
Welsh Power Report

Women in Public Life

March 2013 | Stephen Brooks & Dr Owain ap Gareth

Facts &
Figures



Electoral
 Reform
 Society
Cymru

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More Information

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March 2013

The Electoral Reform Society is a member of the coalition Counting Women In. You can find the CWI *Sex and Power 2013* Report at www.countingwomenin.org

ERS Wales would like to thank our colleagues in the Electoral Reform Society UK for the help in producing this work. We are grateful to the Welsh Government, our Counting Women In coalition partners and the Equality & Human Rights Commission for providing us with important data. We would also like to thank all the organisations who shared information about themselves with us. We would like to thank the political parties who shared information with us in particular, given the knowledge that it may not be a flattering reflection on themselves. Thank you all!

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Julia Gillard
Prime Minister of Australia, from Barry, Wales

Laggards & Gillard

Historically, a Welsh-born woman is more likely to be Prime Minister of Australia, than a Plaid Cymru or Welsh Conservative MP.

It's nearly a century since women won the right to vote, yet the level of women's representation in some parts of Welsh public life remains unchanged from the time of Lloyd George. Walk into most boardrooms, council chambers or decision-making meetings in Wales and the chances are that overwhelming majority of people around the table will be men.

The health of our democracy in Wales depends primarily on the relationship between people and politics. How widespread and equal is participation in our democracy? Can it be said to truly represent the population, their democratic choices and their identities? Does everyone have access to politics and is power equally shared?

These are the tests which we have applied to representative democracy and governance in Wales today.

The exclusion of women from Welsh public life is not just a matter of equality and democratic legitimacy. It has practical implications for how laws are passed, policies are formed and services are delivered.

To the rest of the world, Wales has a record of which to be proud. The National Assembly and Welsh Government are world leaders in terms of women's representation, although progress within both institutions has begun to move backwards. But as this report highlights, behind the good news lie a more substantial and worrying set of statistics. Wales has a smaller share of women MPs than other UK nations. Three quarters of councillors in Wales are men. In 2012 there was just a 1.5% increase in the proportion of women councillors. At this slow rate of progress — women will not have an equal voice in Welsh local authorities until 2076. The Isle of Anglesey has just two women councillors.

Evidence shows that institutions with fewer than 30% female members lack the critical mass needed to drive change forward. The list of Welsh institutions and offices with fewer than 30% members is stark

Institution/office	% of Welsh women
Police & Crime Commissioners	0%
Plaid Cymru MPs	0%
Welsh Conservative MPs	0%
Prime Minister of Australia (Historical)	4%
Councillors on Isle of Anglesey	5%
Leaders of local authorities	9%
Councillors on Merthyr Tydfil CBC	12%
Chairs of Local Health Boards	14%
Welsh MPs	18.5%
Senior Civil Servants in Dept. Business, Enterprise, Technology & Science	19%
Dyfed Powys Police & Crime Panel	21%
Snowdonia National Park Authority	21%
Mid & West Wales Fire & Rescue Authority	21%
Councillors in local government	26%
Welsh peers	26%

And just outside:

Institution/office	% of Welsh women
Welsh Government cabinet	33.3%

Our research shows that at every level of government, in every democratically-elected public institution, and on every publically appointed body — there is still much more work to be done to entrench and promote equality.

Now is the time for Welsh Government, local authorities and political parties to renew their commitment to women's representation in public life.



Women in the National Assembly

Members of the National Assembly for Wales - historic

	Women Total	Women %	Men Total	Men %
2011-	25	41.6%	35	58.3%
2007-11	28	46.6%	32	53.3%
2005-07	31	51.6%	29	48.3%
2003-05	30	50%	30	50%
1999-2003	24	40%	36	60%

Devolved legislatures - current

	Women Total	Women %	Men Total	Men %
Wales	25	41.6%	35	58.3%
Scotland	45	35%	84	65%
London	8	32%	17	68%
Northern Ireland	20	18%	89	82%

Candidates for the 2011 National Assembly for Wales elections - constituency and list

Women Total	Women %	Men Total	Men %
78	30%	184	70%

Chairs of National Assembly for Wales committees

Women Total	Women %	Men Total	Men %
3	27%	8	73%



Llywodraeth Cynulliad
Welsh Assembly Gove

Women in Welsh Government

Members of the Welsh Government (Cabinet Ministers) – historic

	Women Total	Women %	Men Total	Men %
2011-	3	33.3%	6	66.6%
2009-11	4	40%	6	60%
2007-09	4	36%	7	64%
2005-07	5	50%	5	50%
2003-05	5	56%	4	44%
2000-03	6	60%	4	40%
1999-2000	4	44%	5	56%

Members of the Welsh Government (Junior Ministers) – historic

	Women Total	Women %	Men Total	Men %
2011-	1	33.3%	2	66.6%
2009-11	3	75%	1	25%
2007-09	2	50%	2	50%
2005-07	2	50%	2	50%
2003-05	0	0%	3	100%
2001-03	1	20%	4	80%
1999-2001	0	0%	1	100%

Civil Servants in the Welsh Government – by department

	Senior Civil Servants women %	Grade 6 women %
Education & Skills	66.6%	55%
Local Government & Communities	60%	33.3%
Health, Social Services & Children	51%	69%
Sustainable Futures	44%	23%
Strategic Planning, Finance & Performance	42%	27%
Legal Services	33.3%	54%
People, Places & Corporate Services	20%	42%
Business, Enterprise, Technology & Science	19%	21%
Permanent Secretary (Department)	0%	0%
TOTAL	41%	39%

Members of the constitutional commissions

	Women Total	Women %	Men Total	Men %
All Wales Convention	6	35%	11	65%
Richard Commission	3	30%	7	70%
Silk Commission	2	25%	6	75%
Holtham Commission	0	0%	3	100%



Welsh Women in Westminster

1. Due to its unelected status and its ambiguous system of appointments, regional representation at the House of Lords is difficult to determine. We have followed others' methodology in basing our calculations around Lords' declared residency. This is likely to miss out many Welsh peers, but other methodologies would depend on assumptions and risk arbitrariness. See page 7 of <http://www.assembly.wales.org/12-017.pdf> and page 3 of library note on how calculated: www.parliament.uk/briefing-papers/l1n-2012-

Welsh Members of Parliament - historic

	Women Total	Women %	Men Total	Men %
2010 -	7	18.5%	33	82.5%
2005-10	8	20%	32	80%
2001-5	4	10%	36	90%
1997-2001	4	10%	36	90%
1992-97	1	3%	37	97%
1984-87	1	3%	37	97%
1983-84	1	3%	37	97%
1979-83	0	0%	38	100%

Welsh Members of Parliament – current, by party

	Women Total	Women %	Men Total	Men %
Conservatives	0	0%	8	100%
Labour	6	23%	20	77%
Liberal Democrats	1	33.3%	2	66.6%
Plaid Cymru	0	0%	3	100%

Members of Parliament, - current, by nation

Nation	Women Total	Women %	Men Total	Men %
UK	145	22%	505	78%
England	121	23%	412	77%
Northern Ireland	4	22%	14	78%
Scotland	13	22%	46	78%
Wales	7	18.5%	33	82.5%

Ministers Welsh Office and Wales Office – historic (1964 onwards)

Women Total	Women %	Men Total	Men %
1	6%	15	94%

House of Commons Welsh Affairs Select Committee - current

Women Total	Women %	Men Total	Men %
4	33.3%	8	66.6%

Welsh Members of the House of Lords

Women Total	Women %	Men Total	Men %
6	26%	17	74%



Women in Welsh Local Government

2. As of last ordinary election: Isle of Anglesey (2008); all others 2012

Number of Councillors in Wales (since 1999)

	Elected Women Total	Women %	Total Councillors	Men %
2012	333	26%	1223	74%
2008	313	25%	1264	75%
2004	275	22%	1263	78%
1999	233	18%	1273	82%

Proportion of Women Councillors across Great Britain (current)

	Women %
England	32%
Wales	26%
Scotland	24%

Leadership of Welsh unitary authorities

	Women Total	Women %	Men Total	Men %
Leader	2	9%	20	91%
Chief Executive	5	23%	17	77%

Proportion of Women Councillors in Wales, by council²

Council	Women %
Swansea	39%
RCT	37%
Cardiff	37%
Torfaen	34%
Flintshire	30%
Bridgend	30%
Monmouthshire	30%
Vale of Glamorgan	30%
Powys	29%
Caerphilly	27%
Neath Port Talbot	27%
Newport	26%
Conwy	25%
Carmarthenshire	24%
Gwynedd	24%
Denbighshire	23%
Blaenau Gwent	16.6%
Pembrokeshire	15%
Wrexham	15%
Ceredigion	14%
Merthyr Tydfil	12%
Isle of Anglesey	5%



Welsh Women in Europe

Welsh Members of the European Parliament (since 1979)

	Women Total	Women %	Men Total	Men %
2009 -	2	50%	2	50%
2004 - 09	3	75%	1	25%
1999 - 2004	3	60%	2	40%
1994 - 99	2	40%	3	60%
1989 - 94	1	25%	3	75%
1984 - 89	1	25%	3	75%
1979 - 84	2	50%	3	50%



Women in Welsh Parties

3. Counts total candidates per contest, including uncontested elections. For example, Nick Bourne is counted twice: in 1999 when he contested Rod Richards and 2000 when he was elected unopposed. Labour figure omits Ron Davies/Rhodri Morgan contest. Plaid Cymru figure omits Dafydd Wigley.

Party Leaders (or Assembly Group Leaders), by party – historic (1999)

Party	Women Total	Women %	Men Total	Men %
Liberal Democrats	1	50%	1	50%
Plaid Cymru	1	33.3%	2	66.6%
Conservatives	0	0%	3	100%
Labour	0	0%	2	100%

Candidates for Party Leader (or Assembly Group Leader), by party – historic (1999)³

	Women Total	Women %	Men Total	Men %
Liberal Democrats	3	75%	1	25%
Plaid Cymru	3	43%	4	57%
Labour	1	16.6%	5	83.3%
Conservatives	0	0%	5	100%

Senior Staff Member, by party – historic (1999)

	Women Total	Women %	Men Total	Men %
Liberal Democrat Chief Executive	1	25%	3	75%
Labour General Secretary	2	50%	2	50%
Conservative Director	0	0%	3	100%
Plaid Cymru Chief Executive	3	60%	2	40%

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POLICE



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www.heddlu-de-cymru.police.uk

Women in Welsh Public Services

National Park Authorities

	Women Total	Women %	Men Total	Men %
Chairs	1	33.3%	2	66.6%
Brecon Beacons	6	25%	18	75%
Pembrokeshire	5	28%	13	72%
Snowdonia	4	21%	14	79%
Members appointed via Public Appointments Process	9	45%	11	55%
Members appointed from local authorities	6	15%	34	85%

Police & Crime Commissioners

	Women Total	Women %	Men Total	Men %
Police & Crime Commissioners (elected)	0	0%	4	100%
Police & Crime Commissioners Candidates	2	13.3%	13	86.6%

Dyfed Powys Police

	Women Total	Women %	Men Total	Men %
Police & Crime Commissioner	n/a	n/a	1	100%
Chair of former police authority	1	100%	n/a	n/a
Members of Police & Crime Panel	3	21%	11	79%
Members of former police authority	6	32%	13	68%

Gwent Police

	Women Total	Women %	Men Total	Men %
Police & Crime Commissioner	n/a	n/a	1	100%
Chair of former police authority	1	100%	n/a	n/a
Members of Police & Crime Panel	3	25%	9	75%
Members of former police authority	2	12%	15	88%

North Wales Police

	Women Total	Women %	Men Total	Men %
Police & Crime Commissioner	n/a	n/a	1	100%
Chair of former police authority	n/a	n/a	1	100%
Members of Police & Crime Panel	3	25%	9	75%
Members of former police authority	4	20%	16	80%

South Wales Police

	Women Total	Women %	Men Total	Men %
Police & Crime Commissioner	n/a	n/a	1	100%
Chair of former police authority	n/a	n/a	1	100%
Members of Police & Crime Panel	4	33.3%	8	66.6%
Members of former police authority	6	32%	13	68%

Fire & Rescue Authorities

	Women Total	Women %	Men Total	Men %
Chairs	0	0%	3	100%
Mid & West	5	21%	21	79%
South Wales	6	25%	18	75%
North Wales	6	21%	22	79%

Local Health Boards

	Women Total	Women %	Men Total	Men %
Chairs	1	14%	6	86%
Abertawe Bro Morgannwg	9	36%	16	64%
Aneurin Bevan	12	50%	12	50%
Betsi Cadwalader	8	55%	13	45%
Cardiff & Vale	11	55%	9	45%
Cwm Taf	10	43%	13	57%
Hywel Dda	12	52%	11	48%
Powys Teaching	8	40%	12	60%

4. Includes predecessor bodies of existing commissioners. Chairs of the Welsh Language Board since 1993; Meri Huws is counted twice as the last chair of the Welsh Language Board and the first Welsh Language Commissioner as both roles were separate public appointments.

Commissioners⁴

	Women Total	Women %	Men Total	Men %
Children's Commissioner	0	0%	2	100%
Commissioner for Sustainable Futures	0	0%	2	100%
Equality & Human Rights Commission	4	44%	5	56%
Older People's Commissioner	2	100%	0	0%
Welsh Language Commissioner	2	40%	3	80%

Historically, a Welsh-born woman is more likely to be Prime Minister of Australia, than a Plaid Cymru or Welsh Conservative MP.

It's nearly a century since women won the right to vote, yet the level of women's representation in some parts of Welsh public life remains unchanged from the time of Lloyd George. Walk into most boardrooms, council chambers or decision-making meetings in Wales and the chances are that overwhelming majority of people around the table will be men.

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