



29 September 2022

To: Chair of the Health and Social Care Committee , Russell George 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 Health and Social Care 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 covers issues under Caring Responsibilities and Tackling Gender Health Inequalities, and we would like to highlight actions needed to improve women's situation in both areas below.

Caring Responsibilities

Compared to the last Scorecard published in 2020, Caring Responsibilities and Fair Finance have both regressed from amber to red. This shows the close connection between women's position in the labour market and the unequal distribution of care work in Wales. The Welsh Government has made positive commitments around childcare and social care, but the pace of action does not reflect the urgency for change. We recommend that the Welsh Government should:

- Progress and build on existing plans to ensure social care and childcare as a profession is valued and improved, through measures like a sector-wide real living wage, better career progression, support for mental health & well-being of care workers.
- Ensure unpaid carers are involved in designing and delivering policies and services that affect their lives.
- Contribute to a cultural shift whereby unpaid care work for all ages is recognised and valued appropriately.



Tackling Gender Health Inequalities

The Welsh Government's recent commitment to a women's health plan is sorely needed. Since our last Scorecard published in 2020, little progress has been made on Tackling Gender Health Inequalities, which has again scored red. There are positive steps, such as the opening of a perinatal Mother and Baby Unit and menstrual well-being being a mandatory element of the new curriculum, but overall, the urgency of improving women's health is still not reflected in policy or action. The Scorecard recommends that the Welsh Government should:

- Prioritise the development and implementation of a women and girls' health plan for Wales that is informed by the Women's Health Coalition's quality statement and co-produced with women who have lived experience of various health conditions.
- Invest in high quality research into women's health and treatment and ensure that Wales-based clinical trials have a 50:50 gender split.
- Make menopause the subject of a dedicated Public Health Wales campaign and ensure there is a menopause specialist available in every GP surgery in Wales.
- Open at least two dedicated recurrent miscarriage clinics in Wales.
- Open an independent perinatal mental health unit for mother and babies in North Wales.
- Improve endometriosis healthcare in Wales through a comprehensive and up-to-date set of guidelines, public awareness-raising and allocation of appropriate funding.
- Increase funding for the Welsh Gender Service.
- Ensure all patient facing health care practitioners receive mandatory training to include specific health conditions and processes related to the health needs of people with protected characteristics.
- Improve data collection and mental health provisions to understand and address the longer-term impact of the pandemic on the mental health of women in Wales.

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

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