



Comisiwn
Cydraddoldeb a
Hawliau Dynol

Equality and
Human Rights
Commission

Ymateb i ymgynghoriad

Ymchwiliad – Amrywiaeth mewn llywodraeth leol

Manylion yr ymgynghoriad

Teitl yr ymgynghoriad: Amrywiaeth mewn llywodraeth leol

Ffynhonell yr ymgynghoriad: Y Pwyllgor Llywodraeth Leol a Thai

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Am fwy o wybodaeth cysylltwch â

Ruth Coombs

Comisiwn Cydraddoldeb a Hawliau Dynol

Tŷ'r Cwmnïau, Ffordd y Goron, Caerdydd, CF14 3UZ.

02920 447710

Nia.davies@equalityhumanrights.com

Cyflwyniad

1. Sefydlwyd y Comisiwn Cydraddoldeb a Hawliau Dynol (CCHD) gan Senedd y DU, drwy Ddeddf Cydraddoldeb 2006, fel corff annibynnol gyda mandad yn ymwneud â chydraddoldeb a hawliau dynol. Ni yw'r corff cydraddoldeb cenedlaethol a'r sefydliad hawliau dynol cenedlaethol (NHRI) ar gyfer Cymru a Lloegr ac rydym yn gyfrifol am 'annog arfer da mewn perthynas â hawliau dynol' ac am adrodd ar gynnydd y DU o ran gwireddu'r hawliau dynol yn y cytuniadau y mae wedi'u cadarnhau.

1.1 Rydym yn croesawu'r cyfle i ymateb i ymgynghoriad y Pwyllgor Llywodraeth Leol a Thai ar amrywiaeth mewn llywodraeth leol.

2. Cefndir

2.1 Nid yw'r Comisiwn mewn sefyllfa i ateb rhai o'r cwestiynau a ofynnir gan y Pwyllgor yn uniongyrchol a mater i eraill fyddai gwneud sylwadau.

2.2 Yn yr ymateb hwn anelwn at roi arweiniad i'r Pwyllgor mewn perthynas â chydraddoldeb a Deddf Cydraddoldeb 2010, yr hyn a allai fod yn ganiataol ac yn ddymunol wrth ddatblygu argymhellion a sut y gall y Ddeddf gefnogi cydraddoldeb yn ein sefydliadau democrataidd. Rydym hefyd yn darparu rhai argymhellion.

2.3 Mae'r Comisiwn wedi ymateb i Bapurau Gwyn a Phwyllgorau cysylltiedig. Rydym wedi crynhoi ein gwaith arall gyda chysylltiadau i gefnogi gwaith y Pwyllgor yn hytrach na'u hailadrodd yn yr ymateb hwn. Bydd y dolenni yn cynnwys gwybodaeth bwysig ar gyfer gwaith y Pwyllgor.

Amrywiaeth mewn llywodraeth leol

3. Yr Ymchwiliad

Mynediad i Gronfa Swyddi Etholedig

3.1 Mae'r Comisiwn yn croesawu'r cynlluniau ar gyfer datblygu'r Gronfa Mynediad at Swyddi Etholedig ymhellach a'i hymestyn i grwpiau eraill a dangynrychiolir yn dilyn cynlluniau peilot yn ystod etholiadau y Senedd 2021 a rhai lleol 2022. Yn anecdotaidd, rydym yn ymwybodol bod rhai ymgeiswyr tref/cymuned yn cael eu cefnogi drwy'r gronfa ond, yn wahanol i'r rhai a etholwyd ar Gyngor Bwrdeistref Sirol (lle mae cyllid ar gael i barhau i gefnogi ymgeiswyr anabl), canfu'r rhai a etholwyd nad oeddent bellach yn gallu cael mynediad i cyllid i barhau yn y swydd.

Adnabod pleidleiswyr (ID)

3.2 Roedd dull adnabod pleidleisiwr ar waith am y tro cyntaf yn ystod etholiadau lleol Mai 2023 yn Lloegr a bydd angen i bleidleiswyr yng Nghymru ddangos ID â llun i bleidleisio mewn gorsafoedd pleidleisio mewn rhai etholiadau. Rydym yn monitro effaith ID pleidleiswyr ar grwpiau nodweddion gwarchoddedig, a'i gydnawsedd â Deddf Hawliau Dynol

4. Pleidiau gwleidyddol

4.1 Gall Deddf Cydraddoldeb 2010 helpu i gynyddu amrywiaeth a gwella cyfranogiad yn ein sefydliadau democrataidd. Mae'n caniatáu i bleidiau gwleidyddol fynd i'r afael â thangynrychiolaeth yn eu strwythurau eu hunain ac wrth ddewis ymgeiswyr ar gyfer etholiadau.

Y ddeddf Cydraddoldeb (y Ddeddf)

4.2 Mae pleidiau gwleidyddol yn gweithredu fel porthorion i'r rhai sydd am sefyll am swydd. Mae unrhyw gymdeithas neu glwb sydd ag o leiaf 25 o aelodau a phroses ddethol i ddod yn aelod yn dod o dan y Ddeddf fel 'cymdeithas'. Bydd pleidiau gwleidyddol fel arfer yn bodloni diffiniad y Ddeddf o 'gymdeithas'.

4.3 Mae hyn yn golygu bod aelodau'r blaid, a'r rhai sydd am ddod yn aelodau, yn cael eu hamddiffyn rhag cael eu gwahaniaethu yn eu herbyn pan fyddant yn cyrchu unrhyw fuddion, cyfleusterau neu wasanaethau a ddarperir gan y blaid i aelodau. Mae'n bwysig i bleidiau gwleidyddol gydymffurfio â'r ddeddf a dilyn ein canllawiau.

Deddf Cydraddoldeb 2010: canllaw i bleidiau gwleidyddol

4.4 Byddem yn tynnu eich sylw at "Deddf Cydraddoldeb 2010: canllaw i bleidiau gwleidyddol": [fersiwn Saesneg](#) a [fersiwn Gymraeg](#). Mae hwn yn ganllaw defnyddiol ar gyfer datblygu cynigion neu gynigion posibl i gynyddu amrywiaeth mewn llywodraeth leol. Mae hyn yn cynnwys rheolau ar dreuliau etholiad a dynnir gan ymgeiswyr, cydnabod costau ychwanegol a wynebir gan ymgeiswyr anabl, peidio â gwahaniaethu ar sail aelodau plaid, cyhoeddi gwybodaeth am amrywiaeth ymgeiswyr a chamau i sicrhau cynrychiolaeth gyfartal.

4.5 Un ffordd bwysig o gymryd rhan yn y broses ddemocrataidd yw drwy ddod yn aelod o blaid gwleidyddol. Fodd bynnag, gwyddom fod menywod, lleiafrifoedd ethnig, pobl ifanc, pobl lesbiaidd, hoyw, deurywiol a thrawsrywiol (LHDT) a phobl anabl yn cael eu tangynrychioli ac nad ydynt yn cymryd rhan gyfartal yn ein cyrff etholedig. Mae'r canllaw yn cynnwys esboniad o'r camau y gellir eu cymryd yn gyfreithlon gan bleidiau i gynyddu cyfranogiad grwpiau heb gynrychiolaeth ddigonol mewn swyddi etholedig ac o fewn eu strwythurau plaid eu hunain.

Gweithredu cadarnhaol wrth ddewis ymgeiswyr [s.104]

4.6 Dim ond pan fydd pobl sy'n rhannu un o'r nodweddion gwarchoddedig yn cael eu tangynrychioli yng nghynrychiolwyr y blaid a etholwyd i'r cyrff canlynol y gall partïon gymryd camau cadarnhaol yn eu prosesau dethol:

- Senedd y DU
- Senedd yr Alban
- Y Senedd, a
- Llywodraeth leol.

Mae gweithredu cadarnhaol yn wirfoddol ac ni ellir gorfodi pleidiau gwleidyddol i'w wneud.

Gweithredu cadarnhaol: y darpariaethau cyffredinol [s.158]

4.7 Y tu hwnt i'r darpariaethau sy'n caniatáu gweithredu cadarnhaol wrth dethol neu lunio rhestr fer o ymgeiswyr, mae'r darpariaethau gweithredu cadarnhaol cyffredinol yn y Ddeddf yn caniatáu i bleidiau gwleidyddol fynd i'r afael ag anfantais a thangynrychiolaeth yn eu haelodaeth a strwythurau plaid. Caniateir gweithredu cadarnhaol os oes angen i'r parti gymryd camau i oresgyn anfantais, i ddiwallu anghenion gwahanol neu i gynyddu cyfranogiad pobl sy'n rhannu nodwedd warchoddedig. Rhaid i'r blaid 'feddwl yn rhesymol' bod pobl mewn grwpiau gwarchoddedig yn dioddef anfanteision sy'n gysylltiedig â'u nodwedd warchoddedig, bod ganddynt wahanol anghenion, neu eu bod yn cael eu tangynrychioli, a rhaid i'r camau a gymerir fod yn gymesur.

S.106

4.8 Mae ein hadroddiad Amrywiaeth ymgeiswyr a swyddogion etholedig ym Mhrydain Fawr (2019) yn nodi:

“Mae amrywiaeth cynrychiolaeth yn bwysig i egwyddorion democrataidd cydraddoldeb, effeithiolrwydd, tegwch, cyfiawnder a chyfreithlondeb. Fodd bynnag, mae diffyg data o ansawdd da sydd wedi’u diffinio’n gyson ar gyfer y rhan fwyaf o nodweddion gwarchoddedig yn rhwystro’r gwaith o fonitro amrywiaeth y gynrychiolaeth wleidyddol yn sylweddol.”

4.9 Hoffem dynnu eich sylw at Ddeddf Cydraddoldeb 2010 [s.106]. [A yw Cymru’n Decach? 2018](#) fe wnaethom argymhell bod Llywodraeth Cymru a Chomisiwn y Cynulliad ar y pryd yn galw ar Lywodraeth y DU i gychwyn adran 106 o Ddeddf Cydraddoldeb 2010 – a fyddai’n ei gwneud yn ofynnol i bob plaid gyhoeddi data amrywiaeth ar ymgeiswyr sy’n sefyll mewn etholiadau i Dŷ’r Cyffredin, Senedd yr Alban a y Senedd – i drosglwyddo’r pwerau i wneud hynny, neu i ddeddfu ar gyfer trefniadau etholiadol y Cynulliad (y Senedd bellach) i sicrhau bod data amrywiaeth yn cael ei gasglu.

4.10 Rydym yn croesawu’r argymhellion gan y Pwyllgor Diben Arbennig ar Ddiwygio’r Senedd (SPC) yn y cyfamser i annog pleidiau gwleidyddol i gyhoeddi data amrywiaeth gwirfoddol drwy drydydd parti annibynnol. Dylai’r Senedd a chynghorau lleol fabwysiadu systemau i gasglu, cyhoeddi a defnyddio gwybodaeth am holl nodweddion gwarchoddedig cynrychiolwyr etholedig.

4.11 Rydym hefyd wedi cyhoeddi [Egwyddorion Gwirfoddol ar safonau ar gyfer trafodaethau gwleidyddol](#) lle rydym yn galw ar bob plaid wleidyddol i ymrwmo i sicrhau bod eu haelodau, boed fel cynrychiolwyr etholedig, ymgeiswyr neu ymgyrchwyr, yn ymatal rhag unrhyw ymddygiad y gellid yn rhesymol ei ddehongli fel:

- creu gelyniaeth, gwahaniaethu, rhagfarn neu ymraniad;
- difriol neu ddirmygus;
- hyrwyddo stereoteipiau; neu
- defnyddio gwybodaeth ffug, anghywir neu gamarweiniol, mewn perthynas ag unrhyw unigolyn neu grŵp o bobl ar sail eu nodweddion gwarchoddedig gwirioneddol neu ganfyddedig neu nodweddion personol eraill.

4.12 Dylai'r partïon sicrhau, pan wneir cwynion am unrhyw ymddygiad o'r fath yn erbyn aelodau'r blaid, yr ymchwilir iddynt yn brydlon ac yn drylwyr, a bod y rhai y canfyddir eu bod wedi methu â bodloni'r disgwyliadau hyn yn destun gweithdrefnau disgyblu priodol, yn unol â rheolau'r blaid.

5. Papur Gwyn - diwygio a gweinyddu etholiadol

5.1 Yn ein hymateb i Bapur Gwyn Llywodraeth Cymru (ynghlwm), fe wnaethom groesawu llawer o'r uchelgeisiau ac rydym yn aros am ragor o fanylion a datblygiadau. Fe wnaethom hefyd amlygu rhwymedigaethau o dan Ddyletswydd Cydraddoldeb y Sector Cyhoeddus (PSED) a'r Ddyletswydd Economaidd-Gymdeithasol (SED) wrth ddatblygu diwygiadau a chynigion. Byddai'r Comisiwn yn hapus i roi arweiniad i'r Pwyllgor ar y PSED a'r SED pe byddai hyn yn cefnogi gwaith yr ymchwiliad.

5.2 Sylwadau eraill:

- Crybwyllir hygyrchedd drwy'r Papur Gwyn. Mae hyn i'w groesawu, ond fel gyda llawer o'r cynigion neu'r uchelgeisiau, fe wnaethom argymhell bod angen mwy o benodolrwydd ar gynlluniau i wella mynediad corfforol ac ar-lein i bleidleiswyr a mynediad i ymgeiswyr.
- Mae mandadu hyfforddiant penodol i gynghorwyr i annog amrywiaeth ymhlith aelodau etholedig yn ddatblygiad o ddiddordeb – rydym yn aros am fanylion pellach.
- Mae datblygiad y Bwrdd Rheoli Etholiadol yn eang. Byddai gennym ddiddordeb yng nghyfansoddiad aelodaeth y bwrdd yn enwedig yn wyneb diffyg ysgogiad strategaeth amrywiaeth mewn penodiadau cyhoeddus [amrywiaeth mewn penodiadau cyhoeddus](#) Llywodradeth Cymru. Rydym wedi galw o'r blaen ar Lywodraeth Cymru i gynyddu amrywiaeth mewn penodiadau cyhoeddus, cyhoeddi sut y byddant yn gwneud defnydd llawn o gamau

cadarnhaol a chyhoeddi eu cynnydd yn flynyddol. Dylid integreiddio cydraddoldeb a hawliau dynol hefyd i waith y bwrdd.

- Yn gyffredinol, roeddem yn croesawu'r camau hirdymor i helpu i leihau achosion o gam-drin ymgeiswyr etholiadol, gan gynnwys cynnwys disgrifiad safonol o'r cymwysterau daearyddol ar gyfer sefyll fel ymgeisydd i ddileu pwysau lleol ar ymgeiswyr i gyhoeddi eu cyfeiriad cartref. Fodd bynnag, byddem wedi gobeithio gweld y cynigion y manylwyd arnynt yn yr Aseiad o'r Effaith ar Gydraddoldeb (EIA).

6. Traciwr Hawliau Dynol

6.1 Wrth ddatblygu cynigion mewn perthynas ag amrywiaeth mewn llywodraeth leol, rydym yn argymhell cyfeirio at wybodaeth benodol y Comisiwn ynghylch asesiadau cynnydd Llywodraeth Cymru ar gyfranogiad gwleidyddol a dinesig ar ein [Traciwr Hawliau Dynol](#). Mae ein Traciwr wedi categorio cynnydd mewn cyfranogiad gwleidyddol a dinesig (gan gynnwys cynrychiolaeth gwleidyddol) gan Lywodraeth Cymru fel "Cyfyngedig".

6.2 Mae hyn yn golygu y bu newidiadau cyfreithiol neu bolisi i wella amddiffyniadau hawliau dynol ond tystiolaeth gyfyngedig iawn o welliannau parhaus yn y mwynhad o hawliau dynol ar y mater hwn. Fodd bynnag, mae'n amlygu y bu newidiadau i'r fframwaith polisi a chyfreithiol i gynyddu cyfranogiad gwleidyddol, a gwella amrywiaeth cynrychiolaeth gwleidyddol, gan gynnwys ymestyn yr hawl i bleidleisio i bobl ifanc 16-17 oed a dinasyddion tramor cymwys, a rhaglenni penodol i gynyddu cynrychiolaeth gwleidyddol lleiafrifoedd ethnig a phobl anabl.

6.3 In 2020 we published "[Hawliau sifil a gwleidyddol ym Mhrydain Fawr](#)". Rydym yn annog llywodraethau'r DU a Chymru i ddefnyddio proses adrodd y [Cyfamod Rhyngwladol ar Hawliau Sifil a Gwleidyddol \(ICCPR\)](#) i barhau i gryfhau eu hymdrechion i asesu cynnydd a gwella cydymffurfiaeth â'u rhwymedigaethau hawliau dynol.

7. Darllen pellach

7.1 Ein Hymateb i Ymchwiliad y Senedd sy'n Sensitif i Ryw

7.2 Rhwysterau rhag cymryd rhan mewn sefyll etholiad i lywodraeth leol yn yr Alban

7.3 Amrywiaeth ymgeiswyr a swyddogion etholedig ym Mhrydain Fawr

7.4 Yn ogystal, rhesom restr ddarllen gynhwysfawr i Bwyllgor Arbennig y Senedd ar Ddiwygio Etholiadol a allai fod o ddiddordeb i'r Pwyllgor, gan gynnwys enghreifftiau rhyngwladol (Atodiad 1)

Atodiad 1

Technical guidance – Special Committee on Senedd Reform

International Examples

The Commission drew upon a number of sources and our library in order to provide an evidenced-based technical briefing to the Senedd Special Committee. We have detailed some of the international examples we have found during our research below. This evidence is in no way judged to be more or less applicable to the work of the Committee through not being quoted in this briefing. Papers and evidence quoted were randomly chosen with relevant information highlighted for the Committee for ease and examples.

Disclaimer

The information in this paper is provided to the Special Purpose Committee to support their work and research. In no way should the links we provide be considered the opinion or the position of the EHRC unless links are to official publications of the EHRC.

The evidence and information in this paper is to ensure that the Committee is fully informed and, unless stated, is not our guidance for the Committee. The Commission is keen to continue engagement and we offer to consider if developed proposals/possible courses of action are lawful or advisable, when the Committee has developed these further.

House of Lords Library (2021) Global gender equality in political life

<https://lordslibrary.parliament.uk/global-gender-equality-in-political-life/>
<https://committees.parliament.uk/writtenevidence/25407/pdf/>

“The UN Women’s theme for International Women’s Day, held on 8 March 2021, was “women in leadership: achieving an equal future in a Covid-19 world”. This theme was aligned with the UN’s sustainable development goal (SDG) 5 of ‘gender equality’. To help in achieving the goal, the UN wants to “ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life” by 2030.

In 2020, the UN stated that its current projections indicate gender parity in positions of power will not be reached for another 130 years.”

Female representation in national and local parliaments

“As of January 2021, about a quarter of the world’s national elected representatives were female. The average proportion of women in national parliaments varied between global regions; data from the Inter-Parliamentary Union showed that the highest proportion of female representatives was in the Americas (32.4%) and the lowest proportion (17.8%) was in the Middle East and North Africa.”

How can female representation in politics be increased?

“A recent UN Economic and Social Council report has examined the status of women’s participation in public life. The report said that certain initiatives, such as the use of gender quotas and certain types of electoral systems, contributed to increasing women’s participation in legislative bodies.”

Gender quotas

In its report *Atlas of Electoral Gender Quotas*, the International Institute for Democracy and Electoral Assistance (IDEA) stated that there are three main types of gender quotas used across the world. These are:

Legislated candidate quotas: Set out in law, these quotas regulate the composition of candidate lists used by political parties.

Legislated reserved seats: Also set out in law, these measures reserve a certain number or set percentage of seats for women. This is achieved through special electoral procedures.

Party quotas: These are quotas adopted voluntarily by individual parties for their candidate lists.

“According to IDEA’s gender quotas database, of the five countries with the highest female representation, three use some form of quota; Nicaragua uses a legislated candidate quota and Rwanda and the United Arab Emirates have reserved seats for women in their national parliaments.”

Electoral systems

“In its report, the UN Economic and Social Council also said that the type of electoral system used had an impact on number of female representatives elected.

It said that female representation is on average 10% higher in countries that use proportional representation or mixed systems, compared with those which use majority or plurality systems, such as first past the post (FPTP).

This sentiment has been reflected in the UK by organisations such as [the Electoral Reform Society](#) and [the Fawcett Society](#). They have said that FPTP, the voting system used in UK national parliamentary elections, hinders further progress in achieving gender equality in the House of Commons.

The Electoral Reform Society has argued that FPTP “represents a constant drag on women’s representation”, because it effectively “reserves” seats for incumbent male MPs.

The Electoral Reform Society and the Fawcett Society have called for the current electoral system to be replaced with a proportional representation system, such as single transferable vote. Under this system constituencies are represented by multiple MPs which, they argue, would open up opportunities for women to contest seats currently viewed by parties as ‘safe’.

According to [IDEA’s electoral system database](#), of the five countries with the highest female representation in national parliaments, two countries (Rwanda and Nicaragua) use a form of PR for their national elections, whilst one (New Zealand) uses a mixed system.”

Barriers to increased female representation

“Writing for the [World Economic Forum](#), Anne-Marie Slaughter and Francesca Binda argued that quota systems can be “controversial” and seen as “a blunt instrument”. Instead, they have called for a “more nuanced approach” that focuses on reducing the barriers for women to participate in the first place. They identified these barriers as:

- The election system itself.
- Lack of access to finance.
- Weak professional networks.
- Social and cultural obstacles, such as greater care obligations.

They then suggested several measures to address these issues, such as state funding for political parties that support female candidates, policies to support working parents and targeted training for female candidates.”

World Economic Forum (2018)

[How do we get more women in politics? | World Economic Forum \(weforum.org\)](#)

“Efforts to improve female representation in politics have often focused on quotas and reserved shares. What is really needed is a nuanced approach that tackles the underlying, interconnected barriers that women face in getting nominated for elected office and conducting successful campaigns.

“...quotas may, however, be unnecessary. In seven of the top ten countries for female representation, political parties have voluntarily implemented their own rules on the matter. Globally, over 100 political parties in 53 countries have voluntary measures in place to increase the number of women candidates and party officials.”

“legislated or not, quotas can be controversial. Some claim that they are undemocratic. There is no doubt that they are a blunt instrument. Can we do better? A more nuanced approach would focus on eliminating the underlying, interconnected barriers that women face in getting nominated for elected office and conducting successful campaigns. Such obstacles include the election system itself (women fare better under proportional representation than they do in first-past-the-post systems based on single-member districts); lack of access to financing; weaker professional networks; and outside responsibilities that make it harder to take on punishing and unpredictable working conditions”

“Overcoming such structural barriers requires a comprehensive strategy for supporting women candidates.”

“Fortunately, some countries are introducing innovative measures to address this problem. In Georgia, for example, political parties that include at least 30% of each gender on their electoral lists receive a 30% supplement from the state budget. Similarly, in Ireland, political parties lose 50% of their state funding if their candidate pool includes less than 30% of either gender.”

“Beyond financing constraints, women face high social and cultural barriers to political participation. In particular, greater care obligations, reinforced by public perceptions of a “woman’s role,” severely undermine women’s ability to run for public office.

These issues are difficult to address directly. One step that could help would be for male politicians to assume more care responsibilities, thereby making the playing field more level, while demonstrating that family is a high priority for everyone.”

“Concrete policies should also be put in place to support working parents, by giving them more flexibility to meet family responsibilities. That is why the United Kingdom’s House of Commons is considering introducing proxy voting, as part of a broader effort to give members – male and female – parental leave.”

“Women may also benefit from targeted training. UN Women’s recent Political Academy in Tunisia trained women candidates on local governance, the missions and roles of municipal councils, and media relations. Some may one day follow in the footsteps of Souad Abderrahim, who was elected the first woman mayor of Tunis with the support of the Islamist Ennahda Movement.”

“Some leaders have made powerful statements in support of greater female participation in government. In 2015, Canadian Prime Minister Justin Trudeau gave his country its first cabinet with an equal number of men and women. His Spanish counterpart Pedro Sánchez has gone a step further, appointing a cabinet where women outnumber men.”

“Political parties, which serve as gatekeepers for aspirants to public office, also have significant power to find creative ways to support women candidates. Nigeria’s two main parties, for example, will waive or reduce non-refundable nomination fees for the 2019 general election. One Cambodian party provides women candidates with basic campaign resources, including clothing and a bicycle.”

“In past Canadian elections, political parties have reimbursed women candidates for child-care and travel expenses, and provided subsidies to women seeking nomination in constituencies where a male incumbent is retiring. The New Democratic Party and Liberal Party have endeavored to have women candidates run for “winnable” open seats.”

“There is no one-size-fits-all solution to gender inequality in politics. But there is plenty that can – and should – be done to ensure that women’s voices are heard.”

Essential Reading

In addition to the sources quoted in this briefing, please see the list of sources the Commission drew upon for the technical briefing for the Special Committee. This list is not in order of importance or relevance.

House of Lords Library

'Women in elected office in the UK', 23 February 2021

'Representation of women in the House of Lords', 24 February 2021

Saskia Brechenmacher et al

'Representation isn't enough', *Foreign Policy* (£), 2 March 2021

Professor Sarah Childs

[https://pure.royalholloway.ac.uk/portal/en/persons/sarah-childs\(a4f918f7-c05b-4347-b79a-186b2842ed11\)/publications.html](https://pure.royalholloway.ac.uk/portal/en/persons/sarah-childs(a4f918f7-c05b-4347-b79a-186b2842ed11)/publications.html)

Razan Masad

'The struggle for women in politics continues', UN Development Programme blog, 13 March 2020

European Parliamentary Research Service

Women in Politics: A Global Perspective, March 2019

Chwarae Teg (2022) Gender Sensitive Parliaments: Beyond the ‘added women and stir approach’

<https://chwaraeteg.com/news/beyond-the-add-women-and-stir-approach/>

Engender (2022) A Gender Audit for the Scottish Parliament

<https://www.engender.org.uk/news/blog/a-gender-audit-for-the-scottish-parliament1/>

<https://www.holyrood.com/news/view,presiding-officer-leads-audit-of-female-representation-at-scottish-parliament>

Clayton, A (2021) How Do Electoral Gender Quotas Affect Policy?

<https://www.annualreviews.org/doi/full/10.1146/annurev-polisci-041719-102019>

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Recent Developments of Interest

Equality in the heart of democracy: A gender sensitive House of Commons

This is a House of Commons Committee report, with recommendations to government. The UK Government has two months to respond.

[Gender Sensitive Parliament](#) - Published March 2022

“a range of witnesses agreed that the Government could further gender sensitivity and broader inclusion through existing legislation. Professor Childs, the Equality and Human Rights Commission, Centenary Action Group, The Fawcett Society and others urged the Government to enact section 106 of the Equality Act 2010.

This, as yet uncommenced, section of the Act would require political parties to collect and publish diversity data relating to their parliamentary candidates.”