impacts are not yet known. Will this shift in how and where we work benefit women as we expect? What impact will Omicron have on us? What will be the long-term impact on sectors hit hard during the pandemic, such as health and social care, hospitality and retail, where women dominate the workforce?

Against this backdrop it's critical that the impact of Covid-19 on different groups is closely monitored. The need for evidence-led policy and decision making and for disaggregated equalities evidence has never been more important.



## WOMEN IN THE ECONOMY

We are yet to achieve gender equality in the economy. Women still experience barriers that men do not, and our economic systems, structures and policies continue to recreate and reproduce inequality. 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. Economic data suggests that the impact of the pandemic has been less severe than feared, with many indicators returning to pre-pandemic levels. We also see a slightly larger immediate impact on men's economic activity and employment rates. However,

we would again urge caution when reading these stats as the pandemic is still very much with us. We are potentially looking at more economic disruption as sectors are closed, restrictions are placed on where and with whom we can socialise and schools are impacted by closures and self-isolation. All of this disruption comes without the safety net of the furlough scheme, which protected many jobs over the past year. Without adequate safety nets in place, it's likely that job losses will occur, and that those with caring responsibilities will have to reduce their hours or potentially leave the workplace. We will have to keep a close eye on the equality implications of this ongoing and changing situation.

The gender pay gap is often used as a top-line indicator of equality in the workplace as it demonstrates the impact of inequality in the labour

market on average incomes. In 2021, the gender pay gap in Wales increased from 11.8% to 12.3%, due to a larger increase in men's hourly pay. We also see significant variation across different parts of Wales, reaching as high as 25% in Torfaen and as low as 1.9% in Conwy. Gender pay gap data for Wales remains volatile, partly due to sample size, but it's clear that progress towards eradicating income inequality is neither consistent nor rapid.

Overall, there have been no significant changes in employment or economic activity rates for women, although this differs for younger age groups. Women aged 20-24 saw the biggest increase in economic activity, up 4.7% from last year, while the biggest increase in unemployment is among young men and women. Support for younger workers who lost jobs due to the pandemic will likely be needed.

The rate of unemployment among ethnic minority women remains higher than among white women, and is now higher than before the pandemic.

Women remain four times more likely to cite looking after family or home as the reason for being economically inactive. While the measure of "economic inactivity" remains problematic in that it fails to recognise the value of unpaid work, this figure does emphasise the ongoing impact of caring on women's ability to enter into paid work. It's likely that caring responsibilities also affect the larger gender gap witnessed in working patterns among older age groups, where women are much less likely to be working full-time compared to men.

One positive shift this year is the reduction in the proportion of women working part-time, which has reduced by around 3%. If this is the beginning of a trend, and is the result of greater use of agile and inclusive working

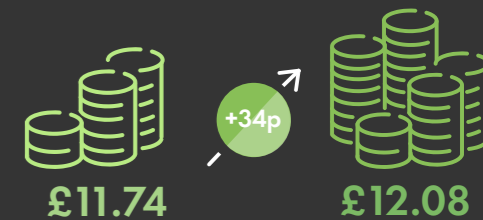
practices opening up employment opportunities, then this could play a role in reducing the gender pay gap. We will need to closely monitor this data next year and beyond to determine whether this is a positive trend. Monitoring employer behaviour will be important to ensure that agile working is not just seen as something to use in response to the pandemic, but is recognised as a more productive and inclusive way of working.

Inequality in the economy will only be eradicated when women are able to enter and progress in work in the same way as men. There are many actions needed to achieve this, but the impact of caring responsibilities cannot be ignored. Investment in childcare by government, support with caring costs by employers and far greater adoption of agile and inclusive working practices have to be a priority if we are to see more significant shifts against the indicators in this section of our *State of the Nation* report.

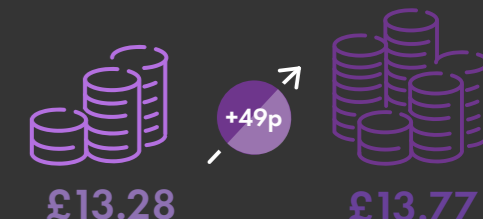
## HOURLY PAY

2020 2021

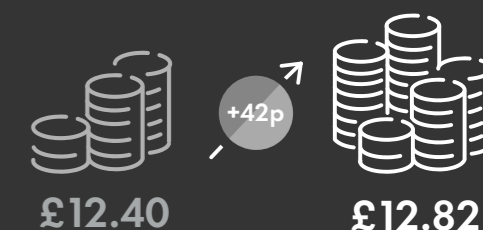
FEMALE EMPLOYEES MEDIAN HOURLY PAY



MALE EMPLOYEES MEDIAN HOURLY PAY



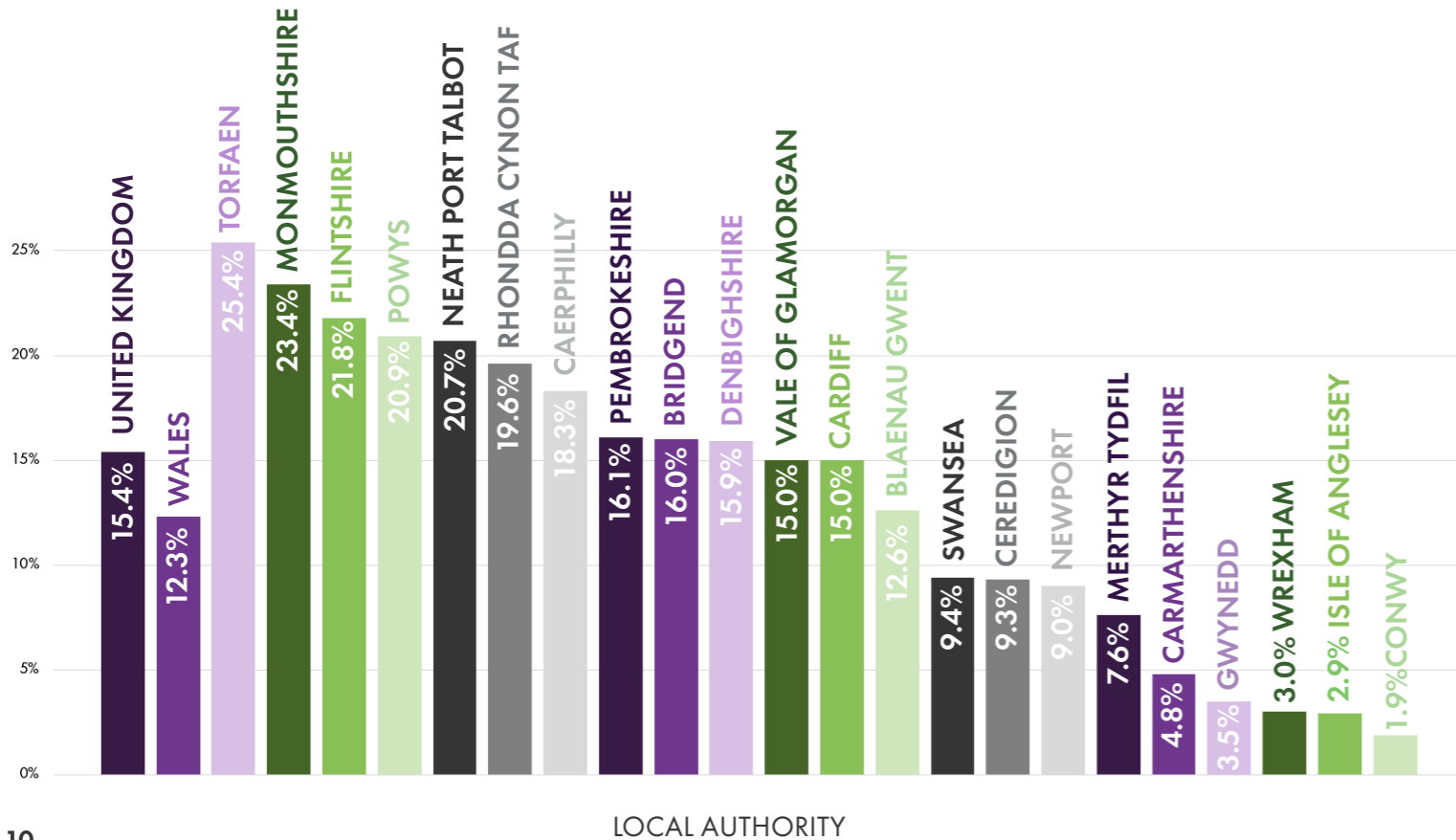
EMPLOYEES IN WALES MEDIAN HOURLY PAY



Source: Annual Survey of Hours and Earnings (ASHE), Workplace Analysis, 2019-20

## GENDER PAY GAP BY LOCAL AUTHORITY

Source: ASHE, Workplace Analysis, 2021



## GENDER PAY GAP, COMPARISON OF WORKERS 2020-2021

LOCAL AUTHORITY	2020	2021	DIFFERENCE
UNITED KINGDOM	15.5%	15.4%	-0.1%
WALES	11.6%	12.3%	0.7%
TORFAEN	27.7%	25.4%	-2.3%
MONMOUTHSHIRE	7.1%	23.4%	16.3%
FLINTSHIRE	18.5%	21.8%	3.3%
POWYS	15.4%	20.9%	5.5%
NEATH PORT TALBOT	19.0%	20.7%	1.7%
RHONDDA CYNON TAF	22.5%	19.6%	-2.9%
CAERPHILLY	8.5%	18.3%	9.8%
PEMBROKESHIRE	5.0%	16.1%	11.1%
BRIDGEND	4.3%	16.0%	11.7%
DENBIGHSHIRE	13.0%	15.9%	2.9%
VALE OF GLAMORGAN	14.8%	15.0%	0.2%
CARDIFF	13.8%	15.0%	1.2%
BLAENAU GWENT	15.0%	12.6%	-2.4%
SWANSEA	1.9%	9.4%	7.5%
CEREDIGION	-13.5%	9.3%	22.8%
NEWPORT	20.1%	9.0%	-11.1%
MERTHYR TYDFIL	1.9%	7.6%	5.7%
CARMARTHENSHIRE	1.3%	4.8%	3.5%
GWYNEDD	-7.5%	3.5%	11.0%
WREXHAM	12.3%	3.0%	-9.3%
ISLE OF ANGLESEY	-4.2%	2.9%	7.1%
CONWY	-7.2%	1.9%	9.1%

**78.4%**  
**MALES**

AND

**72.4%**  
**FEMALES**

AGED

**16-64**  
**YEARS**

ARE



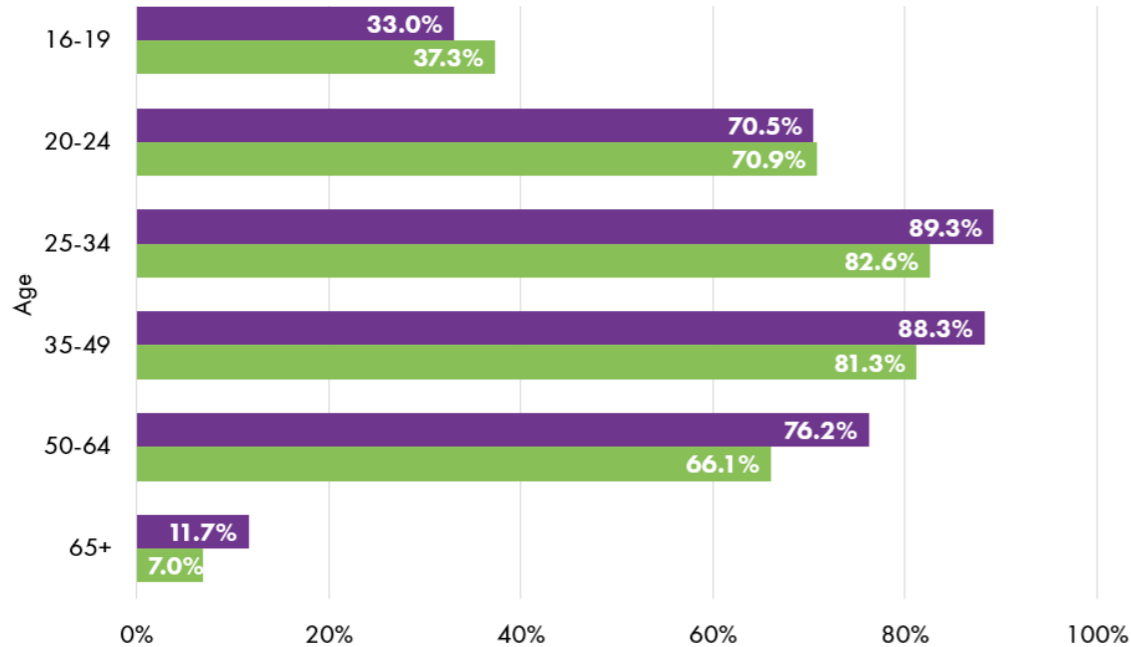
**ECONOMICALLY**  
**ACTIVE**



## ECONOMIC ACTIVITY

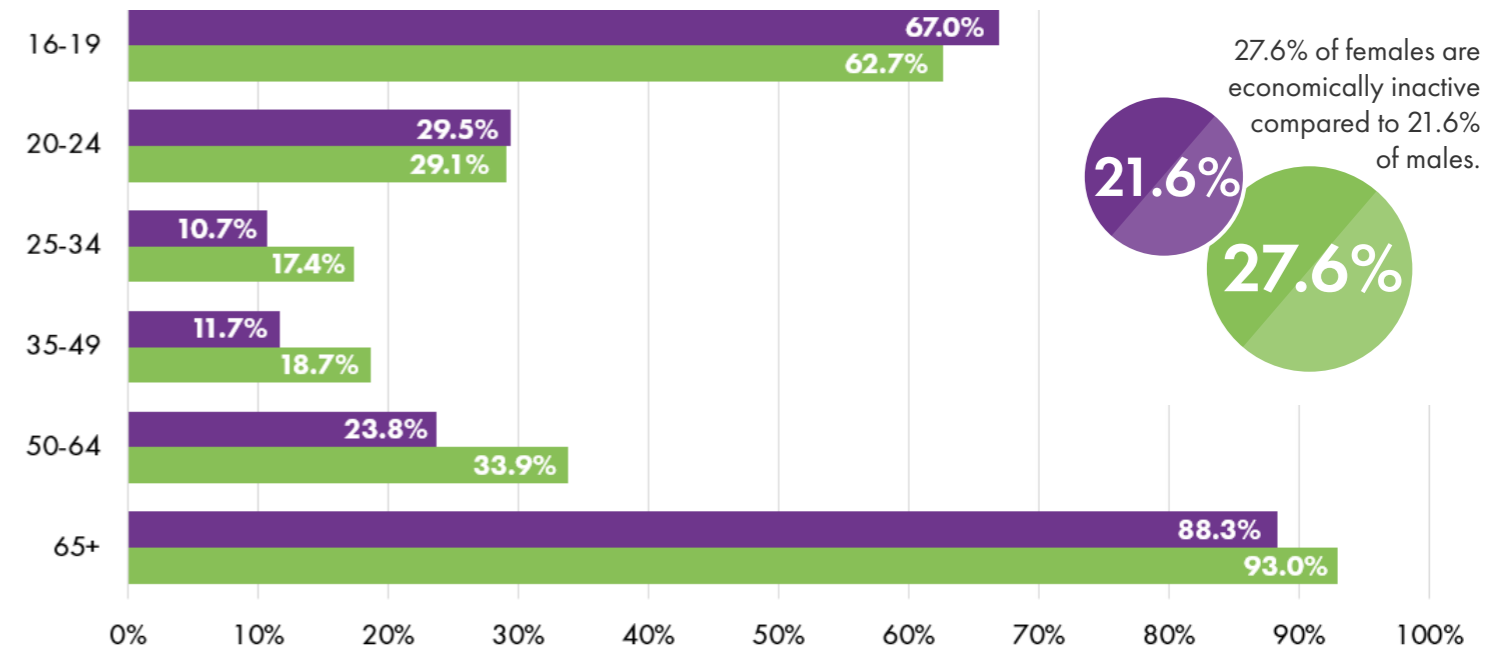
### ECONOMIC ACTIVITY RATE BY GENDER AND AGE

Source: Annual Population Survey, July 2020-June 2021



### ECONOMIC INACTIVITY RATES BY GENDER AND AGE

Source: Annual Population Survey, July 2020-June 2021

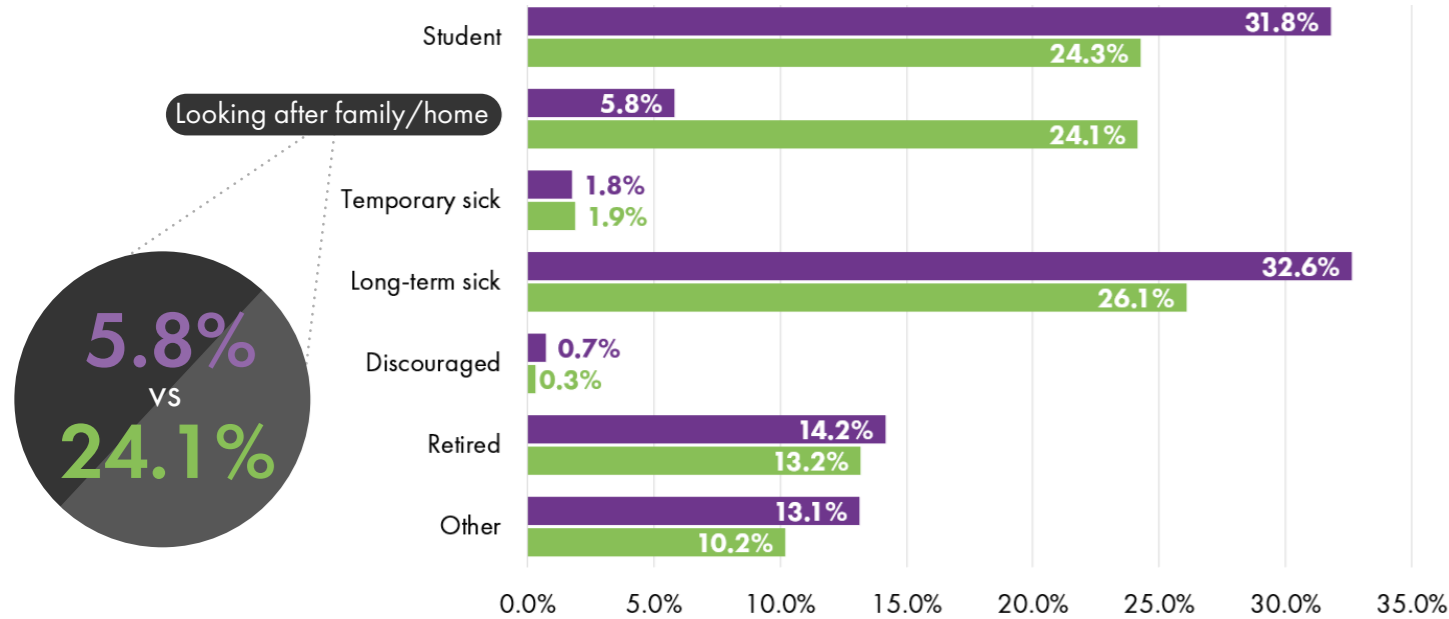


\*There is no significant change in economic activity rates compared to last year

## WHY ARE WOMEN AND MEN ECONOMICALLY INACTIVE?

Source: Annual Population Survey, July 2020-June 2021

Male Female

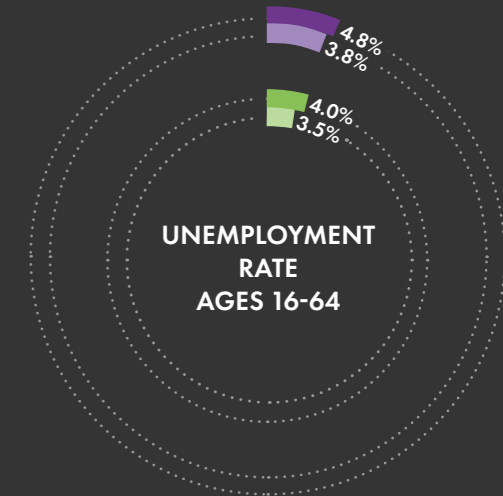
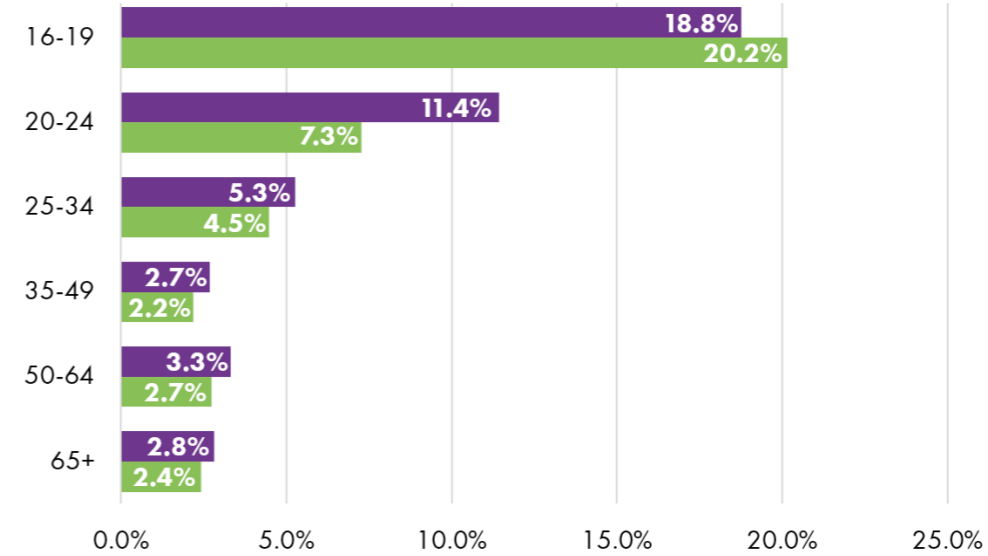


## EMPLOYMENT AND UNEMPLOYMENT RATES

### UNEMPLOYMENT RATES BY GENDER AND AGE

Source: Annual Population Survey, July 2020-June 2021

Male Female



Male 2021 Female 2021  
Male 2020 Female 2020

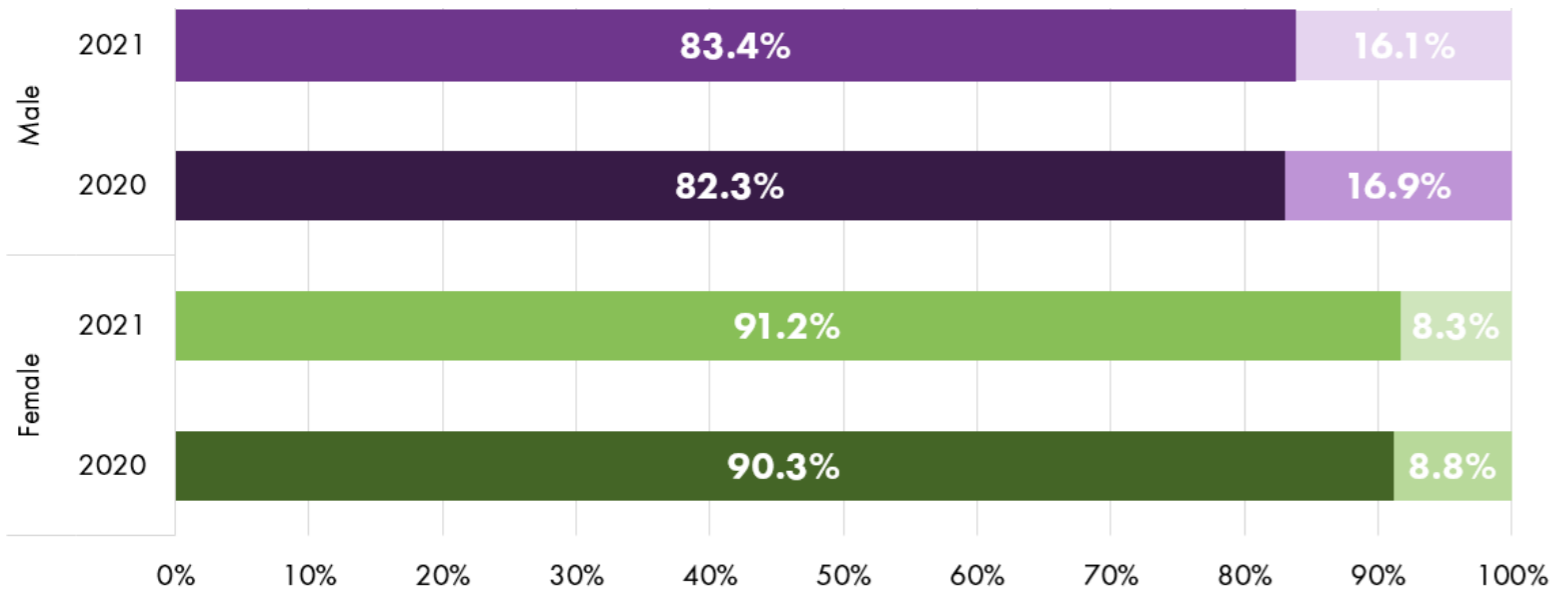


## SELF-EMPLOYMENT

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

Employees Self-employed

Source: Annual Population Survey, July 2019-June 2020 and July 2020-June 2021

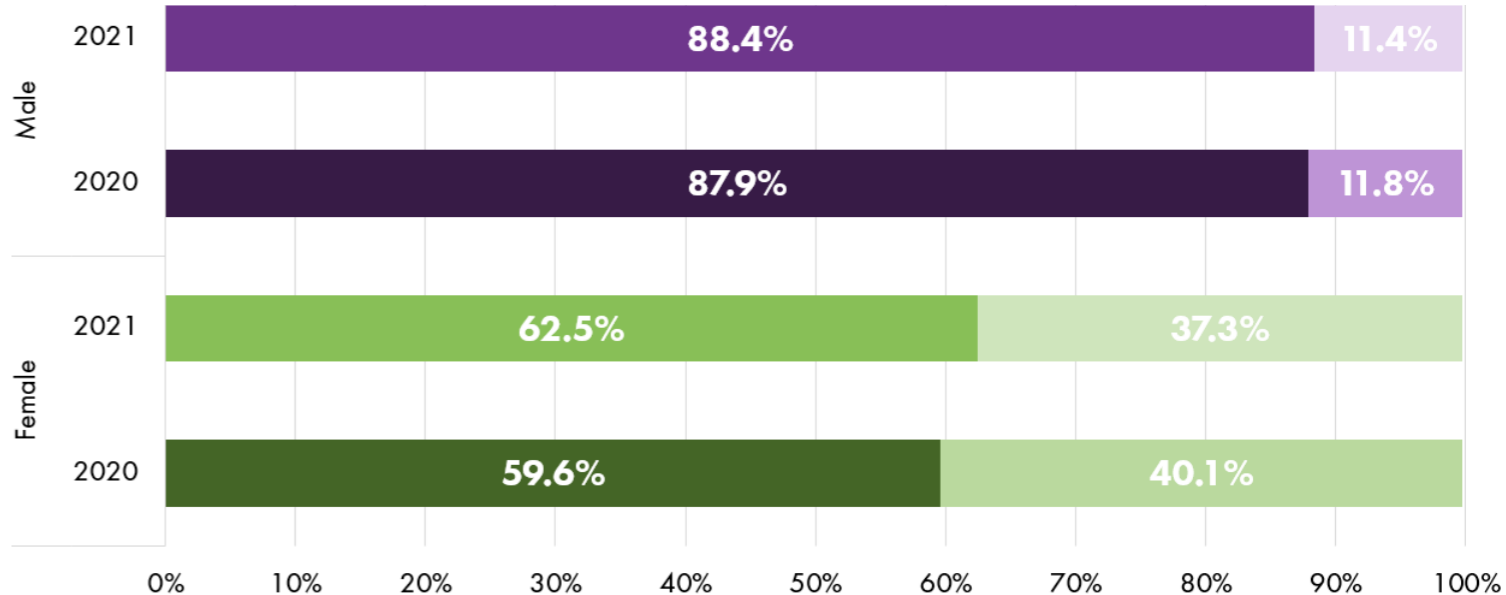


## WORKING PATTERNS

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

Full-time Part-time

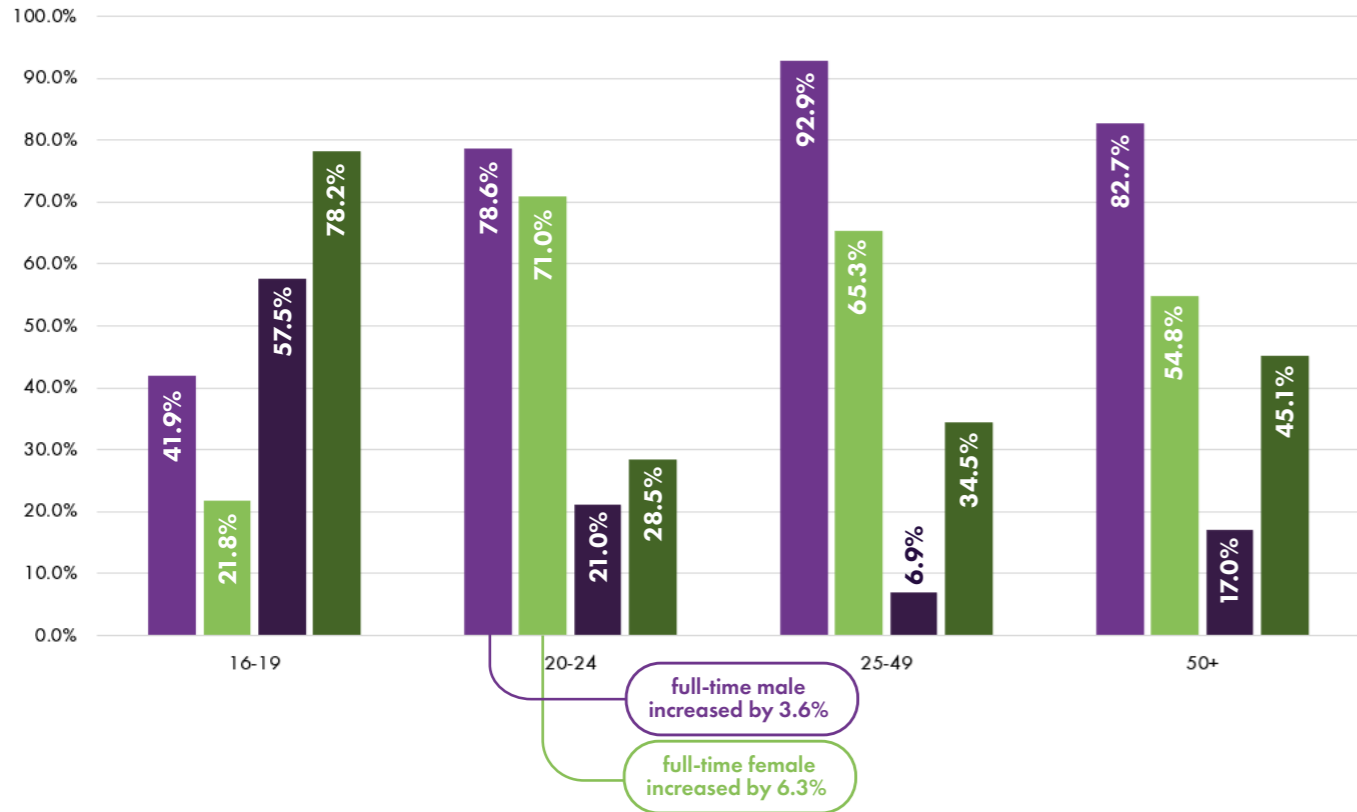
Source: Annual Population Survey, July 2019-June 2020 and July 2020-June 2021



## WORKING PATTERNS BY AGE

Source: Annual Population Survey, July 2020-June 2021

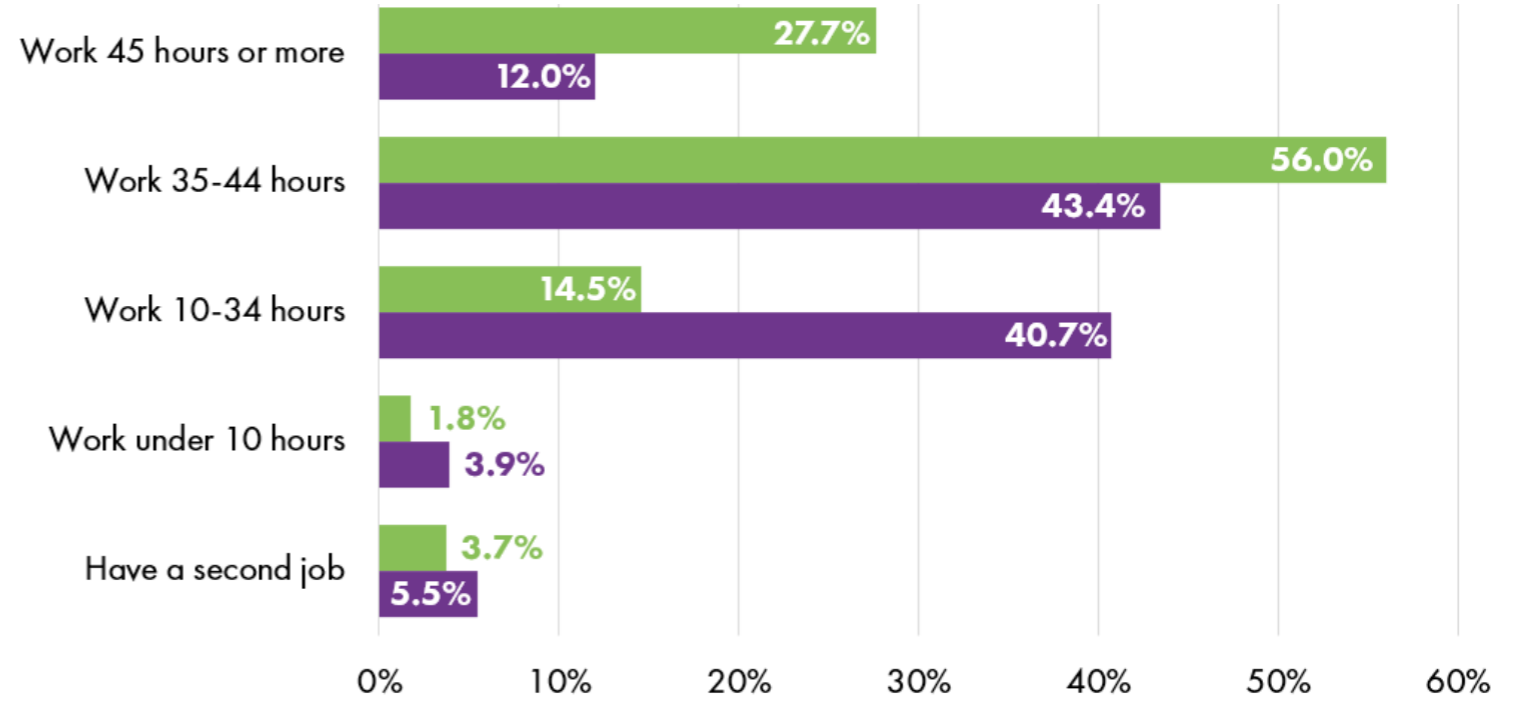
■ Full-time Male
 ■ Full-time Female
 ■ Part-time Male
 ■ Part-time Female



## WORKING PATTERNS BY HOURS

Source: Annual Population Survey, July 2020-June 2021

■ Male
 ■ Female





## WOMEN REPRESENTED

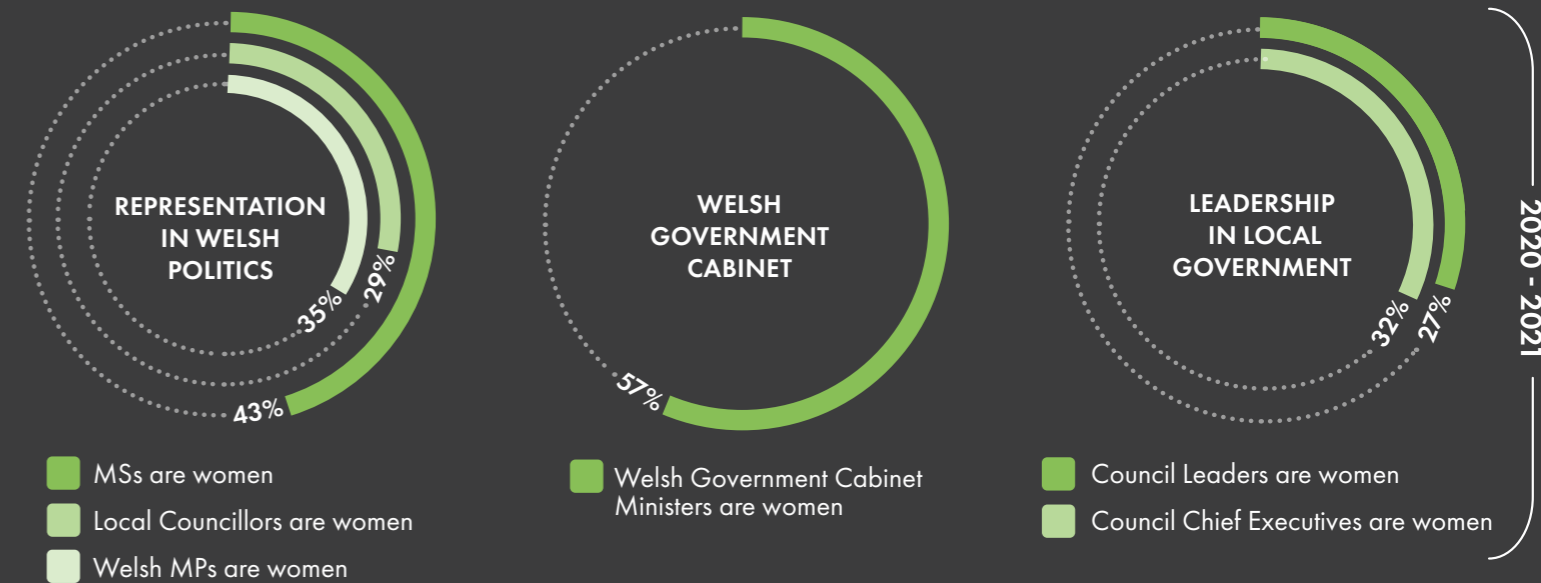
Women's representation matters. Having diverse voices in the room ensures that different issues, and different perspectives are discussed. This diversity is vitally important in public life, where decisions that affect our day-to-day lives are taken.

Following the Senedd elections in May 2021, 43% of our MSs are women. While this is a slight drop from where we ended the last Senedd term it is broadly in-line with the figures immediately following the 2016 election. We also saw the first woman of colour elected to the Senedd, something that was long overdue. While not quite gender balanced, the

Senedd still has a higher proportion of women than among Welsh MPs and councillors. However, the extent to which the Senedd is gender balanced remains highly dependent on Labour performing well as the party that has made greatest use of positive action measures.

We see little change in relation to local government, and will need to wait to see what impact the local elections in May 2022 have. We need to see significantly more women elected as local councillors and this translate into higher numbers of women in local government cabinets and as leaders.

With regards public appointments, it's positive to see the proportion of women holding steady at around 50%, but there is still much more to be done to increase the proportion of appointments from Black, Asian and Minority Ethnic people and disabled people. It is still not possible to consider this data in an intersectional way, likely due to the low numbers of people appointed from other equality groups, however implementation of the *Reflecting Wales in Running Wales* strategy must be done in an intersectional way.





## 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. It also left women more vulnerable to both the health and economic impacts of the pandemic.

Across the different sectors of the economy, we see little significant change. The biggest gender gaps, where either men or women dominate the workforce, are observed in agriculture, manufacturing, construction, transportation, health and education. Progress in the ICT sector has stalled, with women making up around a third of the workforce. This segregation will need to be carefully considered and addressed, as we see a greater shift towards green industries and sectors, to ensure that women are

not left behind. Without action this segregation will become entrenched in new and emerging sectors and women will continue to miss out on the opportunities for higher pay and better progression often seen in these sectors. Addressing segregation across sectors and occupations must be a priority for governments, business and educators to ensure that the pace of change quickens.

We see little change in the proportion of women among managers and directors, which sits stubbornly at 39%.

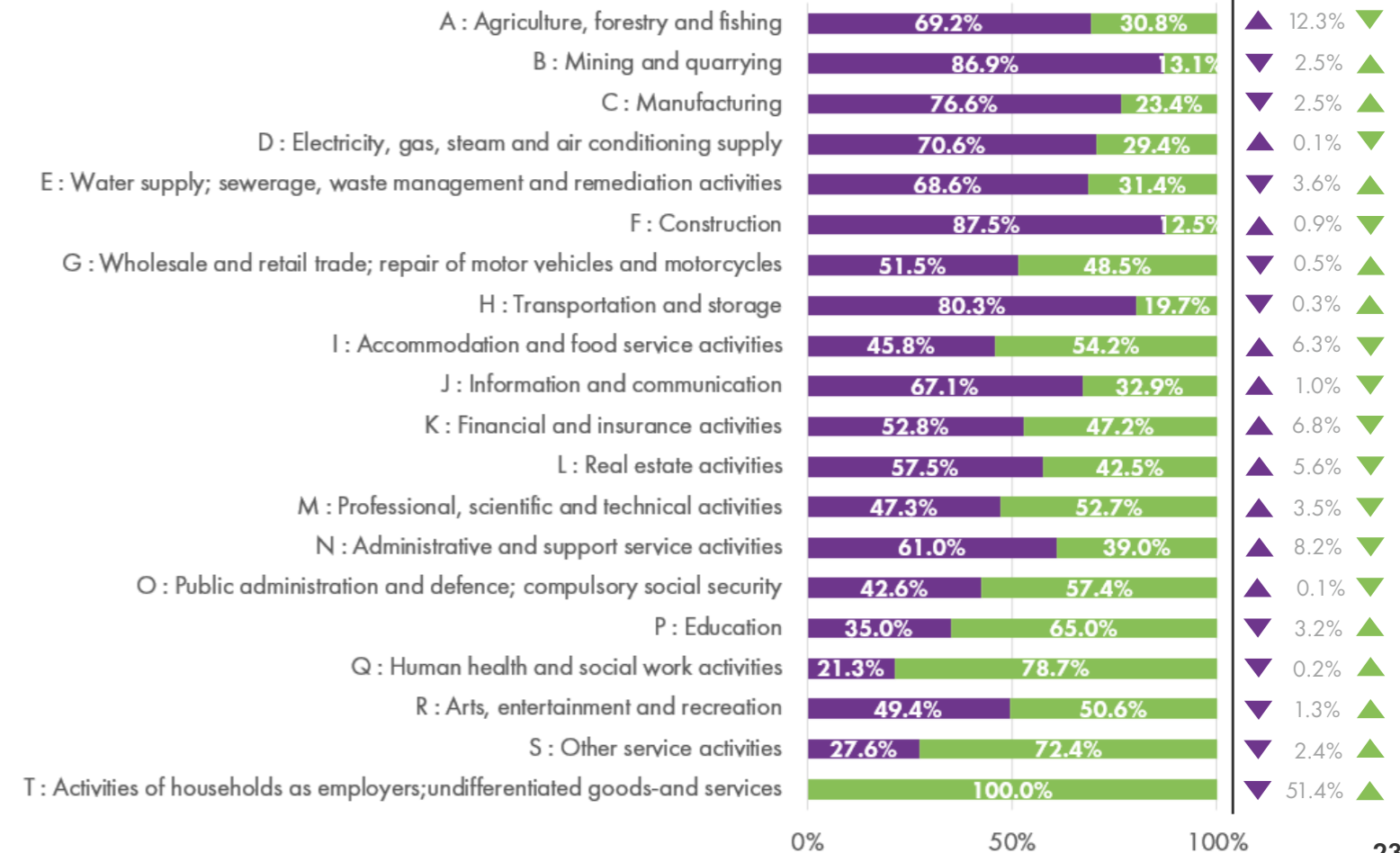
In terms of business leaders, it's been difficult to find a reliable, annual data source so we've not been able to look at the proportion of women leading the top or fastest growing businesses in Wales this year. However, we see that just 14% of SMEs in Wales are

led wholly by women. This is in-line with the UK figure but demonstrates a significant under-representation of women in leadership roles in a sector that is key to Wales' economic performance.

## WHAT IS THE GENDER BALANCE IN WELSH SECTORS SIC2007?

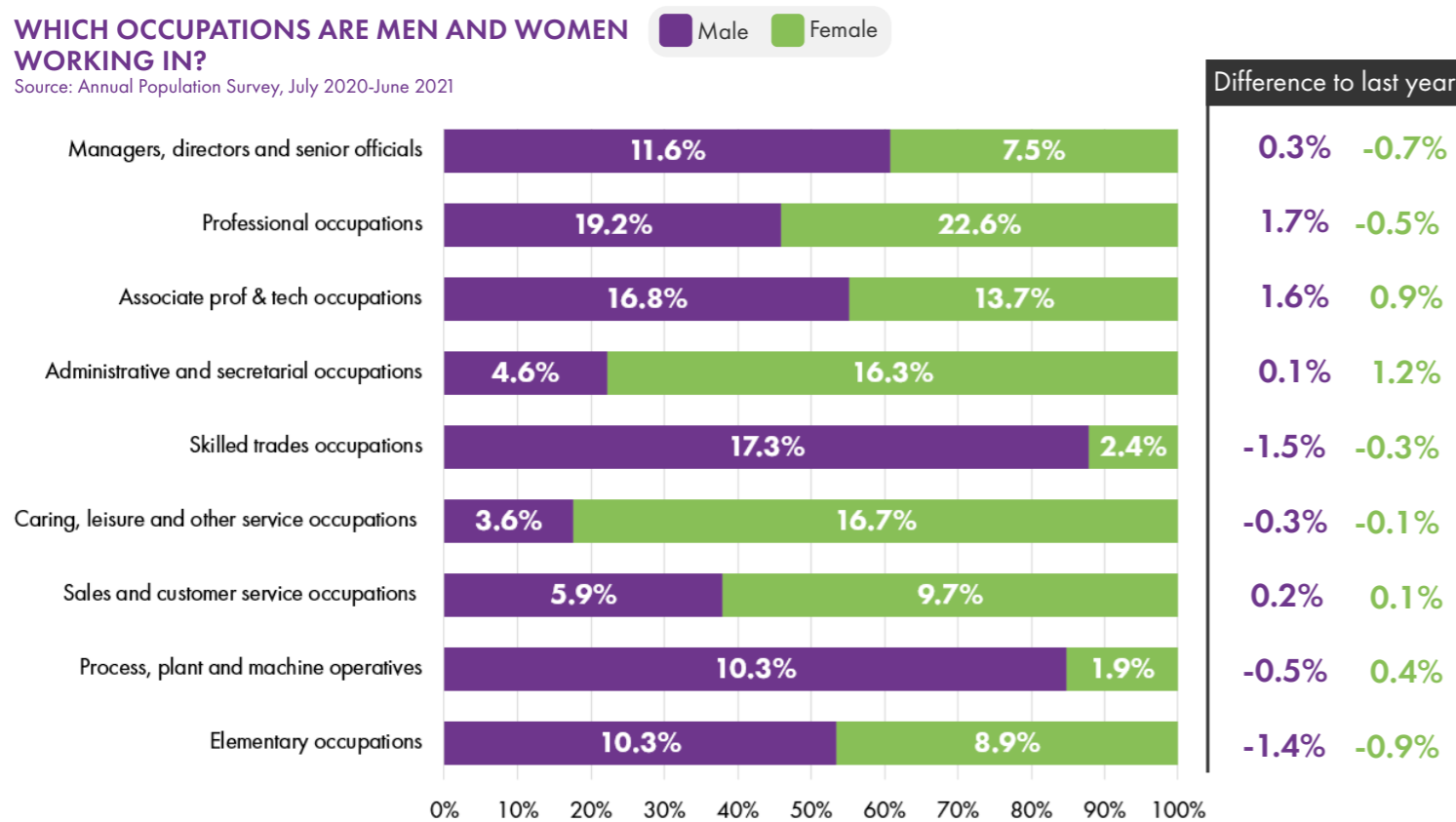
Source: Annual Population Survey, July 2020-June 2021

Male Female



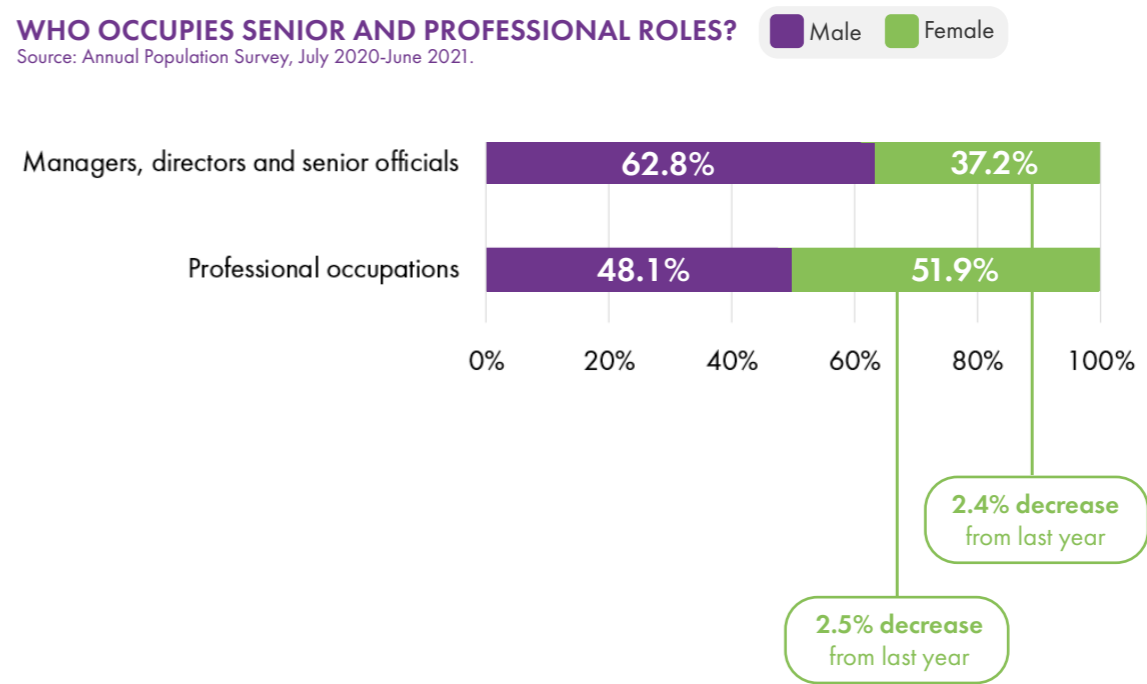
## WHICH OCCUPATIONS ARE MEN AND WOMEN WORKING IN?

Source: Annual Population Survey, July 2020-June 2021



## WHO OCCUPIES SENIOR AND PROFESSIONAL ROLES?

Source: Annual Population Survey, July 2020-June 2021.



## BUSINESS LEADERS



Across the UK

**15%**  
of SMEs are led by women<sup>3</sup>



In Wales

**14%**  
of SMEs are led by women<sup>4</sup>



# WOMEN AT RISK

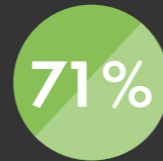
Women continue to face greater risk of poverty, social isolation and financial hardship due to the different positions men and women occupy in work and society, and due to the effects of welfare reform.

They also remain at far greater risk of abuse, harassment and violence, something brought sharply and tragically into focus in 2020 with the widely reported murders of Wenjing Lin, Sarah Everard and Sabina Messa. These high profile cases shone a light on the endemic and unacceptable misogyny and violence that women continue to face. This issue affects every aspect of women's lives shaping decisions about what to wear, where to go and how to get there. Almost three quarters of women in the UK have experienced sexual harassment in public places and only 28% of women in Wales feel safe walking at night.

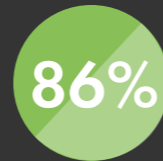
Women account for the majority of those who experience domestic abuse and sexual assault. Specialist services have seen notable increases in demand, with some reporting a 22% increase in the number of survivors who could not be supported by refuge due to the lack of capacity or resources.

*The Violence Against Women, Domestic Abuse and Sexual Violence Strategy* is currently being consulted on, and includes a much needed focus on eradicating male violence, tackling street harassment and addressing misogyny as the underlying cause of violence against women. The figures outlined below demonstrate just how much work is still needed to eradicate violence against women.

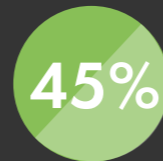
## HARASSMENT AND SAFETY



71% of women in the UK have experienced sexual harassment in public places<sup>5</sup>



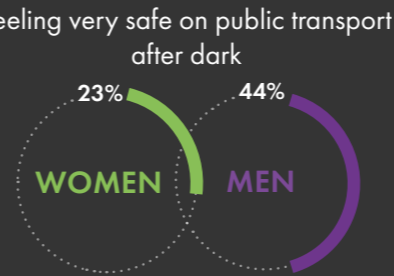
86% of women aged 18-24 have experienced sexual harassment in public places<sup>6</sup>



45% of women state their reason for not reporting as not thinking it would help<sup>7</sup>

## SAFETY IN PUBLIC PLACES

Source: National Survey for Wales, 2021



## PROPORTION OF DOMESTIC ABUSE-RELATED CRIMES BY GENDER, ENGLAND AND WALES, 2021

Source: ONS, Domestic abuse prevalence and victim characteristics, year ending March 2021, Table 8.



## PREVALENCE OF DOMESTIC ABUSE

Source: ONS, Domestic abuse prevalence and victim characteristics, year ending March 2021

18.3%

of all crimes recorded in Wales are domestic abuse-related

53%

of all violence against women offences recorded were domestic abuse related in England and Wales

73%

of all domestic abuse victims in England and Wales are women

## DEMAND ON REFUGE, COMMUNITY AND SEXUAL VIOLENCE SUPPORT SERVICES IN WALES

Source: Welsh Women's Aid State of the Sector Report 2021



22%

increase in the number of survivors who could not be supported by refuge due to the lack of capacity or resources



Refuge-based support services supported **283** children per quarter



Community based services received a **23%** increase in referrals



Community based services saw a **12%** increase in the number of survivors who could not be supported due to resource and capacity issues.



The COVID-19 pandemic has already resulted in:

22%

increase in contacts from survivors to the Live Fear Free helpline

43%

increase in concerned others contacting the Live Fear Free helpline



Live Fear Free Helpline  
0808 801 0800 (call/text)

## SEXUAL VIOLENCE

93%

of sexual offences are committed against women<sup>8</sup>



90%

of Rape Crisis service users are women

23%

of Rape Crisis service users are Black or Minority Ethnic

32%

of Rape Crisis service users are disabled

74,995

people accessed Rape Crisis specialist support in England and Wales<sup>9</sup>



## POVERTY

Poverty rates in Wales have been stubbornly high for over a decade and as feared, the pandemic has seen an increase in poverty rates. 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.

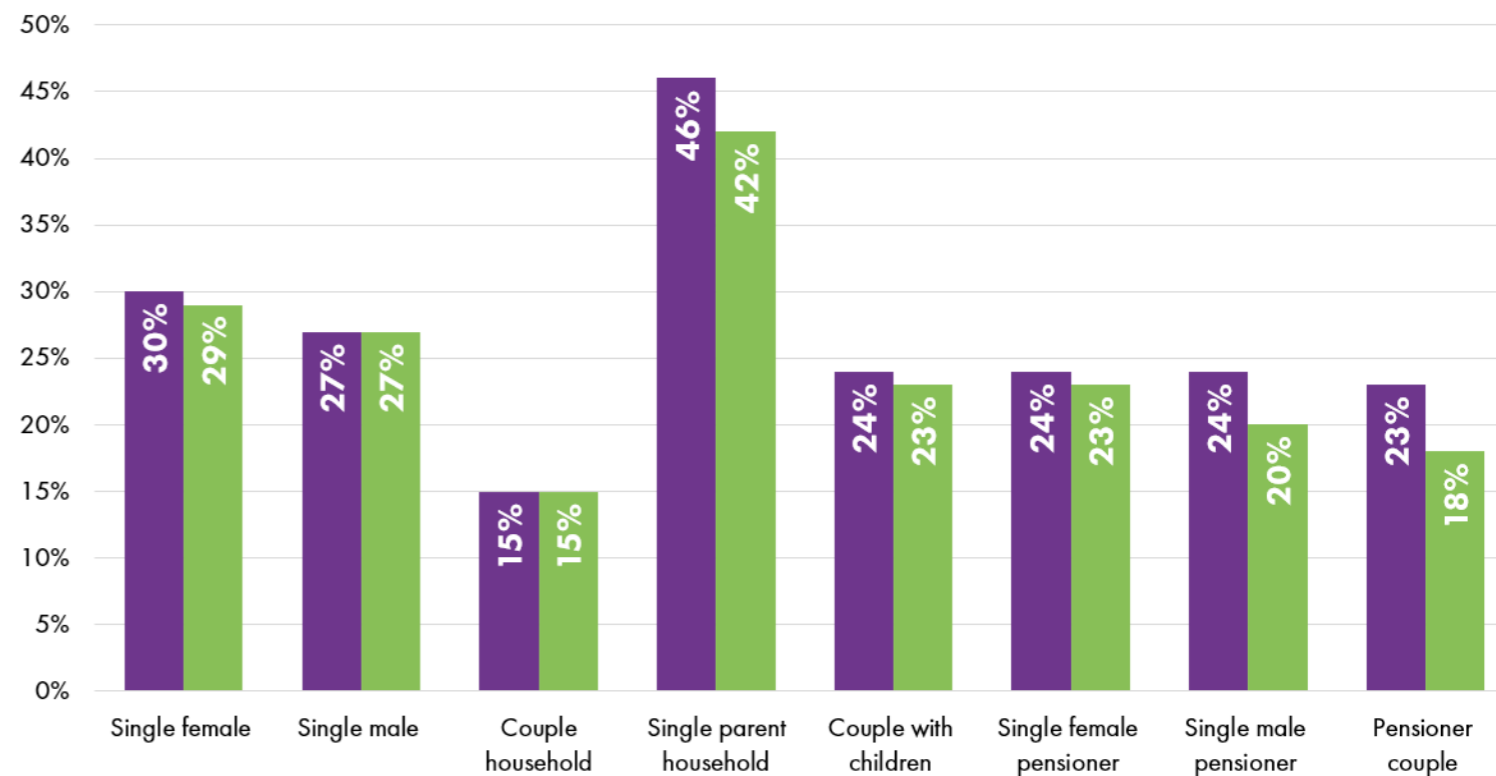
This year's data shows that single parents remain the group at the highest risk of living in poverty, with 46% of households living in relative income poverty. Being out of work or working part-time also increases the risk of living in poverty.

The full picture of women's poverty in Wales remains 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 and evaluated.

### WHO IS AT GREATEST RISK OF POVERTY?

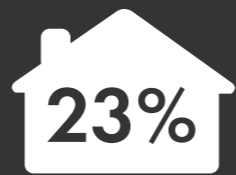
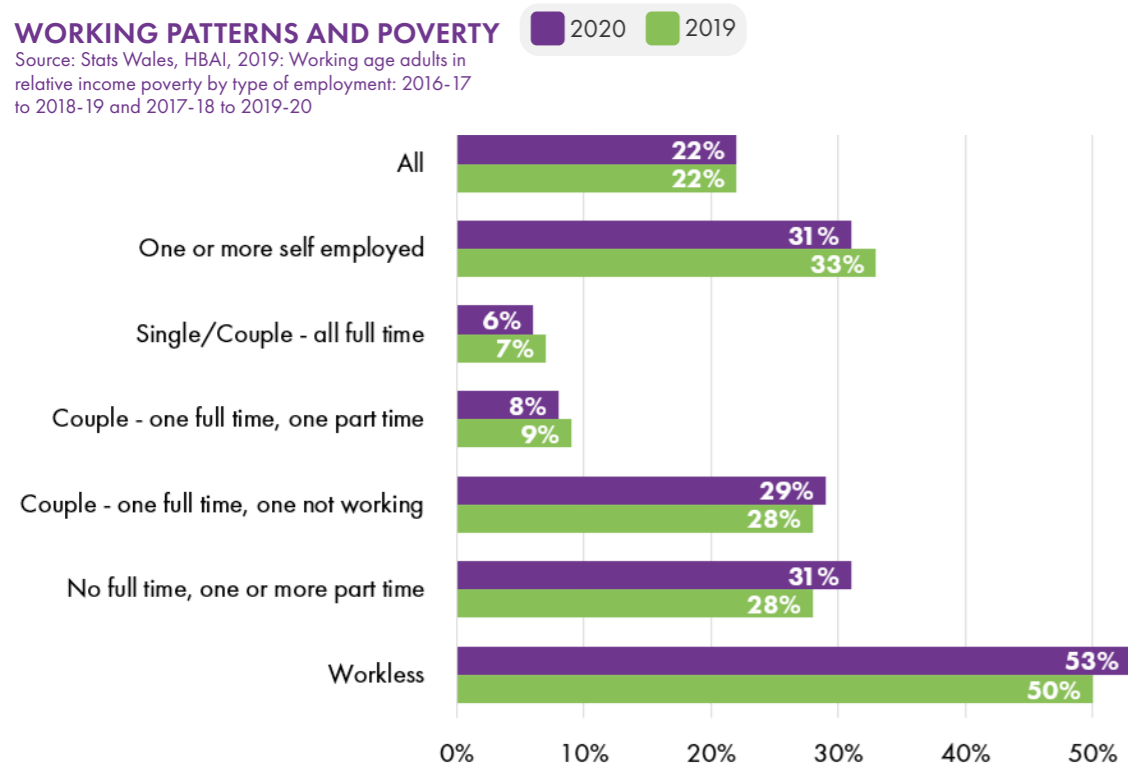
Source: Stats Wales, HBAI, 2019: People in relative poverty by family type 2016-17 to 2018-19 and 2017-18 to 2019-20

2020 2019

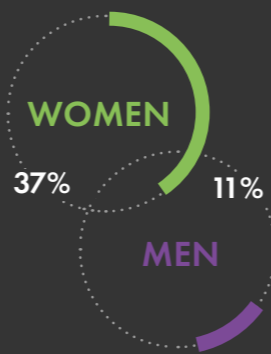


## WORKING PATTERNS AND POVERTY

Source: Stats Wales, HBAI, 2019: Working age adults in relative income poverty by type of employment: 2016-17 to 2018-19 and 2017-18 to 2019-20



of households in Wales are living in relative income poverty<sup>10</sup>



are part-time workers in wales



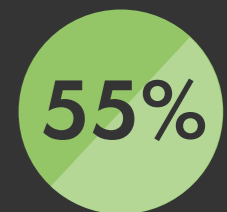
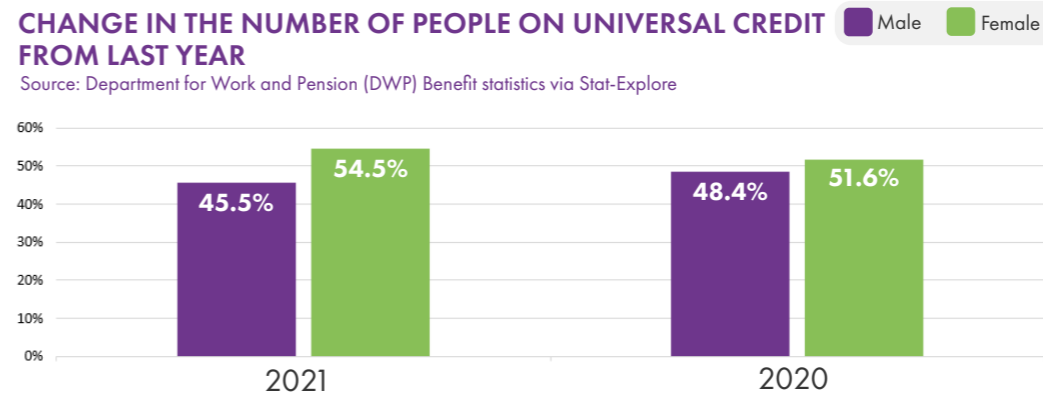
## SOCIAL SECURITY AND WELFARE REFORM

The social security system is supposed to offer a safety net for those unable to work, those with long-term health conditions and those whose income does not provide enough to live on. During the first year of the pandemic we saw significant investment in schemes aimed to support those unable to work due to lockdowns, through the Furlough scheme and the Self-employment Income Support scheme. While not flawless, these programmes offered vital financial support to many.

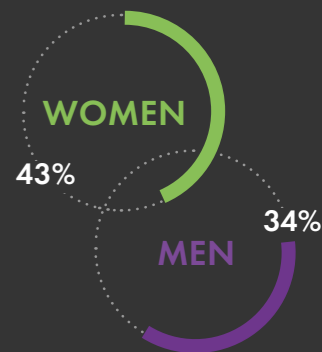
Our day-to-day social security system does not benefit from such investment. Universal Credit (UC) remains an issue, particularly from a gender equality perspective. While the overall number of people claiming Universal Credit has flattened this year as fewer sectors remained closed, we see that women still make up the majority of UC claimants in Wales. Notably, women are more likely to be in-work **and** claiming UC, a further indication of the financial pressures created by low pay and part-time work among women.

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

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



of Universal Credit claimants in Wales are women



Universal Credit claimants in Wales that are in work

2021 was another year that presented unprecedented challenges for us all, with the pandemic continuing to shape many aspects of our lives. We saw a Welsh election, returning a Labour-led administration focused on social justice and climate change and we began to understand how the pandemic might shape how we organise work in the future.

As we enter 2022, we have numerous opportunities and challenges to consider in our quest for gender equality. We have a different political context in Wales, in which equality of outcome remains a core focus of government and the Senedd, electoral reform provides a chance to ensure a gender balanced and diverse Senedd in the future and both government and business recognise the value of more

agile and inclusive working practices. The necessary focus on moving to a green economy also presents an opportunity to reimagine what our economy should look like and how success should be measured. A radical re-think about how we can deliver a green, caring and equitable economy has the potential to transform women's lives.

However, the data presented in this year's *State of the Nation* demonstrates the scale of the challenge we still face. While the economic impact of Covid-19 has, to date, been less severe than feared, we will need to ensure this remains the case as we enter a new phase of dealing with the pandemic. Progress towards gender equality is slow and far from guaranteed – against many

of our indicators we are seeing only marginal change year-on-year. In 2023, we will publish our fifth *State of the Nation* report, where we will look back over the past five years to determine what trends may or may not be emerging.

Action is needed in many areas to ensure that all women enjoy equitable outcomes, and the calls set out in our *Manifesto for a Gender Equal Wales* provide an important roadmap towards gender equality. What emerges from this year's data, is that two issues remain most critical - unpaid work and care, and harassment, abuse and violence. Until these issues are dealt with, equality is simply unachievable. That's why in Chwarae Teg's 30th year these will be the two issues we focus our

campaigning on, working with sister organisations, government, business and supporters to drive the change we need to see.

No single actor will be able to address the root causes of these issues. Government will need to consider how and where it invests money and how public policy can more effectively drive change; businesses must consider how they can better organise work to support those with caring responsibilities and what policies and practice are needed to eradicate workplace harassment; and civil society will need to consider how we can better work together in a challenging funding and political climate, to effectively support marginalised groups and campaign for change.

In Wales, there is a strong commitment to equality and social justice from government, civil society and business, but with little change against key measures for gender equality, the challenge for us all remains how we these change warm words into action.

## ENDNOTES

1 Women's Budget Group, Childcare, Gender and Covid-19, November 2020.

2 <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/ad-hocs/13618coronaviruscovid19andfutureworkingfromhomeplansaugust2021>

3 House of Commons Library (2021) Business Statistics

4 Longitudinal Small Business Survey 2019 via Welsh Government

5 UN Women [https://www.unwomenuk.org/site/wp-content/uploads/2021/03/APPG-UN-Women-Sexual-Harassment-Report\\_Updated.pdf](https://www.unwomenuk.org/site/wp-content/uploads/2021/03/APPG-UN-Women-Sexual-Harassment-Report_Updated.pdf)

6 UN Women [https://www.unwomenuk.org/site/wp-content/uploads/2021/03/APPG-UN-Women-Sexual-Harassment-Report\\_Updated.pdf](https://www.unwomenuk.org/site/wp-content/uploads/2021/03/APPG-UN-Women-Sexual-Harassment-Report_Updated.pdf)

7 UN Women [https://www.unwomenuk.org/site/wp-content/uploads/2021/03/APPG-UN-Women-Sexual-Harassment-Report\\_Updated.pdf](https://www.unwomenuk.org/site/wp-content/uploads/2021/03/APPG-UN-Women-Sexual-Harassment-Report_Updated.pdf)

8 ONS – <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/domesticabuseprevalenceandvictimcharacteristicsappendixtables>

9 Rape Crisis Statistics 2020-21 – <https://rapecrisis.org.uk/get-informed/rcew-statistics/>

10 Welsh Government <https://gov.wales/relative-income-poverty-april-2019-march-2020-html>



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