

**STATE
OF THE
NATION
FIVE YEAR
REVIEW**



INTRODUCTION

In January 2019, we published our first State of the Nation report, bringing together gender disaggregated data in three main areas of strategic focus for Chwarae Teg – women in the economy, women represented and women at risk. We did this, as such a resource did not exist in Wales; nowhere could you easily access gender statistics to determine how much progress was being made to tackle inequality.

In our fifth year of publication, we decided the time was right to reflect back on this five year period and determine whether there were any longer-term trends emerging. Many of the indicators we revisit annually show only incremental change, but across five years we hoped to see a more significant shift happening.

There are challenges with some of the data. Disaggregation by gender and additional characteristics remains a challenge at a Welsh level, some of the data we use year to year cannot be drawn from annually produced data sets which limits consistent measurement for the whole five year period. In addition, we have also experienced a once in a generation crisis, the Covid-19 pandemic, which has clearly impacted some data sets. It's also important to situate the data in this

report in the current context. In Wales, we are fortunate to have high level commitment to social justice from Government Ministers. This is reflected in national milestones such as the elimination of the pay gap for gender, disability and ethnicity by 2050.

However, we are in a very challenging situation. The cost of living crisis continues to bite, as the gap between people's incomes and rising costs increases further still.

We are operating in an ever tightening fiscal and funding space, made worse by the imminent end of EU funding. We will see projects such as our own Agile Nation 2 programme come to an end, a programme that has helped put over £5.5m into women's pockets. There is no real replacement funding in place, with the UK Shared Prosperity Fund and other Levelling Up funding taking a very different approach both in terms of focus and administration.

We are also likely to see significant legislative changes in the near future, such as the UK Bill of Rights Bill and Retained EU Law (Revocation and Reform) Bill, that pose a significant risk to hard won rights and protections.

Against this backdrop, the lack of progress we see in the five year data is concerning. The persistent inequality highlighted in the data leaves women more vulnerable to the worst impacts of crises such as the pandemic and the cost of living crisis. For the most marginalised women, the impact of these successive crises is even worse. This situation will not change until we close the gender gaps evident in our data for **all** women.



chwaraeteg.com



02920 462 745



@chwaraeteg #SotN



INTERSECTIONALITY

In the economy, we see some positive change since 2019. The gender pay gap has reduced but remains at 11.3%. A larger proportion of women are now in employment, a smaller proportion are economically inactive due to looking after the family or home, and the proportion of women working part-time has also reduced. This is all movement in the right direction, albeit slowly.

Women's representation in politics has largely moved in the right direction among our MPs and local councillors, but it remains below 40% for both. In the Senedd, women's representation has gone backwards at successive elections since 2003. And key sectors of our economy remain notably segregated on the basis of gender.

Sadly, women's level of risk seems largely unchanged. Data is a particular challenge in relation to violence against women, domestic abuse and sexual violence. While we are unable to map data year to year as with some other indicators,

looking at data from 2018/19 and the latest data available, we are making little to no progress in eradicating violence against women. We also see that specialist organisations are under immense pressure and women are being failed by our criminal justice system.

The high level commitment we have in Wales to social justice and equality, expressed in various government action plans, the national milestones and the wellbeing goals themselves, is welcome and an invaluable foundation for driving change. But, we simply are not seeing this translate into the progress needed to make these ambitions a reality in the near future.

At the current pace of change, women in Wales will be waiting decades before equality is achieved. For the most marginalised women, it will be even longer. Alongside previous annual State of the Nation reports we've made it clear that there is a need for renewed commitment, energy

and resources to tackle gender inequality. Sadly, we have to reiterate that message yet again.

There is no doubt that we are operating in a difficult context at the moment, with ever increasing pressure on ever decreasing budgets. In these situations, it's all the more important that tackling inequality remains a priority and that equality is mainstreamed into decisions by those in positions of power. If we don't, we risk further entrenching or even worsening inequalities.

We will continue to produce our State of the Nation report each year to measure our progress towards a gender equal Wales, and ensure that we see words turned into action.



Intersectionality is a term that is used far more widely in 2023 than it was when we published our first State of the Nation report in 2019.

This is a positive shift, with government, third sector organisations and employers now far more engaged with the need to look at how different forms of discrimination and inequality can intersect and create different, often worse, experiences.

We are clear, that when we talk about achieving gender equality, we mean 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.

An intersectional approach must be embedded into policy-making, and decision-making across Wales. 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.

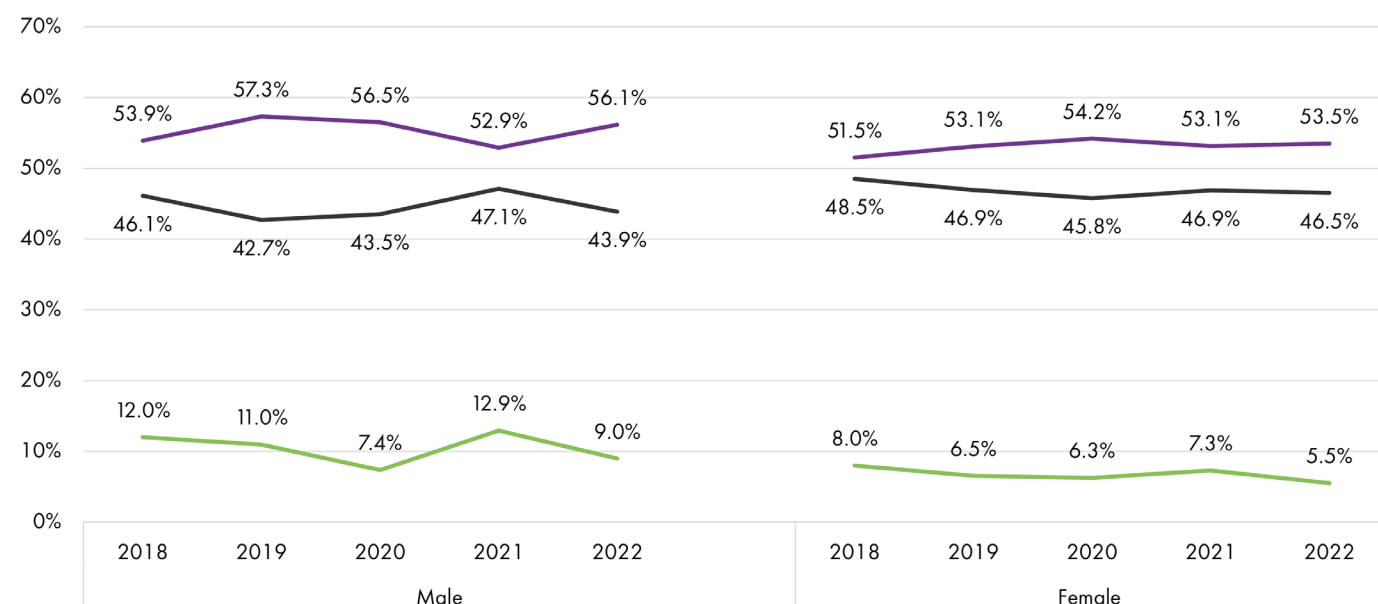
Data is often cited as the major barrier to applying a truly intersectional lens. Undoubtedly, our large, quantitative data sets still do not fully reflect the experiences and outcomes of some marginalised groups. But, this challenge is not insurmountable. We can look at how characteristics such as ethnicity and disability intersect with gender in some economic data, as we have done below, and we can maximise the use of qualitative evidence and lived experience to inform decisions.

The creation of the Equalities data units within Welsh Government is very welcome, and we hope will result in better, publicly accessible, disaggregated data to support all of us to adopt a truly intersectional approach to our work.

DISABILITY AND ECONOMIC ACTIVITY 2018-22

Source: Annual Population Survey¹

■ Economic activity ■ Unemployment ■ Economic inactivity



Since 2018, we have seen an increase in disabled women's economic activity, and it's also positive to see a decrease in the unemployment rate. However, across these metrics, disabled women remain at greater disadvantage than non-disabled women.

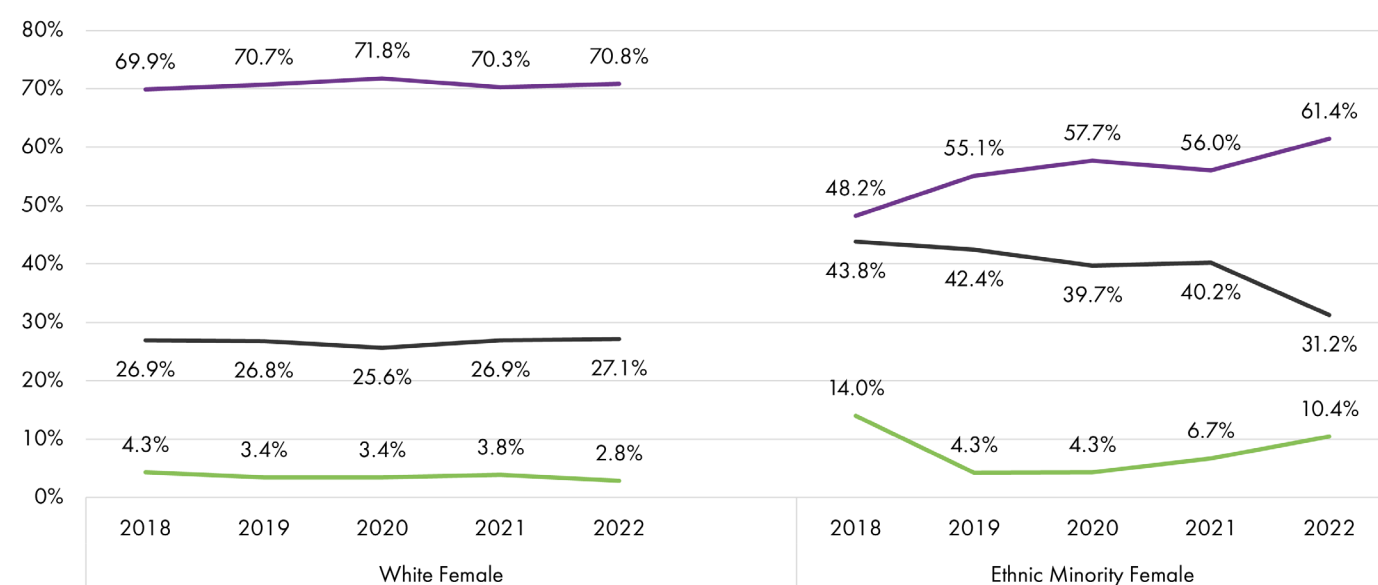
Over the past five years, ethnic minority women's employment rate has increased significantly, but remains lower than that of white women. We do also see an increase in ethnic minority women's unemployment following the Covid pandemic, an issue that will need to be addressed as it appears to

have further worsened over the past twelve months.

EMPLOYMENT STATUS BY GENDER AND ETHNICITY

Source: Annual Population Survey

■ In employment (16-64) ■ Unemployed (16+) ■ Inactive (16-64)



WOMEN IN THE ECONOMY

Women continue to face barriers in our economy that men do not. Our economic systems, structures and policies create and reproduce long-standing inequality. Gender inequality in the economy 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.

This inequality leaves women more vulnerable to economic shocks and crises. We saw this happen during the pandemic, and are seeing it yet again with the cost of living crisis. Not only does this impact women and their families, but it also has an economic cost.

Over the past five years, the economic data presented in this report paints a mixed picture. While we've seen progress in places, this is often quite marginal and the pace of change is painfully slow. At the current pace, women are looking at several decades before key gender gaps in the economy are closed.

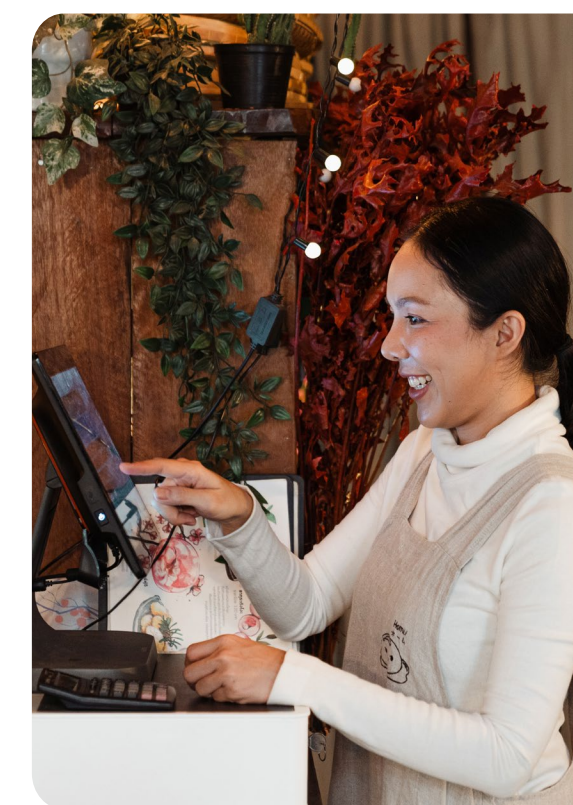
While women's pay has increased by more than men's, this has not been enough to close the gender pay gap, and women are still paid less on average than men. Since 2018, the gender pay gap has closed by just 2.2 percent points, and still stands at 11.3%.

We see little change in rates of economic activity and economic inactivity overall, but we do see a drop in the proportion of economically inactive women stating this is due to looking after the family or home (down 4 percentage points). However, women remain much more likely to state this reason than economically inactive men.

The impact that Covid-19 had on the employment and unemployment rates of women and men is clear in the data, but figures have largely returned to pre-pandemic levels. While women's employment is higher now than in 2018, the gap between women and men has changed very little.

Levels of self-employment among both women and men have dropped, and the gender gap remains, with women less likely to be self-employed.

There is a 3 percentage point drop in the proportion of women working part-time compared to 2018. This could be an indication of more agile and flexible ways of working opening up opportunities. However, it may not be a steady trend as there is an **increase** in part-time working among women over the past twelve months.





HOURLY PAY

Source: Annual Survey of Hours and Earnings (ASHE), Workplace Analysis, 2018-22

2022

2018

FEMALE EMPLOYEES
MEDIAN HOURLY PAY



£13.10

+ 24.3%

MALE EMPLOYEES
MEDIAN HOURLY PAY



£14.77

+ 21.2%

EMPLOYEES IN WALES
MEDIAN HOURLY PAY



£13.85

+ 21.3%



£10.54



£12.19

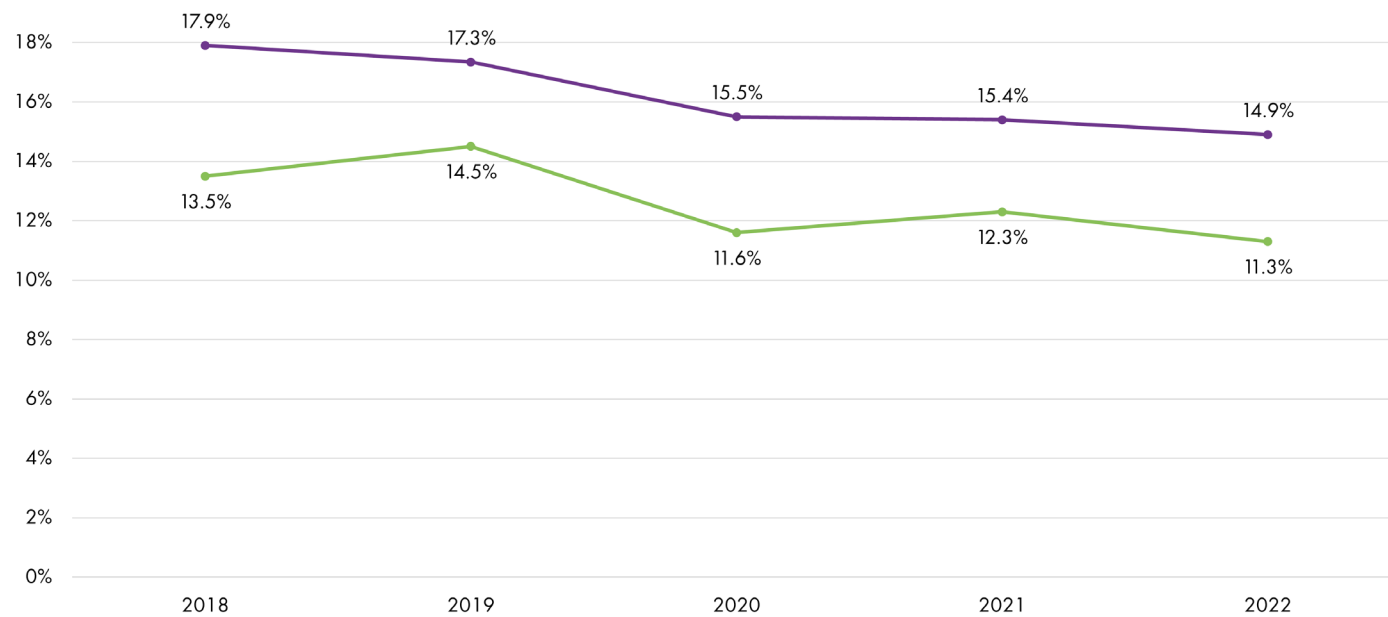


£11.42

GENDER PAY GAP IN WALES 2018-2022

Source: ASHE, Workplace Analysis, 2018-2022

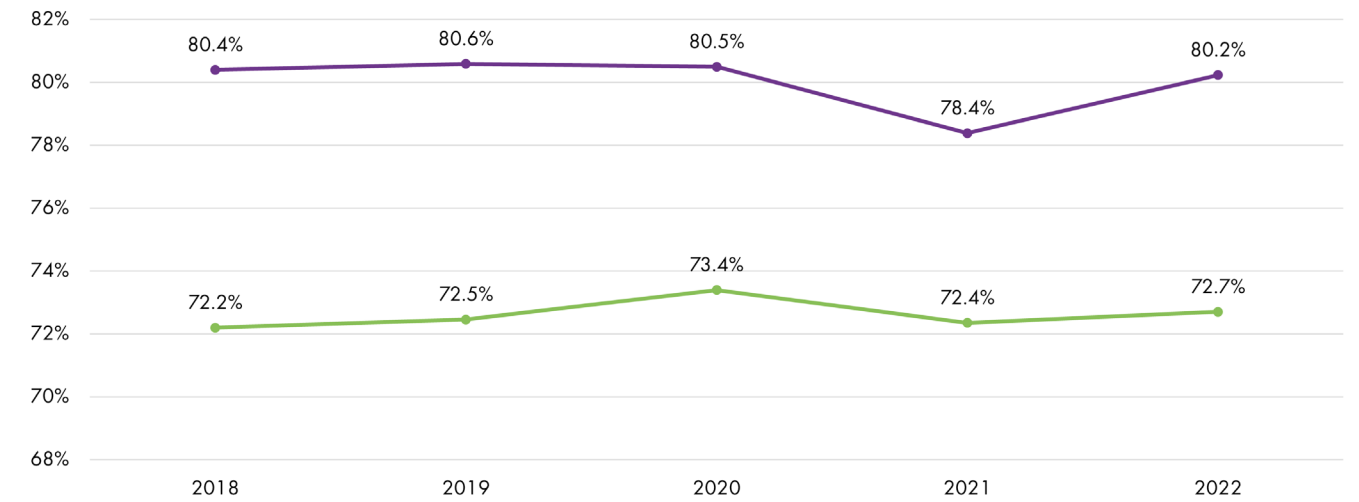
UK Wales



CHANGES IN ECONOMIC ACTIVITY RATES BY GENDER

Source: Annual Population Survey

Male Female



CHANGES IN ECONOMIC INACTIVITY RATES BY GENDER

Source: Annual Population Survey

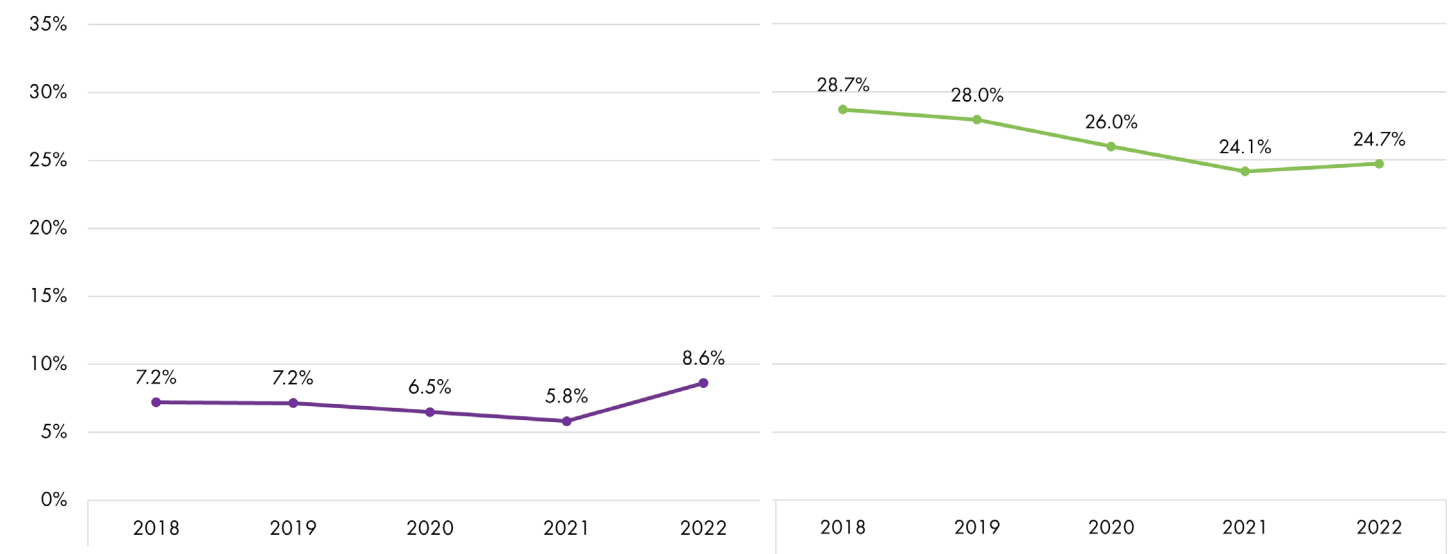
Male Female



WHY ARE WOMEN AND MEN ECONOMICALLY INACTIVE? LOOKING AFTER FAMILY/HOME 2018-2022

Source: Annual Population Survey

Male Female



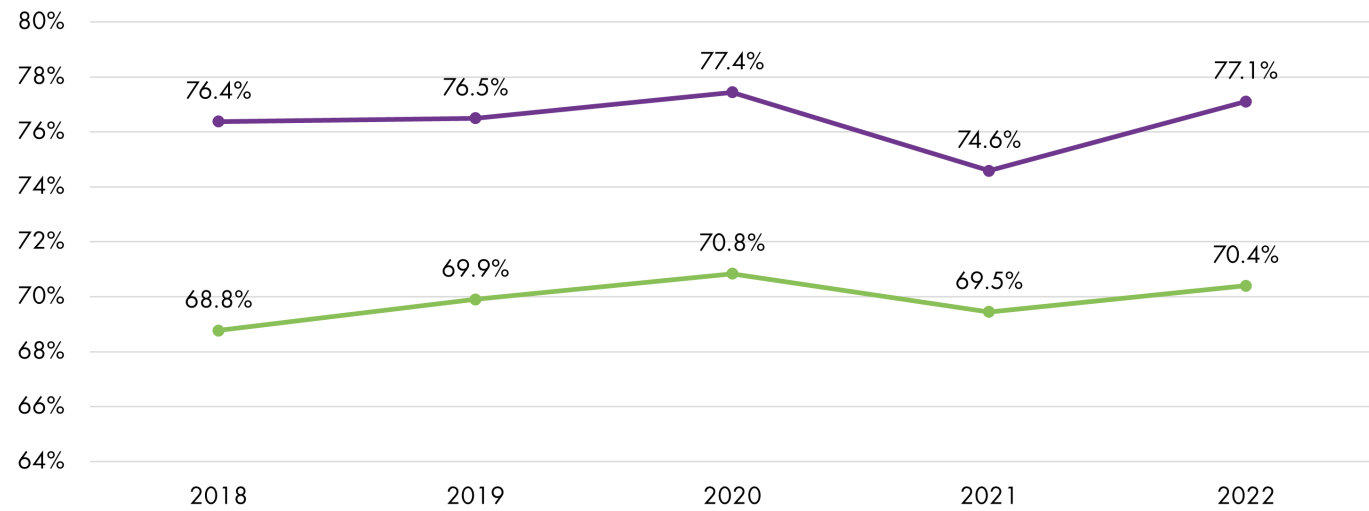


EMPLOYMENT AND UNEMPLOYMENT RATES

EMPLOYMENT RATES, AGED 16-64, 2018-2022

Source: Annual Population Survey

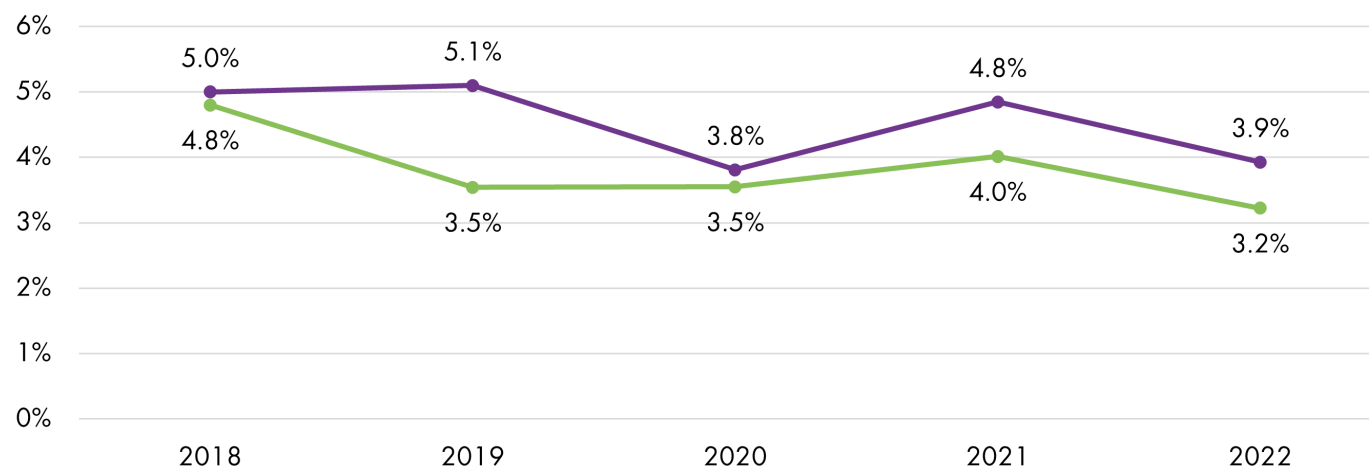
Male Female



UNEMPLOYMENT RATES, AGED 16-64, 2018-2022

Source: Annual Population Survey

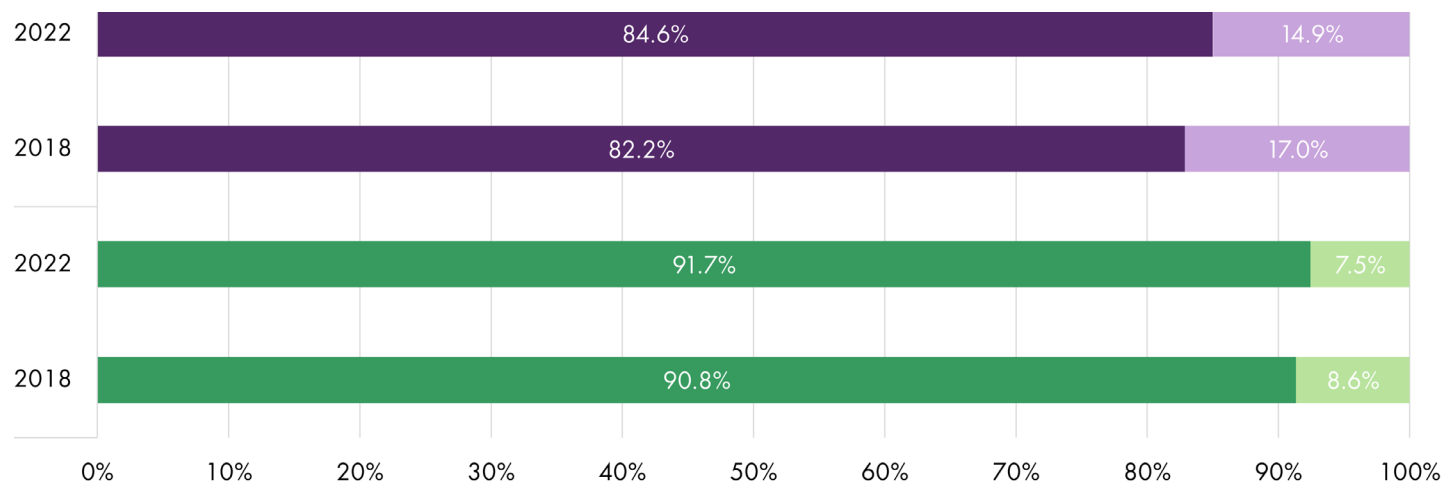
Male Female



EMPLOYEES AND SELF-EMPLOYED, AGED 16-64, 2018-2022

Source: Annual Population Survey

Male Employees Male self-employed
Female Employees Female self-employed

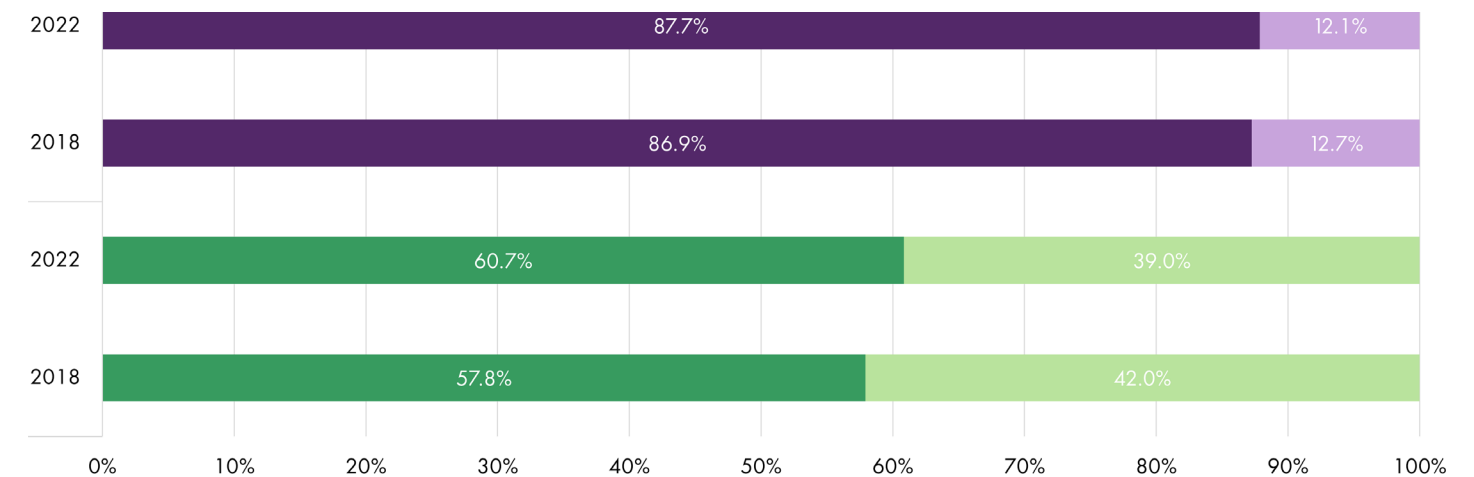


WORKING PATTERNS

WORKING PATTERNS OF MEN AND WOMEN, AGED 16-64, 2018-2022

Source: Annual Population Survey

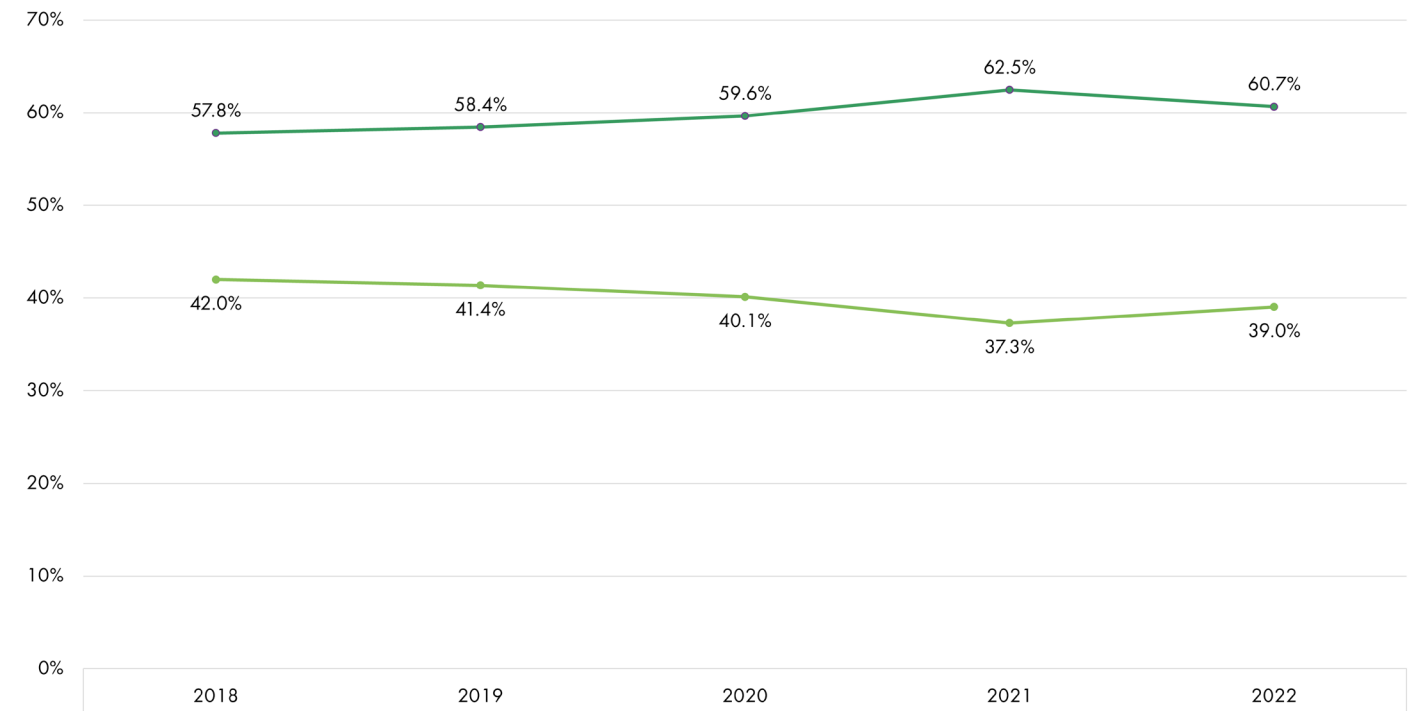
Male full-time Male part-time
Female full-time Female part-time



WORKING PATTERNS OF WOMEN, AGED 16-64, 2018-2022

Source: Annual Population Survey

Female full-time Female part-time



A FAIRER WALES
WHERE WOMEN
ACHIEVE AND
PROSPER

CYMRU DECACH
LLE MAE
MENYWOD YN
CYFLAWNI A
FFYNNU



WOMEN REPRESENTED

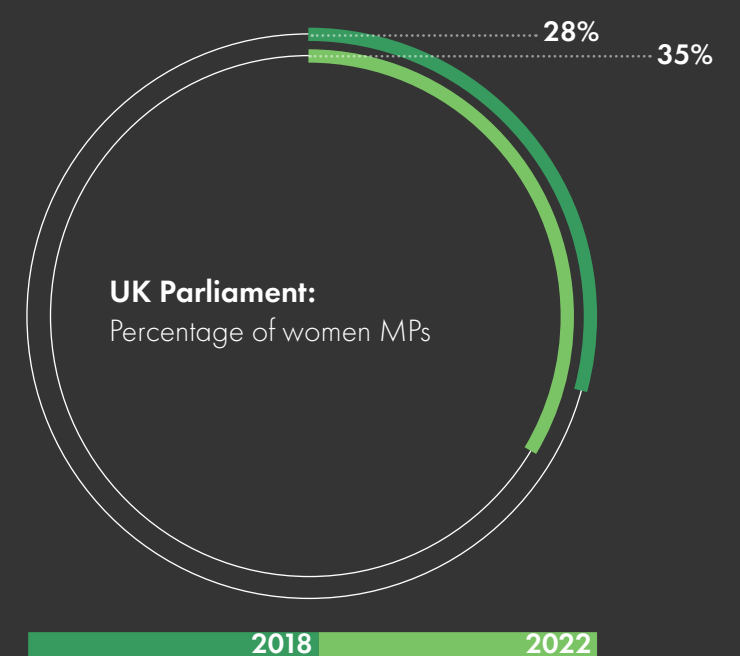
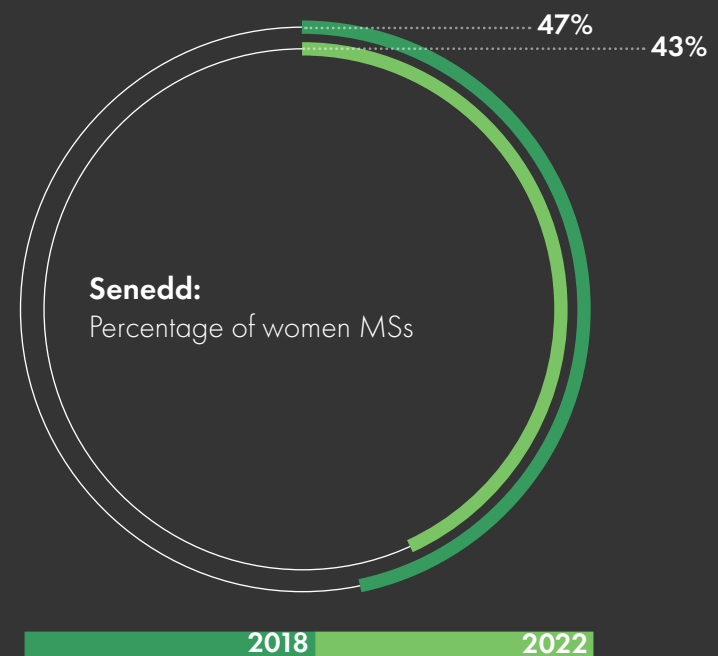
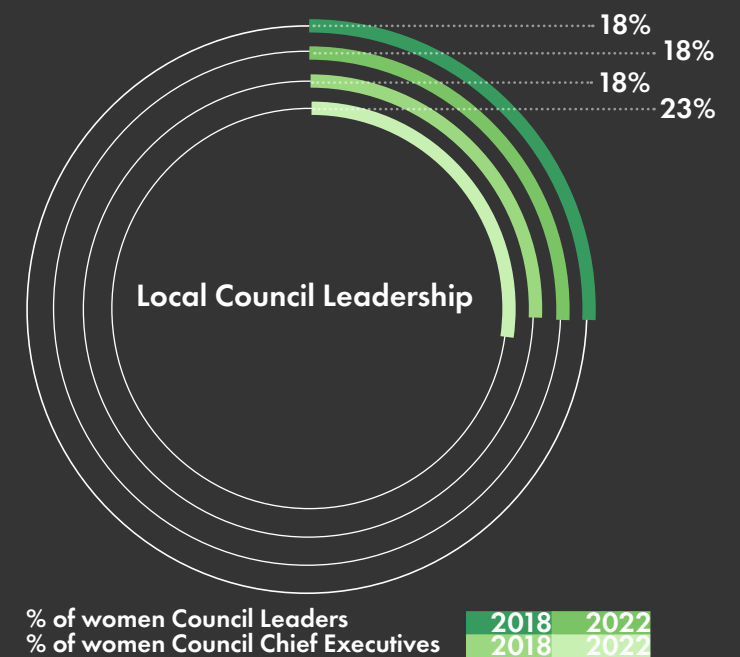
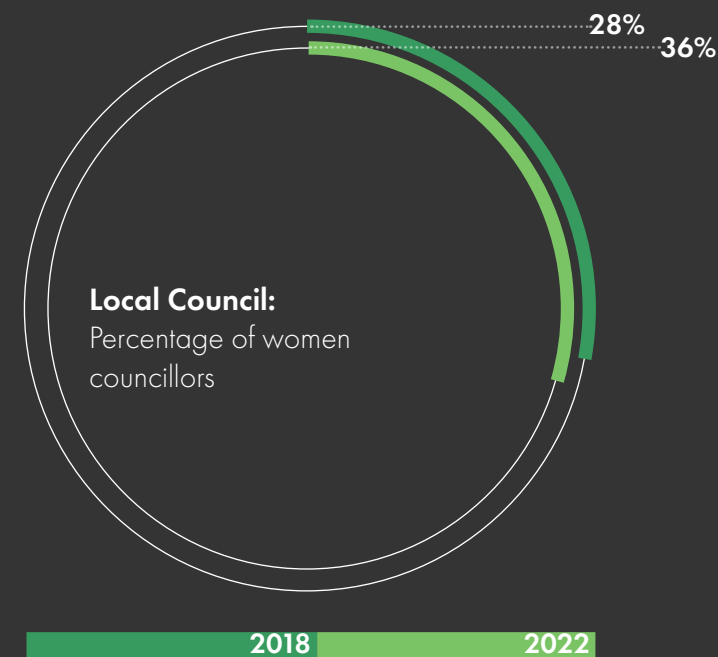
Having diverse voices in the room means that different issues get discussed and that different perspectives are considered. Nowhere is this more important than in politics and public life, where decisions are taken that affect our day-to-day lives.

Progress over the past five years in political representation has again been quite mixed.

The proportion of women councillors has improved, although this remains far below 50% and has not translated into an increase in women council leaders. Similarly at Westminster, progress has been made, but the pace is slow, with still just 35% of Welsh MPs being women.

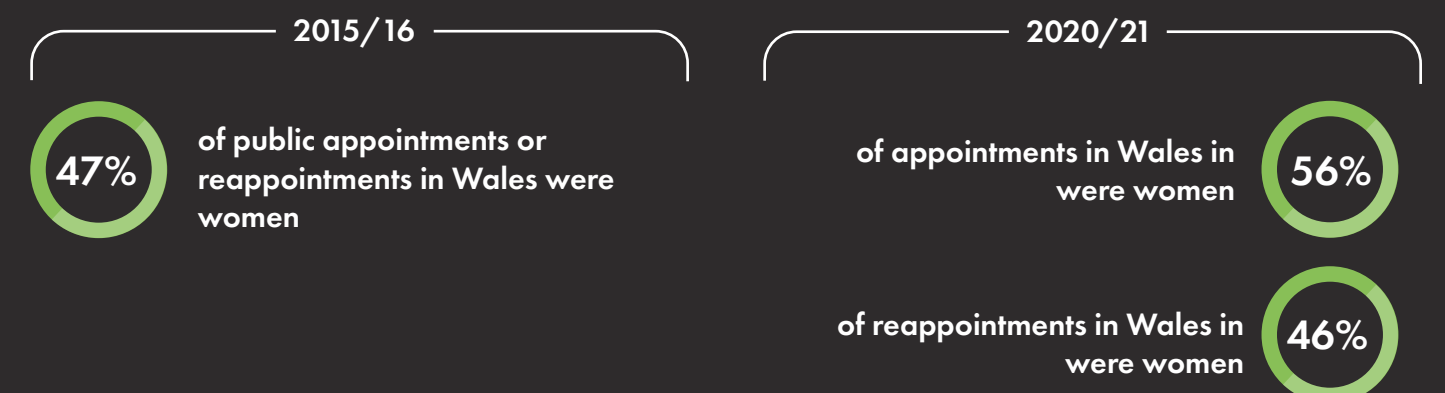
In the Senedd we've gone backwards, with a drop from 47% women MSs in 2018 to 43% in 2022.

Representation in public appointments is difficult to measure, as there remains a lack of publicly available, consistent data. From the data we do have, it seems progress has been made in the proportion of women appointed, but we are unable to consider this from an intersectional perspective.



Public Appointments:

Source: EHRC, 2017 and Commissioner for Public Appointments, 2021





BUSINESS AND THE WORKPLACE

Many sectors and occupations in Wales are still segregated on the basis of gender. This contributes to the gender pay gap, as some sectors and occupations are characterised by high and low pay.

Since 2018, across sectors that are traditionally dominated by men, there has been some progress, with the proportion of women in the manufacturing and construction workforces increasing. However, in neither do women even make up a quarter of the workforce.

In sectors traditionally dominated by women, such as education and health, and the proportion of women in senior roles we see little change.

WHAT IS THE GENDER BALANCE IN WELSH SECTORS?

Source: Workforce jobs by industry (SIC 2007) and sex, June 2018-22

Women in Welsh Sectors 2018-22

C : Manufacturing

F : Construction

J : Information and communication

N : Administrative and support service activities

O : Public administration and defence; compulsory social security

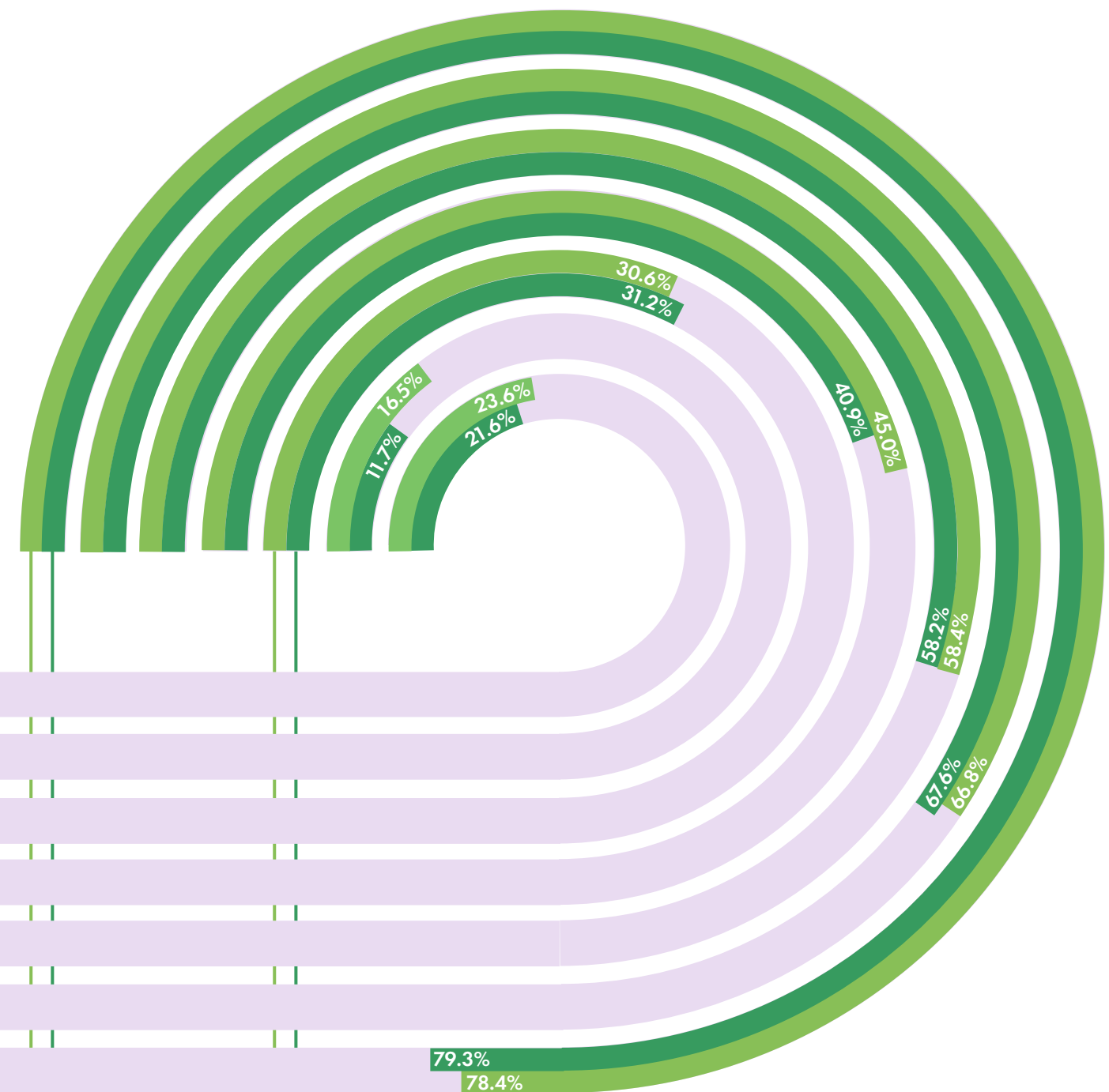
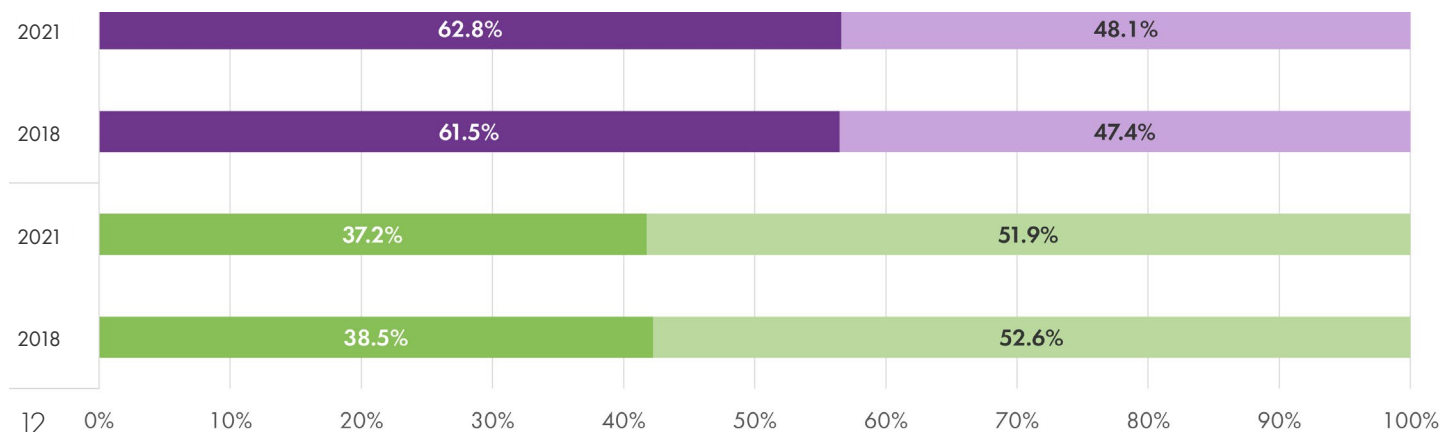
P : Education

Q : Human health and social work activities

WHO OCCUPIES SENIOR AND PROFESSIONAL ROLES?

Source: Annual Population Survey 2018-2021, SOC 2010

Male: managers, directors and senior officials
Female: managers, directors and senior officials
Male: Professional occupations
Female: Professional occupations



Proportion of women decreased by 0.9

Proportion of women decreased by 0.6

2022

2018



WOMEN AT RISK

Women continue to face greater risk of abuse, harassment and violence. These are both a cause and consequence of gender inequality, and are issues that affect every aspect of women's lives, shaping decisions about what to wear, where to go and how to get there.

Measuring the scale and impact of violence against women is difficult as there are few reliable, comprehensive and consistently

produced data sets. We cannot rely on crime data alone, there are significant limitations with this. Instead, we have tried over the past five years to draw on data from organisations delivering specialist services and the most recent studies exploring women's lived experiences.

As such, this section of our five year review presents data from previous State of the Nation reports, alongside the most recent

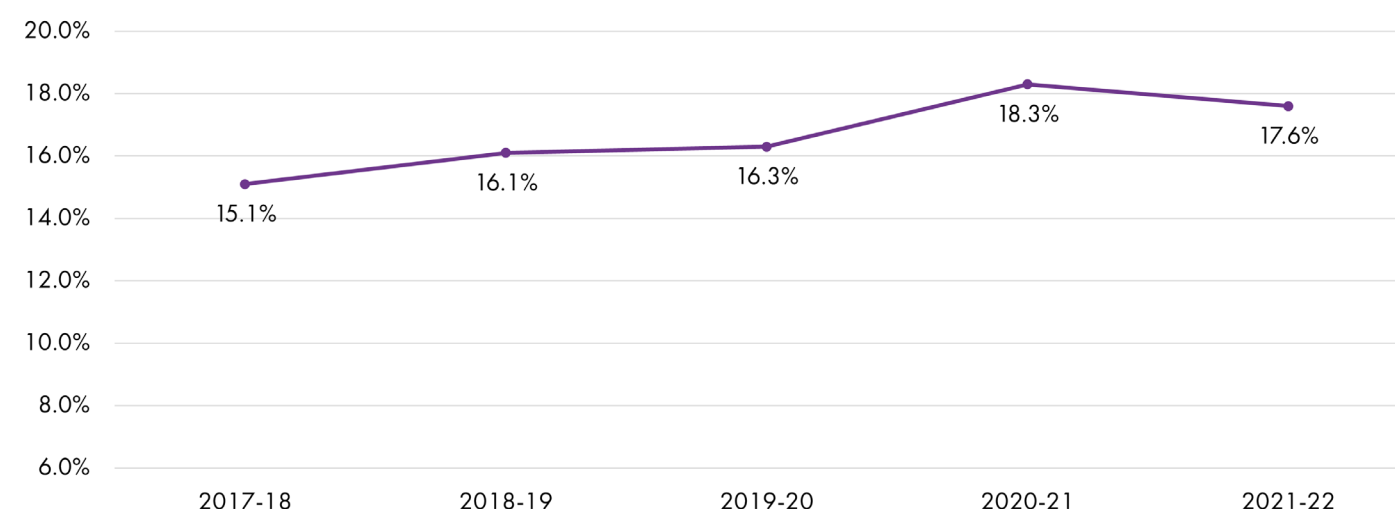
data available from multiple sources. What we can see from this evidence, is that we are making little to no progress in eradicating violence against women, specialist organisations are under immense pressure and women are being failed by our criminal justice system.

Until male violence against women in all its forms is eradicated, we simply cannot achieve equality.



DOMESTIC ABUSE

PROPORTION OF ALL CRIMES RECORDED IN WALES THAT ARE DOMESTIC ABUSE RELATED^v



RAPE AND SEXUAL ASSAULT

In our first State of the Nation report we included data from Rape Crisis UK, which showed that:

93%

of service users were women

23%

were Black, Asian or minority ethnic

29%

were disabled

The latest data available from Rape Crisis England and Wales show thatⁱⁱ:

1 in 4

women have been raped or sexually assaulted as an adult

70,330

The highest ever number of rapes was recorded by police in the year ending March 2022

5 in 6

women who are raped don't report it to the police

1 in 100

rapes recorded by police resulted in a charge that same year

Police recorded female rape casesⁱⁱⁱ:

22%

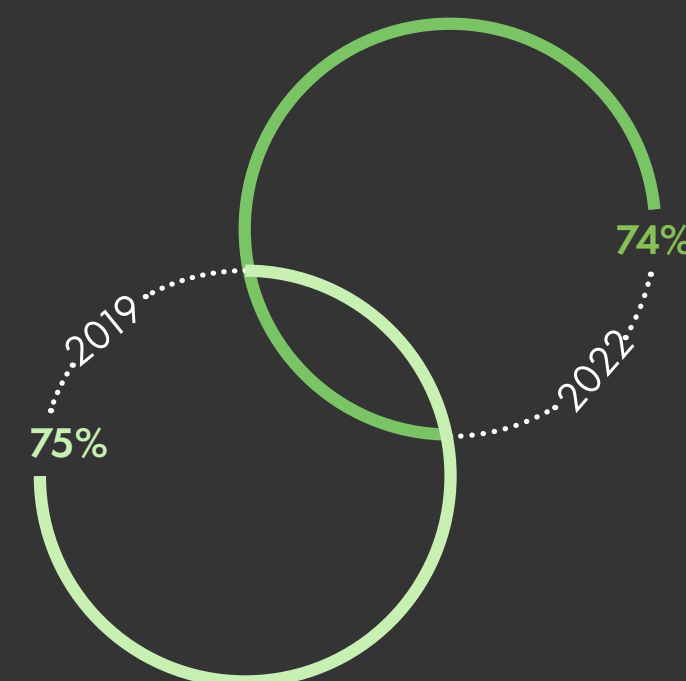
increase since 2018

Referrals to sexual violence support services:

70%

increase from 2019 to 2022^{iv}

Proportion of all domestic abuse victims in England and Wales that are women:^{vi}



“

The epidemic rates of violence, abuse and oppression against women and girls across Wales throughout the past five years cannot be understated. Misogyny and sexism are unfortunately still woven into the fabric of our society. For as long as the associated behaviours remain acceptable, are dismissed as banter, or are left unchallenged under the guise of 'acceptable wrongs', we will not see a decline.

Specialist services work to eliminate violence and abuse, and support those who have experienced it. They do so against a challenging backdrop of the Covid-19 pandemic, austerity cuts and the current cost-of-living crisis. The goal of elimination is achievable, but to truly create change that lasts it must be a priority, not just for us, but for everybody's agenda.

- Welsh Women's Aid

”



SEXUAL HARASSMENT

We lack reliable, annual data on sexual harassment, but looking across previous State of the Nation reports, we see that the scale of the problem remains largely unchanged. Women, particularly young women, still regularly experience harassment in public places.



2018

52%

of girls in the UK aged 13-21 reported that they had experienced street harassment^{vii}



2021

71%

of women in the UK reported that they had experienced street harassment^{viii}



2022

50%

of women aged 16-34 reported experiencing at least one form of harassment *in the past year*^{ix}



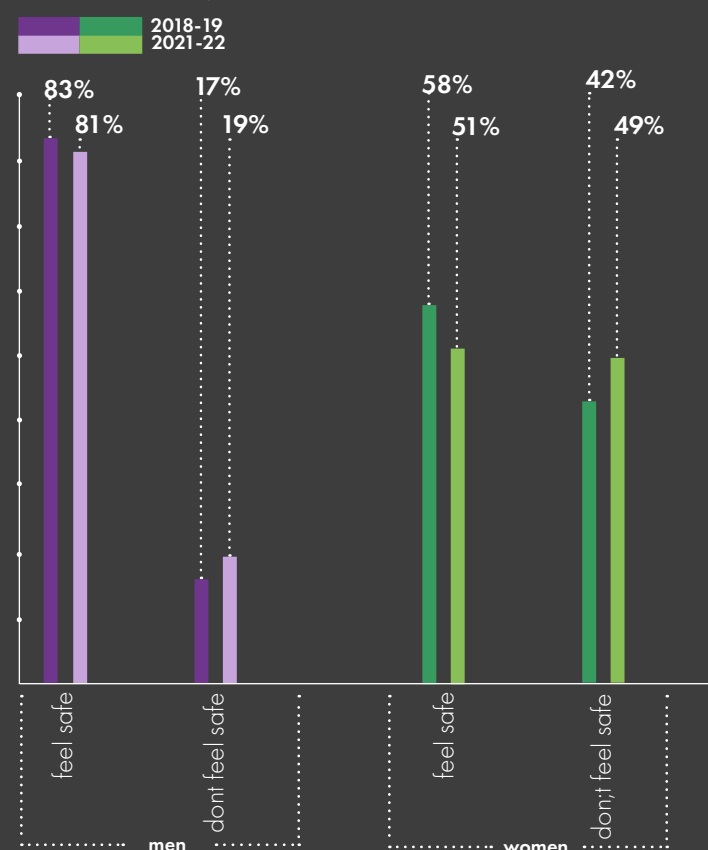
SAFETY

Women remain much less likely to say they feel safe after dark in Wales, and the figures show a worsening picture since 2016-17.

Proportion of women who:

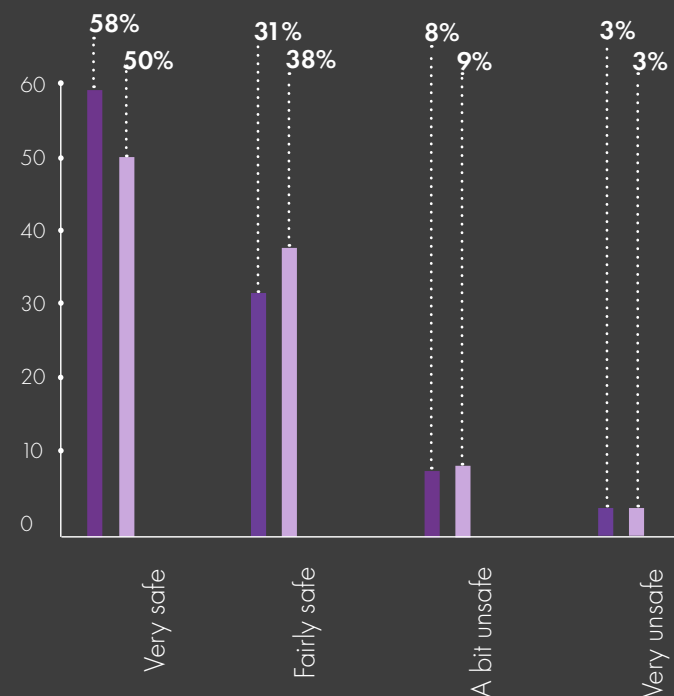
feel unsafe at home, walking in the local area, and travelling **increased by 5%** compared to 2016-2017

PEOPLE FEELING SAFE (AT HOME, WALKING IN THE LOCAL AREA, AND TRAVELLING), BY SEX, 2018-2022: **WOMEN AND MEN**



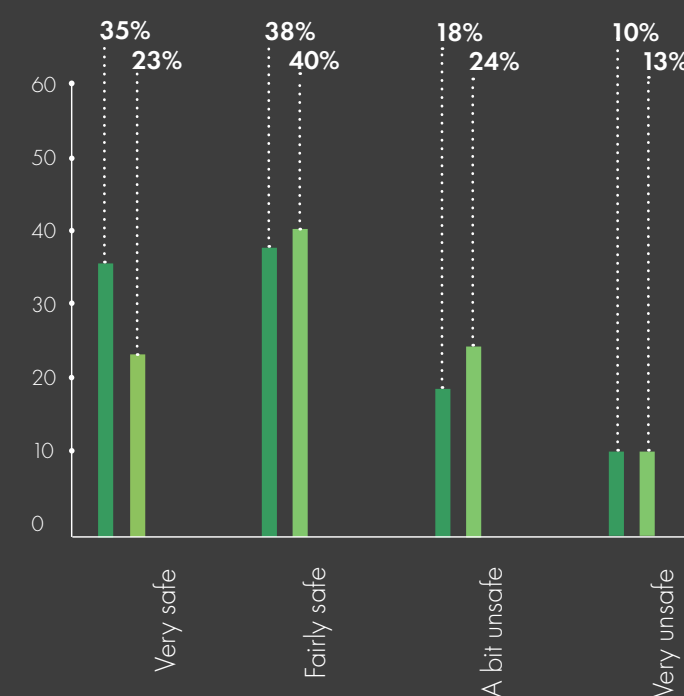
FEELING OF SAFETY AFTER DARK: **MEN**

2018-19 2021-22



FEELING OF SAFETY AFTER DARK: **WOMEN**

2018-19 2021-22

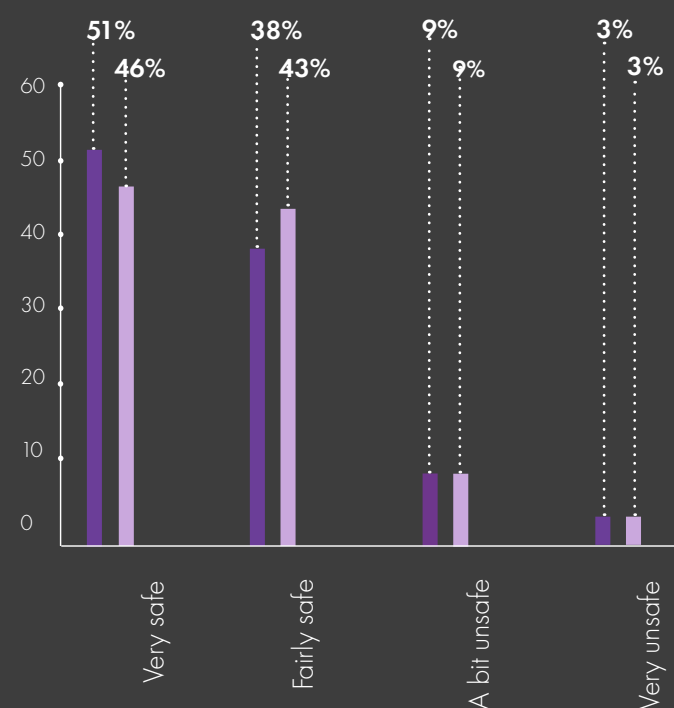


Proportion of women who:

feel **unsafe** in the local area after dark **increased 4%**

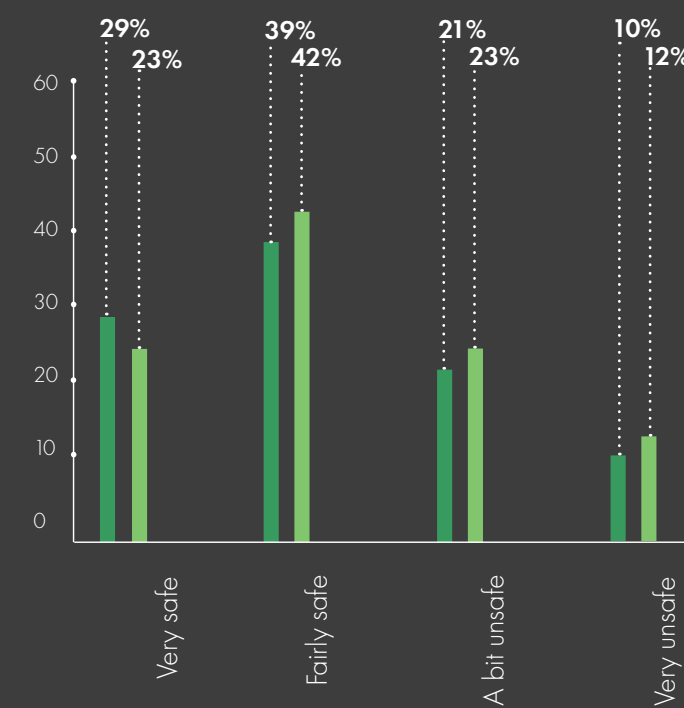
FEELING OF SAFETY ON PUBLIC TRANSPORT AFTER DARK: **MEN**

2018-19 2021-22



FEELING OF SAFETY ON PUBLIC TRANSPORT AFTER DARK: **WOMEN**

2018-19 2021-22



Proportion of women who:

feel **unsafe** on public transport after dark **increased 4%** compared to 2016-2017



POVERTY

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.

On average, women in Wales do not earn enough independently to meet the Minimum Income Standard, which currently stands at £25,000.

Poverty has been a persistent issue in Wales, and we see in the data that poverty rates for many household types are higher now than in 2019-20. There are limitations

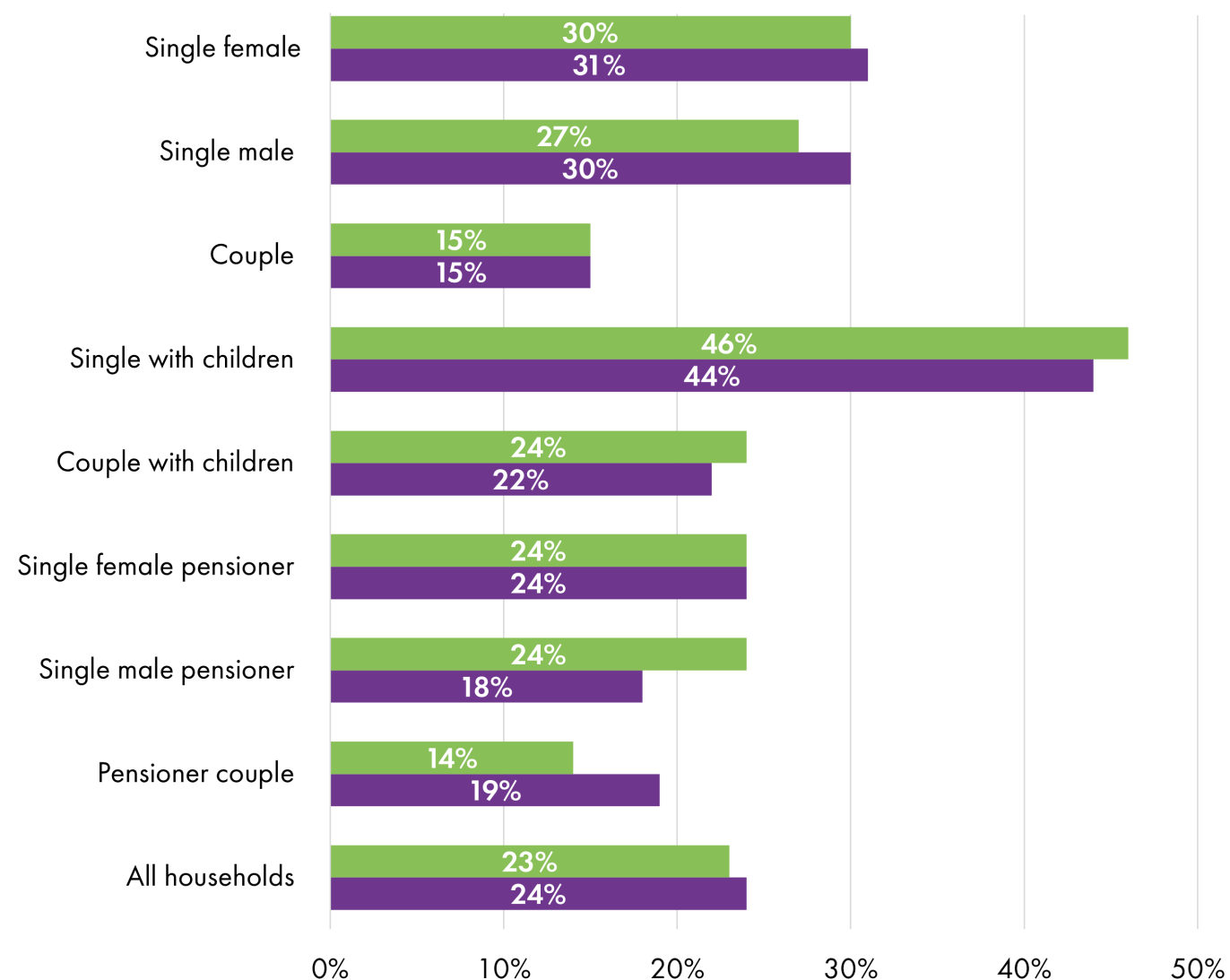
to this data, as it's only measured at a household level, but we can see that households headed by women are generally at higher risk of poverty.

This includes single parents, the majority of whom are women, where 46% are now living in poverty, compared to 44% in 2019-20.^x

WHO IS AT GREATEST RISK OF POVERTY?

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

2019-20 2016-17



SOCIAL SECURITY AND WELFARE REFORM

The social security system should provide a vital safety net for people who find themselves out of work or in financial difficulty. Since we published our first State of the Nation report, there have been ongoing changes to the UK's social security system, not least of all the roll out of Universal Credit (UC).

As such, we have focused data on Universal Credit claimants between 2018 and 2022 rather than return to some of the figures included in our first State of the Nation report.

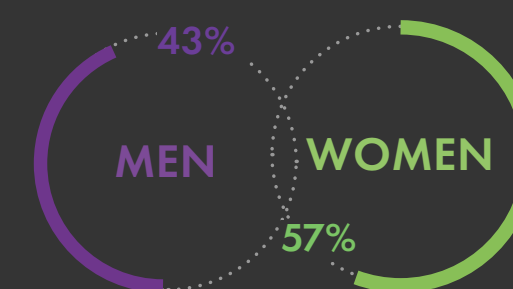
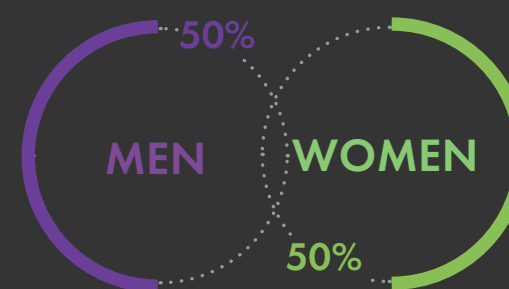
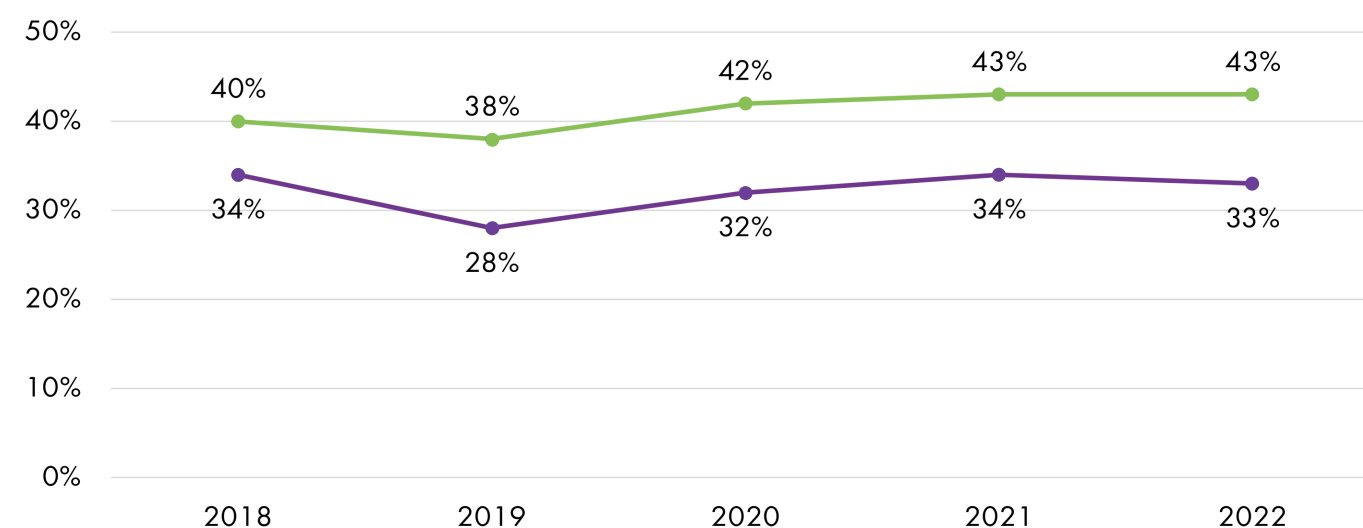
Since 2018, a greater proportion of UC claimants are now women. And across the five years we see

that women are more likely than men, to be in work and claiming UC, an indication of the impact of working fewer hours and low pay on women's incomes.

WHAT PROPORTION OF UNIVERSAL CREDIT CLAIMANTS ARE IN WORK?

Source: Department for Work and Pensions via Stat-Xplore

Male Female



When we published our first State of the Nation report in January 2019, we could never have predicted the challenges we would face over the coming five years. The impact of the Covid-19 pandemic will likely be felt for many years, and the full impact of the cost of living crisis is yet to be understood.

What our five year State of the Nation review shows us is that we have at least one constant – inequality. While progress has been made in some areas, and should absolutely be celebrated, this progress is in many ways quite marginal. We are yet to truly shift the dial in many of the areas included in this report.

Women in Wales should not need to wait several decades to see gender gaps in our economy close, for fair representation or an end to violence, harassment and abuse.

No single actor will be able to address the many complex and interrelated issues that produce gender inequality. We need this

to be a truly national mission, where government, business and individuals all play an active role in tackling inequality.

Government will need to make different decisions about where to invest money and how public policy can drive change more effectively and more quickly. Businesses must continue to consider how they organise work, and the policies and practices that are needed to tackle discrimination and create truly inclusive workplaces. The pandemic helped to accelerate many positive changes in how we work; this must continue with a laser focus on equality and inclusion.

And civil society will need to look at how we survive, grow and collaborate in an ever changing funding landscape, so we can effectively support marginalised groups, campaign for change and hold those in positions of power accountable.

Wales faces unique challenges and opportunities. We have strong

foundations on which to build, but we must see a genuine change in what we do, and how we do it. We cannot afford to continue as we are, the pace of change is just too slow.

We know what many of the solutions are. The Gender Equality Review report *Deeds not Words*, sets out a clear programme of change to truly embed equality into all that government does. Our *Manifesto for a Gender Equal Wales*, offers solutions in many of the areas highlighted in the State of the Nation indicators. Implementation of these sets of recommendations needs to happen at pace.

A more equal Wales will benefit everyone. It will contribute to a more prosperous Wales, a more resilient Wales and a healthier Wales. Our call to action remains, for all those in positions of power, to turn warm words into action, and play a role in delivering the gender equal Wales we all deserve.

END NOTES

ⁱ The data we use from Annual Population Survey covers July 2017-June 2018, July 2018-June 2019, July 2019-June 2020, July 2020-June 2021, July 2021-June 2022 releases.

ⁱⁱ <https://rapecrisis.org.uk/get-informed/statistics-sexual-violence/>

ⁱⁱⁱ <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/crimeinenglandandwalesappendixtables>, Table A4

^{iv} <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/domesticabusevictimservicesappendixtables>, Table 31.

^v <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/domesticabuseprevalenceandvictimcharacteristicsappendixtables>, Table 8.

^{vi} Domestic abuse prevalence and victim characteristics - Office for National Statistics (ons.gov.uk), Table 15, Year ending March 2019 and Year Ending March 2022.

^{vii} Girlguiding UK cited in State of the Nation 2019

^{viii} UN Women cited in State of the Nation 2021

^{ix} <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/perceptionsofpersonalsafetyandexperiencesofharassmentgreatbritain/16februaryto13march2022#experiences-of-harassment>

^x Stats Wales, HBAI, Working age adults in relative income poverty by type of employment, 2016-17 and 2019-20.