



29 September 2022

To: Chair of the Legislation, Justice and Constitution Committee, Huw Irranca-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 Legislation, Justice and Constitution 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 portfolio crosses several areas and we would like to highlight actions needed to improve women's situation in each area below.

Equal Representation and Leadership

While there has been some progress in this section, it maintained an amber rating overall. The commitment to gender quotas in the Senedd is a crucial step forward. In local government, women's representation has improved since the 2022 elections but is still far from equal. Much more must be done to ensure political institutions fully reflect Wales's diverse population. We recommend the Welsh Government should :

- Ensure the Senedd Reform Act contains legally binding gender quotas with sanctions for non-compliance.
- Ensure that political parties have due regard to the diversity of their candidates lists representing all protected characteristics, including race/ethnic minority status, disability, age, sexuality and gender identity.
- Explore the introduction of intersectionally embedded quotas, in line with emerging global best practice to ensure fair representation of disabled women, racialised women, LGBTQ+ women and younger women.
- Introduce legislation that permits job-sharing candidates in the next Senedd election.



- Extend the Access to Elected Office fund to cover caring expenses and explore how it can be expanded to support candidates with other protected characteristics, in particular socio-economic disadvantage.
- Improve the collection of candidate diversity data across the Senedd, local government and public boards.

Ending Violence Against Women and Girls

The Welsh Government provided swift emergency funding during the pandemic. However, there is a critical need for sustainable funding for specialist services, especially for women with no recourse to public funds, which scored Red in this section. The scorecard recommends that the Welsh Government should:

- Urgently develop a Welsh solution to supporting survivors with no or limited recourse to public funds.
- Ensure the commitment to joined up working across substance misuse, housing, social services and education is reflected on the ground, extends to the legal system and is supportive rather than punitive for mothers leaving abuse.

Global Women's Rights

We were pleased to see some progress in the area of Global Women's Rights, which retained its amber rating. We especially welcome the Welsh Government's commitment to incorporate the Convention on the Elimination of All Forms of Discriminations Against Women (CEDAW) and the Convention on the Rights of Disabled People (CRPD) into Welsh law. We urge the Welsh Government to act quickly to enshrine strong human rights obligations for women and disabled people. We also recommend that the Welsh Government should consider incorporating the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) to further strengthen the protection of the rights of women who experience intersecting discrimination.

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