



29 September 2022

To: Chair of the Economy, Trade, and Rural Affairs Committee, Paul Davies MS

Dear Committee Chair,

Feminist Scorecard 2022

We are writing to you to share key recommendations from our Feminist Scorecard 2022 that are relevant to the Economy, Trade, and Rural Affairs Committee. The Feminist Scorecard 2022, launched in July this year, tracks the Welsh Government's progress towards advancing women's rights and gender equality in six policy areas:

- Fair Finance
- Caring Responsibilities
- Global Women's Rights
- Equal Representation and Leadership
- Tackling Gender Health Inequalities, and
- Ending Violence Against Women and Girls

Each area is rated using a traffic light system (red, amber, and green), indicating the level of progress towards equality for women and girls in Wales. Your committee's portfolio crosses several areas and we would like to highlight actions needed to improve women's economic situation in each area below.

Fair Finance

The research revealed that, compared to the last Scorecard published in 2020, Fair Finance has regressed from amber to a red rating. Some positive steps, such as hybrid working, have been made but overall progress has been undone by the pandemic and the cost-of-living crisis. The scorecard recommends that the Welsh Government should:

- Legally require and enforce all public bodies listed in the Well-being of Future Generations Act to report on their gender pay gap
- Address the prevalence of women in part-time work through better investment into childcare and social care, so that unpaid care work truly becomes a choice
- Monitor and report annually on the effectiveness of the Economic Action and Employability Plans and Economic Contract in narrowing the gender, ethnicity and disability pay gaps
- Legally require and enforce all public bodies listed in the Well-being of Future Generations Act to report on their gender pay gaps alongside collating and publishing ethnicity, disability and LGBTQ+ pay gaps.



- Make it a requirement that all businesses in Wales accessing business support provide gender pay gap information in line with that of public bodies and ensure that they demonstrate a commitment to advancing equality for all.
- Encourage employers to develop and improve flexible working policies to suit the needs of different employees, including women with caring responsibilities, disabled people and working-class women

Global Women's Rights

We were pleased to see some progress in the area of Global Women's Rights, which retained its amber rating. However, urgent action is needed to support sanctuary seekers and those affected by climate change globally for Wales to be a nation of sanctuary and global solidarity. The Scorecard recommends that Welsh Government should :

- Conduct human rights and gender equality assessments of existing and emerging trade policies.
- Include Women's Rights and Global Solidarity with women in the Social Partnership and Procurement Bill.
- Commit to training international trading staff in gender equality, safeguarding and ethical procurement.
- Ensure that the potential of investments in female-dominated, low-carbon sectors such as care and education is adequately considered in the transition to net zero, both domestically and internationally.

We would be grateful for the opportunity to meet with you to discuss how we can work together to make the recommendations a reality, to ensure that women and girls in Wales will not be held back for many years to come. Please contact Fadhilah Gubari at Oxfam Cymru to arrange a suitable date for a meeting on fgubari1@oxfam.org.uk.

We look forward to your response.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Sarah Rees'.

Sarah Rees
Head of Oxfam Cymru

A handwritten signature in black ink, appearing to read 'Catherine Fookes'.

Catherine Fookes
Director of WEN Wales