

Dawn Bowden AM
Chair, Committee on Assembly
Electoral Reform
National Assembly for Wales

Wednesday 12 February 2020

Dear Dawn Bowden AM

Subject: Job-sharing and electing a more diverse Assembly

I was pleased to provide oral evidence to your Committee on January 13 as part of your Inquiry into 'Electing a more diverse Assembly', in which you are examining the recommendations of the recent Expert Panel on Assembly Electoral Reform.

Subsequently, you have asked for additional information regarding our view on job-sharing and opportunities it may provide to improve diversity in the Assembly.

The Commission supports the Expert Panel's Recommendation 11 that:

Bydd y Comisiwn yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg.

The Commission welcomes correspondence in Welsh or English.

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‘Electoral law, Assembly procedures and the Remuneration Board’s Determination on Members’ Pay and Allowances should be changed to enable candidates to stand for election on the basis of transparent job sharing arrangements. The guiding principles of such arrangements should be that candidates clearly articulate the basis of their job sharing agreement to voters, that job sharing partners are treated as if they are one person, and that job sharing Members should give rise to no additional costs beyond those of a single Assembly Member.’

In addition, job-sharing and other flexible working practices in non-political roles provides individuals with improved opportunity to run for, and hold, elected positions. Our recent [Fair Opportunities for All report](#) recommends that part time, job-share and other types of flexible working should be available at all levels of organisations.

Diversity of representation is important for the democratic principles of equality, effectiveness, fairness, justice and legitimacy. The Commission would welcome

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the Committee's further consideration of job-sharing and other flexible working practices as a way of ensuring a diverse Assembly.

Yours sincerely,



Rev Ruth Coombs

Head of Wales

Wales | Equality and Human Rights Commission

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