

# Who runs Wales? 2014

A lost decade - no change



Comisiwn  
Cydraddoldeb a  
Hawliau Dynol

Equality and  
Human Rights  
Commission

# International Women's Day

In 1910, the International Conference of Working Women voted on a proposal to create an International Women's Day.

This suggested that every year there should be a global celebration to pay tribute to the role of women in society and push for further social change, including getting more women into public office. The Conference, made up of over 100 women from 17 different countries, unanimously agreed the proposal and International Women's Day was born.

The first International Women's Day took place in 1911. Meetings were held across the world. The largest street demonstration was made up of 30,000 women. Every year since 1911 there have been celebrations across the world.

This year, events will be held from Austria to Australia, India to Ireland, South Korea to South Africa and many other places around the world to celebrate the achievements of women and aimed at getting more women into positions of power and influence.

## Contents

Ten years - still too few women at the top .....	3
Introduction .....	4
Overview: A lost decade .....	5
Who runs Wales? .....	6
Public appointments .....	8
Private sector companies.....	9
Welsh politics .....	10
The importance of special measures .....	11
Sources .....	12

**Our data was obtained in January 2014.**

# Ten years - still too few women at the top

This report paints a stark picture of Wales. One that shows women are largely missing from the decision-making tables across most areas of our daily life.

In 2003 the National Assembly led the way with a world-first perfect gender balance of 30 men and 30 women. This set a benchmark for fairness and lit a beacon of hope. Since then, overall progress has been unacceptably slow. Wales is virtually at standstill and in serious danger of sliding backwards.

When we look back over a decade of gathering these statistics, our findings show that in several sectors there are fewer women at the top than in 2004.

Overall Wales remains a country where those taking the major decisions that impact on all of us are overwhelmingly men. By publishing these statistics, we are drawing attention to the urgent need for improvement.

These figures highlight a wider failure to ensure our corridors of power reflect the diversity of Wales and include people from under-represented groups, such as ethnic minority and disabled people.

Good intentions are not enough. The Presiding Officer has placed this topic at the top of her agenda. The Welsh Government has set increasing the diversity of public appointees as an equality objective. Senior leaders from engineering and manufacturing are looking at ways to improve the gender balance in their industries. But these initiatives are competing with other priorities and will need wider support to generate results.

This year's report is a wake-up call. It is time to adopt strong measures to speed up the pace of change.

50:50 gender representation in senior positions by 2020 is our ambitious aim. We look forward to working with you to find new ways to ensure the top tables in Wales reflect everyone in society.



**Ann Beynon**, Commissioner for Wales

**Kate Bennett**, National Director for Wales

**March 2014**

# Introduction

This report provides a snapshot of who sits in positions of power and influence in Welsh life. It looks at our politicians, chief executives and business leaders to see whether they reflect the people they serve.

In preparing this year's report we looked back over a decade of gathering these statistics to see how much progress has been made. Sadly, the answer overall is almost no progress.

It is encouraging that during the last ten years the education sector has increased the number of women reaching senior positions. Other areas have not fared so well. There are fewer women who are:

- Assembly Members
- Council Leaders
- On the boards of Welsh Government Sponsored Bodies.

Some public authorities and business leaders are taking initiatives to improve gender balance in senior positions but the results in this report show that these initiatives are not delivering improvements quickly enough. The most effective way to improve gender balance is through strong special measures - setting clear targets for public and private sector board appointments and, for elected roles, using methods such as all-women shortlists.

## Why we need more representative decision-making

Evidence shows there are many good reasons why we need our decision-makers to come from more diverse backgrounds, including:

- Greater diversity at top tables leads to different issues being put on the agenda and discussed at meetings
- Decisions are more likely to take account of different viewpoints which leads to more responsive services and better business practice
- Leaders lack legitimacy if they only reflect part of the population
- Diversity helps organisations to be in tune with the people they serve
- Government, businesses and other organisations are missing out on a huge pool of talent by having so many leaders from similar backgrounds

# Overview: A lost decade

Our report shines the spotlight on a Wales where progress towards gender equality in decision-making is virtually at a standstill. In fact, during the last ten years, in some areas, we have gone backwards.

The education sector is one of the few areas where real improvement can be seen during the last decade. The percentage of women secondary school head teachers has almost doubled. The first female Vice Chancellor was appointed in 2011 and now there are two women in the top positions at our universities.

The percentage of female police officers has increased from 17% to 28% in the last ten years but in 2004 we had one female Chief Constable. Today none of our Chief Constables or the four new Police and Crime Commissioners are women.

In the NHS, women make up 77% of the workforce. Ten years ago almost a third of NHS Trust Chief Executives were women but today only one of our ten Local Health Boards and Trusts has a woman in charge.

In terms of our elected representatives, gender balance has largely worsened too. We now have fewer women Assembly Members, fewer women in the Cabinet and fewer women Council Leaders than we did ten years ago. But we do have more female MPs, an increase from four in 2004 to seven in 2014.

The number of women at the top of the largest charities in Wales (36%) and at the top of Welsh media organisations (33%) has remained static since 2004.

During the last decade organisations have merged and some jobs have been lost. As a result it is even tougher for women to work their way to the top. Many women find it difficult to reach the middle levels in our workplaces let alone go further. Improving gender balance can only be achieved if better family-friendly arrangements and part-time working is available at all levels.

Workplace policies for example, supporting staff who experiencing domestic abuse, and steps to narrow the gender pay gap are essential if women are to thrive and prosper at work.

# Who runs Wales?

● Female  
● Male

## Police

Police and Crime Commissioners and Deputies



Chief and Deputy Chief Constables



All Police Officers



## Welsh Government Civil Servants

Management Board



All Welsh Government staff



## Health

Chief executives of NHS Health Boards and Trusts



All NHS staff\*



## Local Authorities

Local government chief executives



All staff in local authorities





# Who runs Wales?

● Female  
● Male

## Education

University vice-chancellors

22%

78%

Heads of further education colleges

25%

75%

Secondary school headteachers

30%

70%

All headteachers

57%

43%

All school teachers

75%

25%

## Third sector

Chief executives or equivalent of the 100 largest Welsh charities

36%

64%

## Media

Senior management teams at major broadcasters

33%

67%

Editors of daily and national weekly newspapers

22%

78%

## Trade Unions

Wales TUC General Council

36%

64%



# Public appointments

‘The current representation of women on boards, and especially as Chairs, is dire. Rather than bury our heads in the sand and come out with the usual excuses as to why that is the case, I think that we, as public leaders, have a duty and a responsibility to try different solutions. We need to show some real determination and energy around this agenda as it is critical to better decision-making and policies and governance that is closer to the people we serve.’

**Professor Laura McAllister, Chair, Sport Wales**

The Welsh Government has committed to taking action to increase the number of women that make up our public appointees in Wales. Public appointees are the people on the boards and committees that run our schools, hospitals, our arts and sports bodies. The choices they make have a huge impact over all of our lives.

This year we surveyed all eight major Welsh Government Sponsored Bodies with full-time staff and a national remit. We found that only 31% of board members at these organisations are women. Ten years ago, across the Sponsored Bodies operating at that time, the figure was 35%. So, whilst some organisations have changed in the last decade, overall the position has worsened.

There is no shortage of talented and skilled women who wish to take up public appointments at both community and national level. They are being hampered by outdated attitudes about who is suitable to take up decision-making roles and by outdated recruitment and selection procedures. Every organisation can tackle this to ensure people who hold public appointments come from all walks of life.

## Welsh Government Sponsored Bodies

● Female  
● Male

Board members of major Sponsored Bodies

31%

69%

Chief executives of major Sponsored Bodies

37%

63%



# Private sector companies

‘The potential rewards of diversity are significant: an organisation that recruits its staff from the widest possible pool will unleash talent and develop better understanding of its customers. It will also enable it to spot market opportunities. Promoting diversity in the workplace need not be expensive or time-consuming but it does require a commitment from the top to trigger a change in culture and attitude.’

Emma Watkins, Director, CBI Wales

Our survey of 100 top companies in Wales found just two women in the most senior position in the business. This is the same number as we found in our 2012 survey of 50 firms. Clearly, little or no visible progress is being made in getting women to the most senior positions in the private sector. This is a real concern and just hoping that more women manage to break through to senior positions will not work.

To achieve real improvements business leaders - men and women - will have to take personal responsibility for changing the culture in the business. Women will never reach the top if they struggle to get to the middle of the organisation.

Improving the gender balance in private sector decision-making in Wales depends on leaders making a commitment to set targets, and to introduce measures to increase women’s confidence and promotion prospects.

Better gender balance at the top benefits businesses. Reflecting everyone’s experience enables companies to sharpen their customer focus and attract new business, it makes best use of available skills and it puts the business in a stronger position to flourish.

## Businesses in Wales

● Female  
● Male

Chief executives or equivalent of top 100 businesses in Wales



# Welsh politics

In the last ten years there has been a small increase in the percentage of female councillors in Wales from 23% to 27%. There has been an increase in the number of women MPs in Wales too - from four in 2004 to seven in 2014.

Today some councils have much better gender balances than others. On Anglesey, only 10% of councillors are women. In Merthyr Tydfil, only 12% of councillors are women. Swansea has the highest percentage of female councillors - 39%. Cardiff Council and Rhondda Cynon Taf Council are both close behind. The Welsh Government has appointed an expert group to develop an action plan aimed at increasing the diversity of councillors following the 2017 local elections.

Since 2004 women have been elected as leaders of two of Wales's four major parties Kirsty Williams, Leader of the Welsh Liberal Democrats and Leanne Wood, Leader of Plaid Cymru.

Overall the gender balance of our elected representatives has worsened in the last ten years. Major improvements need to be made if our politicians are going to reflect the people they serve. The test for parties will be the upcoming European, General and National Assembly elections.

Good intentions are not enough. Positive action is needed to deliver concrete change. Every party needs to have in place measures to increase the diversity of their candidates.

## Our elected representatives in Wales

● Female  
● Male

### Welsh Government Cabinet



### National Assembly for Wales Members



### Members of Parliament



### Members of European Parliament



### Council Leaders



### Councillors



# The importance of special measures

There have only ever been thirteen female MPs from Wales since the 'Act of Union' between England and Wales in 1536. Seven of these were selected by all-women shortlists.

It is only because the Labour Party used all-women shortlists that Wales has had even this many female MPs. The Conservatives and Plaid Cymru have never had a woman MP in Wales.

This shows that special measures are crucial to getting women selected as candidates and elected to Parliament.

Legislation gives parties the opportunity to use all-women shortlists until 2030. Parties need to take advantage of this if Wales is to achieve fair gender representation.

The chart below shows how crucial all-women shortlists have been to securing women MPs in Wales.

## Women MPs in Wales since 1536

Name	Political Party	Date
Megan Lloyd George	Liberal Labour	1929 - 1951 1957 - 1966
Dorothy M. Rees	Labour	1950 - 1951
Eirene White	Labour	1950 - 1970
Ann Clwyd	Labour	1984 - present
Jackie Lawrence	Labour	1997 - 2005
Julie Morgan	Labour	1997 - 2010
Betty Williams	Labour	1997 - 2010
Jessica Morden	Labour	2005 - present
Sian James	Labour	2005 - present
Nia Griffith	Labour	2005 - present
Madeleine Moon	Labour	2005 - present
Jenny Willott	Liberal Democrats	2005 - present
Susan Elan Jones	Labour	2010 - present

**Key: Red - selected by all-women shortlists**

The Equality and Human Rights Commission aims to reduce inequality, eliminate discrimination, strengthen good relations between people, and promote and protect human rights.

This report and more information about us can be found at  
[www.equalityhumanrights.com/wales](http://www.equalityhumanrights.com/wales)

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## Sources

### **Our elected representatives**

UK Parliament website

Welsh Local Government Association website

National Assembly for Wales website

Welsh Government website

European Parliament website

*‘Welsh Power Report’* The Electoral Reform Society 2013

### **Private sector**

Wales Yearbook 2013

Direct enquiries

Company websites

### **Local authorities and education**

Welsh Local Government Association website

Direct enquiries

Higher Education Wales

General Teaching Council for Wales

Colleges Wales and College websites

### **Civil servants, Sponsored Bodies and police**

Welsh Government website

Sponsored Bodies websites

Police and Crime Commissioner and Police Service websites

### **Health, media, trade unions and third sector**

Welsh Government website

Direct enquiries and company websites

Wales Yearbook 2013

Wales TUC

*‘Women Count: Charity leaders in Wales’* Norma Jarboe OBE 2012

\*Previously unpublished management information Health Statistics and Analysis Unit, Welsh Government.

Picture credit: Senedd Image courtesy of the Assembly Commission