

**Commonwealth Women Parliamentarians Steering Committee Meeting,  
Sydney, Australia, 3 November 2024**

**CPA British Islands and Mediterranean Region CWP Report on Developments in Branches and Region**

<b>1. Data on the number of women representatives</b>	<b>CPA Branch</b>	<b>Last Election</b>	<b>No of Women Parliamentarians</b>	<b>Total No of Parliamentarians</b>	<b>Percentage</b>	<b>Next Election Due</b>	<b>% change since last election</b>
<p>Including:</p> <p>Statistics in legislatures, executive, company boards</p> <p>Changes in representation following elections</p> <p>Affirmative Action policies, as they relate to quotas, constitutional, legislative, electoral changes</p> <p>Political Party Reforms and appointments</p>	<b>Alderney</b>	2022 <sup>1</sup>	1	10	10%	<b>2024 (5/10)</b>	= 0% (2019)
	<b>Guernsey</b>	2020	8	38	21%	<b>2025</b>	↓ - 33% (2016)
	<b>St Helena</b>	2021	5	12	42%	<b>2025</b>	↑ +67% (2017)
	<b>Falkland Islands</b>	2021	2	8	25%	<b>2025</b>	= 0% (2017)
	<b>Scotland</b>	2021	59	129	46%	<b>2026</b>	↑ +28% (2016)
	<b>Wales</b>	2021	26	60	43%	<b>2026</b>	↓ -4% (2016)
	<b>Cyprus</b>	2021	8	56	14%	<b>2026</b>	↓ -27% (2016)
	<b>Isle of Man</b>					<b>2026</b>	
	House of Keys	2021	10	24	42%	<b>2026</b>	↑ +100% (2016)
	Legislative Council	2023	4	11 <sup>3</sup>	36%		
	Tynwald <sup>2</sup>		14	35	40%		
	<b>Jersey</b>	2022	21	49	43%	<b>2026</b>	↑ +30% (2018)

<sup>1</sup> Candidates were elected unopposed

<sup>2</sup> Tynwald Court consists of the members of both houses meeting together to consider matters of policy and finance.

<sup>3</sup> 4 vacancies on Legislative Council (indirectly elected)

of women  
within the  
Party  
Structures

<b>Northern Ireland</b>	2022	33	90	37%	<b>2027</b>	= 0% (2017)
<b>Malta</b>	2022	22 <sup>4</sup>	79 <sup>5</sup>	28%	<b>2027</b>	↑+108% (2017)
<b>Gibraltar</b>	2023	4	17	24%	<b>2027</b>	↑+100% (2019)
<b>UK</b>						
Commons	2024	263	650	40%	<b>2029</b>	↑ +6% (2019)
Lords	n/a	240	804	30%	n/a	

Malta has a '**gender corrective mechanism**' which is triggered automatically if the lesser represented gender gains under 40% of the total seats. Up to 12 seats, split evenly between the two main parties, are added for women or gender-neutral people who fail to get elected in the first round, to ensure a minimum 40% representation of the underrepresented sex.

It has a 20-year sunset clause, after which it will automatically expire.

**Three (out of 13) Parliaments have women in the most senior Government role:**

- St Helena – Julie Thomas MLC (Chief Minister since 2021)
- Northern Ireland – Michelle O'Neill MLA (First Minister since 2024)
- Wales – Eluned Morgan MS (First Minister since 2024) – first woman in the post

**Four out of 13 Parliaments have women Presiding Officers:**

- Cyprus – Annita Demetriou (Speaker since 2021)
- Scotland – Alison Johnstone (Presiding Officer since 2021)
- Wales – Rt Hon. Elin Jones MS (Presiding Officer since 2021)
- Gibraltar – Mrs Justice Karen Ramagge Prescott (Speaker since 2023)

Further information about women's representation in political leadership in different branches shown at **Annex A**.

<sup>4</sup> 4 elected in General Election, 6 in casual elections & 12 through top up mechanism

<sup>5</sup> Increase in overall no of seats by 12 due to top up mechanism (capped at 12)

**2. Information on elections that were held this year**

**Including:**

Data on women Members that won and/or lost seats or appointed to new positions

See above re: increases in women's representation in Gibraltar and UK.

**UK:**

Following the change of Government 11 out of 25 members of the UK Cabinet are women (44%), including the first female Chancellor of the Exchequer Rt Hon. Rachel Reeves MP. Rt Hon. Angela Rayner MP is the Deputy Prime Minister.

The party breakdown in the UK Parliament is now as follows:

- Labour (Government): 186/403 (46% women)
- Conservative (Official Opposition): 29/121 (24% women)
- Liberal Democrats: 32/73 (44% women)
- Other Parties/Independent: 16/54 (30%)

The House of Commons Library estimates that there were 1,385 female candidates representing 31% of all candidates – a lower percentage than in 2019 (34%). The (now governing) Labour Party had the highest proportion of female candidates (47%), followed by the Green Party (44%) and the Scottish National Party (39%). Reform had the lowest proportion of female candidates (16%) among parties fielding more than 30 candidates.

In 50 seats all the candidates were male, whereas there were no seats with all female candidates.

All three Deputy Speakers in the UK Parliament are women:

- Nusrat Ghani MP
- Judith Cummins MP
- Caroline Nokes MP

Following Committee Chair elections in September 2024 **16/26** (62%) Committee Chairs are women:

- Education (Labour): Helen Hayes MP
- Foreign Affairs (Labour): Emily Thornberry MP
- Home Affairs (Conservative): Dame Karen Bradley MP
- Housing, Communities and Local Government (Labour): Florence Eshalomi MP
- International Development (Labour): Sarah Champion MP
- Science, Innovation and Technology (Labour): Chi Onwurah MP

	<ul style="list-style-type: none"> <li>• Scottish Affairs (Labour): Patricia Ferguson MP</li> <li>• Transport (Labour): Ruth Cadbury MP</li> <li>• Women and Equalities (Labour): Sarah Owen MP</li> <li>• Work and Pensions (Labour): Debbie Abrahams MP</li>   <li>• Procedure (Labour): Cat Smith MP</li>   <li>• Culture, Media and Sport (Conservative): Dame Caroline Dinenage MP</li> <li>• Health and Social Care (Liberal Democrat): Layla Moran MP</li> <li>• Northern Ireland Affairs (Labour): Tonia Antoniazzi MP</li> <li>• Treasury (Labour): Dame Meg Hillier MP</li> <li>• Welsh Affairs (Labour): Ruth Jones MP</li> </ul>
<p><b>3. Status of the CWP in regional constitutions</b></p> <p>Including:</p> <p>Updates in Regional Constitutional changes and/or challenges where applicable</p>	<p>The post of CWP Regional Representative is voted for by all delegates at the Regional Conference during the year the post rotates.</p> <p>Regional Conferences include a meeting of the BIMR Commonwealth Women Parliamentarians Steering Committee – although branches are not mandated to include the CWP Steering Committee member in their delegations.</p> <p>BIMR CWP Conferences are held annually as long a branch in the region can host. This is separate from the main regional Conference. <b>In 2024 CPA Malta hosted the BIMR CWP Conference (7-8 March) on the theme of Resilient Women: Moulding Girls in Strong Women.</b></p> <p>Each branch in BIMR can nominate two Steering Committee members. The Chair (CWP regional representative) is included in this allocation.</p>
<p><b>4. CWP Regional Structure</b></p> <p>Including:</p> <p>Updates on changes and/or challenges to Regional CWP Structures</p>	<p>BIMR CWP Steering Committee Chair (and BIMR Representative on CWP international Steering Committee) Rt Hon. Dame Maria Miller was not returned at the UK General Election in July 2024.</p> <p><b>Sarah Boyack MSP (Scotland)</b> was subsequently elected interim Chair/BIMR CWP Representative pending a full election at the 2025 BIM Regional Conference.</p>

<p><b>5. Regional Budget for CWP Activities</b></p> <p>Including:</p> <p>Updates on changes and/or challenges to Regional CPA Budgets where applicable</p>	<p>No other budget is allocated to CWP beyond CWP Regional Strengthening Funds.</p> <p>Each branch is responsible for delegate travel costs to CWP activities.</p> <p>CWP Conference host branches are usually allocated regional strengthening funds to cover some of the Conference costs, but have to supplement this from their own budgets.</p>
<p><b>6. Regional Conference – What role did CWP play?</b></p> <p>Including:</p> <p>Updates on changes and/or challenges to holding a regular CWP meeting at CPA Regional Conferences</p> <p>Updates on Regional CWP activities</p>	<p>A standalone <b>BIMR CWP Conference was held in Malta 7-8 March 2024</b>, coinciding with International Women’s Day. At the Conference delegates discussed the following themes:</p> <p><b>Culture and Society.</b> In most societies women experienced expectation that the care burden should fall to them. This impacted women’s access to the labour market and career and pay progression.</p> <p><b>Economy.</b> Women were disproportionately affected by the cost-of-living crisis, as they held the majority of low paid, part-time and insecure jobs. The gender pay gap is persistent and worsens as women get older.</p> <p><b>Representation of Women in Parliament.</b> Malta had introduced an electoral mechanism to ensure more women were elected to Parliament. Maltese women parliamentarians recognised the advantage of more diverse representation, including different life experiences, but pointed to the need for a more fundamental societal shift to ensure women were being directly elected. Given the level of interest in the advantages and challenges of introducing such measures, BIMR CWP agreed to explore this further at a subsequent forum.</p> <p><b>Threats and Abuse to People in Public Life.</b> It was recognised that levels of threat and abuse were increasing, and better security measures were needed to protect those targeted, in public life. This threatened to deter women considering a political career.</p> <p><b>Gender Sensitive Scrutiny.</b> Women parliamentarians have traditionally provided an additional level of scrutiny to consider how political decisions impacted women and men differently. Women and men tackling gender inequality together. Finding solidarity with women parliamentarians at local level and beyond was recognised for its benefits. Several contributors</p>

underlined that achieving gender equality was the responsibility of all, and it was essential that male parliamentarians were more than just advocates and allies, and proactively worked with female colleagues to address the issues.

**Listening to and working with young people.** Teaching gender equality from a young age was seen as essential. Giving young people more access to decision-makers was a recommendation from young women joining the call on International Women's Day. This would give them exposure to role models, and give parliamentarians key insights into the issues affecting the young people they represent.

**International Women's Day.** Delegates looked forward to a time when International Women's Day was celebratory, rather than to spotlight gender inequality. It was considered to be an essential annual milestone to shine a light on how gender equality improves society and the economy.

**The Commonwealth Women Parliamentarians Network.** Delegates found strength in coming together and would look for opportunities to leverage and strengthen the network.

[10th BIMR Commonwealth Women Parliamentarians' Conference Report](#)

#### **British Islands and Mediterranean Region Conference, St Helena, 20-24 May 2024**

At the 2024 BIMR Conference, as well as a report given at the Annual General Meeting by the CWP BIM Regional Representative (then Rt Hon. Dame Maria Miller MP), the Conference included a session on **The role of the Commonwealth Women Parliamentarians network to highlight the work of CWP members in the region and to encourage women parliamentarians to get involved.**

Gillian Brooks MLC (St Helena) spoke about her advocacy on island such as talking to young women in the local High School to get them thinking about whether they could be the parliamentarians of tomorrow. Natasha Asghar MS (Wales) spoke about the strong tie-ins with CWP from her own parliamentary experiences including through the Senedd Women's Caucus and in Senedd reform where gender quotas were being considered.

A number of St Helena's former parliamentarians and women from other sectors attended the session and pointed to the long and strong tradition of women's political and economic participation in St Helena.

Discussions highlighted the necessity of continued focus on gender equality in politics as championed through the CWP. These contributions included how parliaments needed to introduce more structural provisions to support women parliamentarians such a maternity leave, working with young women to ensure a pipeline into politics and the role of social media in creating new

	<p>barriers to participation because of the toxic online culture. Delegates agreed that as the number of women in parliaments increased there was a danger of complacency. Internationally the number of women in parliaments was still only 25%, and women were leaving politics because of entrenched and new deterrents.</p>
<p><b>7. CPA International Executive Committee - does your region have a female Member?</b></p> <p>Including:</p> <p>Updates on changes to Regional Representatives to the CPA International Executive Committee</p>	<p><b>One</b> out of <b>three</b> BIM Regional Representatives are women:</p> <p>Deputy Mary Le Hegarat (Jersey)</p>
<p><b>8. Initiatives linked to CWP Thematic Priorities undertaken by Parliaments and/or Regions</b></p> <p>Including:</p> <p>Legislation, resources, Inter-organizational strategies, Intra-Ministerial and Civil Society Cooperation and all other</p>	<p><b>Cyprus:</b></p> <p>In the efforts to improve working conditions and promoting work-life balance, the House of Representatives, unanimously passed the Protection of Maternity (Amending) Law of 2024 (Law 14(I)/2024), which came into immediate effect in March 2024. Under the Law, the right to maternity leave for the first childbirth is extended, from eighteen (18) to twenty-two (22) consecutive weeks. Concurrently with the Maternity Law, the Social Insurance (Amendment) Law of 2024 (Law 15(I)/2024) was passed, which includes corresponding amendments regarding the entitlement to maternity allowance from the Social Insurance Fund for the extended maternity leave periods.</p> <p>In July 2024, the House passed the "Law on the Commissioner for Gender Equality and Related Matters of 2024" (Law 108(I)/2024). This law formally establishes the role of the Commissioner for Gender Equality and defines their responsibilities, including shaping, coordinating and evaluating the implementation of the National Strategy for Gender Equality in collaboration with various Ministries and Deputy Ministries in Cyprus. Furthermore, the law regulates the role of Gender Equality Officers in Ministries and Deputy Ministries assigning them the responsibility of supporting the incorporation of gender perspectives across public policies.</p>

<p>strategies related to the following –</p> <ul style="list-style-type: none"> <li>(i) <i>Women leadership;</i></li> <li>(ii) <i>Elimination of Gender-Based Violence (GBV) in all of its forms;</i></li> <li>(iii) <i>Economic Empowerment of Women;</i></li> <li>(iv) <i>Equal access to national resources</i></li> </ul>	<p>Furthermore, in July 2023, the Public Service (Amendment) (No. 2) Law of 2023 (Law 64(I)/2023) was passed, revising the core legislation to classify sexual harassment and other forms of harassment as distinct disciplinary offences for public servants. In line with this, amendments were made in July 2024 to the "Police (Disciplinary) (Amendment) Regulations of 2023" and the "Fire Service (Disciplinary) (Amendment) Regulations of 2023". These amended Regulations establish sexual harassment and other forms of harassment as independent disciplinary offences for members of both services.</p> <p><b><u>UK:</u></b></p> <p>October 2024: New Government's Employment Rights Bill could potentially reduce gender pay gap by strengthening the rights of the disproportionately female workforce in lower paid and insecure jobs and increasing the right to flexible working.</p> <p>(CPA UK):  Since 2023 CPA UK has been delivering a project in partnership with the Foreign and Commonwealth Office to strengthen parliamentary action on Gender Based Violence and Modern Slavery in Supply Chains. As part of the project CPA UK has delivered:</p> <p>In November 2023 CPA UK delivered a Workshop in Nairobi entitled 'Strengthening Parliamentary Action to Address Gender-Based Violence and Modern Slavery in Supply Chains'.</p> <p>Concerning two of the world's most devastating and prevalent humanitarian issues, the workshop aimed to increase knowledge and strengthen the abilities of Commonwealth parliamentarians to address gender-based violence (GBV) and modern slavery in supply chains.</p> <p>As modern slavery in supply chains impacts many countries across their borders, delegates made specific plans to collaborate with other Commonwealth nations to harmonise legal approaches and legislative frameworks; and to amend corporate legislation, compelling companies to undertake human rights due diligence.</p> <p>To tackle gender-based violence, delegates' plans included ideas to introduce a Private Member's Bill to prevent forced marriage and FGM, campaign for greater maternal and childcare funding at the next budget debate and establish a foundation and safe spaces to support affected women and girls.</p> <p>Before and after the workshop, CPA UK assessed delegates' understanding of various subjects related to modern slavery in supply chains and gender-based violence. Across all subjects, delegates saw a growth in their understanding; a full breakdown can be found in the report on pages 27-29 of the report. Key findings include:</p>
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- Delegates on the GBV Programme saw a 26% average increase in their understanding of key issues.
- Delegates on the modern slavery in supply chains programme saw an average increase of 43% in their understanding.
- Meanwhile, 89% and 100% of delegates said that the workshop met or exceeded their expectations for the GBV and modern slavery programmes respectively.

The workshop involved close to fifty parliamentarians from twelve Commonwealth legislatures. The full report can be accessed [here](#).

**October 2024:** CPA UK organised a legislative strengthening seminar which explored ways in which existing legislation may be strengthened to bring about a reduction in gender-based violence and modern slavery in supply chains. This seminar follows the abovementioned Kenya Workshop in 2023 and was attended by over 50 parliamentarians and officials from 17 jurisdictions across the Commonwealth.

#### **Scotland:**

**Women's Caucus:** In 2024 a Scottish Parliament's Women's Caucus was formed. The establishment of the Caucus was recommended in the [Scottish Parliament's Gender Sensitive Audit report](#), which called for a forum "for women to discuss issues of mutual interest and to provide a support network". ***The Caucus aims to inspire, promote and support women to be involved in politics, and to participate fully in the life of the Parliament; identify and advocate for ways of addressing issues facing women in politics; and facilitate gender-specific learning and development opportunities for women Members.***

#### **Cross Party Groups**

- [Cross Party Group on Men's Violence Against Women and Children](#)

The Cross Party Group is a forum for discussion and innovative thinking on men's violence against women and children, with a focus on prevention, protection, provision and participation, including, but not limited to, all the forms of violence and exploitation encompassed in "Equally Safe - Scotland's strategy for preventing and eradicating violence against women and girls. The purpose is in the public interest as Violence against Women and Girls is the biggest violation of human rights in Scotland, and creating policy and practice that improve Scotland's response is of the highest public interest.

- [Cross Party Group on Women, Families and Justice](#)

The purpose of the Group is to focus on every aspect of women and families experiences of the justice system.

- [Cross Party Group on WASPI \(Women Against Pension Inequality\)](#)

	<p>Campaigning about the changes to the state pension age for women as a result of the 1995 and 2011 Pensions acts and to raise awareness.</p> <ul style="list-style-type: none"> <li>• <a href="#">Cross Party Group on Women's Health</a> The purpose of the CPG is to inform Parliament and policymakers on a range of health issues which only, predominantly or disproportionately affect women; to consider the impact which gender and inequalities has on women's health and their ability to access healthcare and treatment and to empower women to make informed choices about their health and ensure they are treated with dignity and respect.</li> <li>• <a href="#">Cross Party Group on Women in Enterprise</a> To explore how women in business can be supported to make their potential contribution to the Scottish economy.</li> </ul>
<p><b>9. The Contribution of women parliamentarians to The Parliamentarian journal article</b></p>	<p><a href="#"><b>2023 Issue Four: Women's Representation remain inadequate across the Commonwealth: More action is needed for change written by Natasa Pantelic, Labour Women's Staff Network in the UK Parliament</b></a></p> <p><a href="#"><b>2024 Issue One: A Hidden Problem: Combatting VAWG in Jersey written by Kate Wright, Chair of the Violence against Women and Girls Taskforce in Jersey</b></a></p> <p><a href="#"><b>2024 Issue One: Why a principled approach to AI matters written by Chloe Smith MP (UK)</b></a></p> <p>(2024   Volume 105   Issue Two) – article on Isle of Man International women's Day event - p.80).</p> <p><a href="#">25 Years of the Scottish Parliament: Innovation and engagement</a>, written by Rt Hon Alison Johnstone MSP, Presiding Officer of the Scottish Parliament. Published 2 October 2024.</p> <p><a href="#">Looking ahead to the next chapter: 25 years of Senedd Cymru</a>, written by Rt Hon. Elin Jones MS, Llywydd (Presiding Officer)</p> <p>On the occasion of the 50<sup>th</sup> anniversary of the Turkish invasion and the ongoing occupation, H.E. The President of the House of Representatives, Ms Annita Demetriou, contributed by submitting an article for "The Parliamentarian", titled "<a href="#">1974 - 2024, Cyprus 50 years on: the sad reality of an illegal occupation and division that still persists</a>".</p>
<p><b>10. Other</b></p>	<p><b><u>Cyprus:</u></b></p> <p>The House's traineeship programme for university students, inaugurated in 2022, continued successfully this year. A total of 27</p>

Including, for example:

**Strategies to Overcome Gender Inequality**

Education  
Gender Quotas  
Leadership programmes  
Childcare  
Mechanisms to prevent political violence  
Equal access to Party resources  
Coordination with other like-minded Women's organizations

students, 14 of whom were women, completed a two-month internship period between June and July 2024. The participants came from both Cypriot and international academic institutions. As part of the programme, the students had the opportunity to observe a session of the House's Standing Committee on Human Rights and Equal Opportunities for Men and Women, as well as to meet with the Chairwoman of the Committee. During this meeting, the House's work and initiatives on gender equality were presented and discussed. Furthermore, the students attended a presentation by the Cyprus Commissioner for Gender Equality, as well as a briefing from a parliamentary staff member on the role of the Equality Officer in the Workplace and the legal framework for equal treatment of men and women in employment and vocational training.

Additionally, workshops and seminars for parliamentary staff are regularly organised throughout the year on topics such as equality, women's rights, the prevention of harassment and the combating of sexist behaviours.

**Isle of Man:**

The Isle of Man Government have published a draft Childcare Strategy as part of the delivery of 'Our Island Plan'. The Childcare Strategy was approved in Tynwald in 2022 – it gives 30 hours of free childcare for children under the age of five, by 2025.

There is the 'Childcare Credit Scheme which was backed by Tynwald' in April 2024 (it replaces the Pre-School Credit Scheme which has been in place since 2012).

The Isle of Man Government has undertaken a 'Women's Health Strategy Consultation' in 2023.

**Scotland:**

**Young Women Lead**

Since 2017 the Young Women's Movement has worked in partnership with the Scottish Parliament to deliver Young Women Lead. The programme gives young women from across Scotland an opportunity to make real change in the lives of young women and girls, while developing their leadership skills, knowledge and confidence. The updated 2024 programme has just been launched and will focus on the democratic wellbeing of young women.

**Crèche**

The Scottish Parliament's crèche allows members of the public the opportunity to have their children looked after free of charge when coming to parliament to meet Members, provide evidence to a committee, watch Parliament business or visit the exhibition and public cafe.

**Social media monitoring service**

In 2023 the Scottish Parliament Corporate Body, the body with responsibility for security in the Parliament, offered a one-year social media monitoring service as part of its measures to support MSPs in managing online threats against themselves and their staff. During the trial period, 461 online comments reached a criminal threshold and were escalated to Police Scotland for action and follow-up. In June 2024 it was agreed that this service would become a permanent service for Members.

**Wales:**

The Senedd Women's caucus continues to be active and members have participated in outreach & engagement events and legislative scrutiny this year. The Caucus gave evidence to the Committee scrutinising the [Senedd Cymru \(Electoral Candidate Lists\) Bill](#), the first time a women's caucus has done so in the Senedd. The Bill has since been [withdrawn by the Welsh Government](#) but was intended to introduce Gender Quotas at the next election (2026).

[Elections and Elected Bodies \(Wales\) Bill](#), introduced by the Welsh Government and passed in 2024, places a duty on the Welsh Ministers to put in place services to promote diversity in the protected characteristics and socio-economic circumstances of persons seeking election to the Senedd and to local government in Wales.

[Senedd Cymru \(Members and Elections\) Act 2024](#) provides a mechanism for the Seventh Senedd's consideration of job-sharing of offices relating to the Senedd (by requiring the Llywydd in the Seventh Senedd to propose the establishment of a Senedd committee to review specified matters). This summer, the Senedd's Business Committee held a consultation on job-sharing for Committee Chairs.

## Isle of Man

### Ministers:

Name	Department	Term of Office
Clare Barber MHK	Environment, Food and Agriculture	2021-date
Julie Edge MHK	Education, Sport and Culture	2021-2024
Kate Lord-Brennan MHK	Cabinet Office	2021-date
Jane Poole-Wilson MHK	Justice and Home Affairs	2021-date
Daphne Caine MHK	Education, Sport and Culture	2024-date

Jane Poole-Wilson is also the Deputy-Chief Minister (2021-date).

### Political Parties:

Independent candidates have traditionally outnumbered political candidates. Of active political parties, the following office holders are women.

Party	Elected Officeholder
Manx Labour Party	Leader – Joney Faragher MHK Chairperson – Sarah Maltby MHK

## Scotland:

7 out of 15 [committees](#) have female Conveners.

2/5 [Parliamentary Bureau](#) members are female.

4/5 [Scottish Parliamentary Corporate Body](#) members are female.

The [Presiding Officer](#) of this Session and half of the Deputy Presiding Officers are female.

On the corporate side:

4/6 of the [Senior Executive Team](#) are female.

Some of the parties have agreed a gender balance of candidates when standing for election.

