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Llywodraeth Cymru
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Consultation Document

Proposals relating to Strategic Planning Panel Regulations: Composition and Financial Matters

Date of issue: 10 August 2015

Action required: Responses by 2 November 2015

Overview

This consultation seeks your views on proposals for the composition and financial matters relating to Strategic Planning Panel.

How to respond

The closing date for responses is 2 November 2015. You can respond in any of the following ways:

email Please complete the consultation form at Annex D and send it to:

planconsultations-a@wales.gsi.gov.uk

post Please complete the consultation response form at Annex D and send it to:

Strategic Planning Consultation
Development Plans Branch
Planning Directorate
Welsh Government
Cathays Park
Cardiff
CF10 3NQ.

Further information and related documents

Large print, Braille and alternative language versions of this document are available on request.

Planning (Wales) Act 2015

<http://www.senedd.assembly.wales/mgIssueHistoryHome.aspx?Ild=11271>

Contact details

For further information:

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Data protection

How the views and information you give us will be used

Any response you send us will be seen in full by Welsh Government staff dealing with the issues which this consultation is about. It may also be seen by other Welsh Government staff to help them plan future consultations.

The Welsh Government intends to publish a summary of the responses to this document.

We may also publish responses in full.

Normally, the name and address (or part of the address) of the person or organisation who sent the response are published with the response. This helps to show that the consultation was carried out properly. If you do not want your name or address published, please tell us this in writing when you send your response. We will then blank them out.

Names or addresses we blank out might still get published later, though we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including the Welsh Government.

This includes information which has not been published. However, the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it or not. If someone has asked for their name and address not to be published, that is an important fact we would take into account. However, there might sometimes be important reasons why we would have to reveal someone's name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we finally decided to reveal the information.

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1. Purpose of Consultation

- 1.1 This consultation seeks your views on proposals set out in this paper about the gender composition of future strategic planning panels and financial matters relating to panels. Schedule 1 to the Planning (Wales) Act 2015 sets out the powers to make regulations in relation to gender composition and financial matters affecting strategic planning panels.
- 1.2 This consultation paper is not seeking opinions in respect of the provision made in the Planning (Wales) Act 2015 that received Royal Assent on 6 July 2015.
- 1.3 The Planning (Wales) Act 2015 can be found here:
http://www.assembly.wales/en/bus-home/bus-legislation/Pages/assembly_acts.aspx
- 1.4 The Welsh Government is committed to deliver a more representative pool of decision makers in respect of public bodies in Wales. This was highlighted during the scrutiny of the Planning (Wales) Bill. The Minister for Natural Resources, when giving evidence to the Environment and Sustainability Committee highlighted the importance of addressing equality issues on public bodies. As the Minister stated during his attendance at the Environment and Sustainability Committee on 5th May 2015, “Members will know that I’m impatient for change and passionate about equality issues. It cannot be right in 2015 that we don’t have equality of representation on all public bodies.”¹

Strategic Planning

- 1.5 The Planning (Wales) Act 2015 (the Act) amends Part 6 of the Planning and Compulsory Purchase Act 2004 and introduces Strategic Development Plans (SDPs) which are to be produced by a Strategic Planning Panel (Panel). A Panel is to be a public body and will have one function – plan making. It will have corporate body status and will be formed of both local planning authority (LPA) members and nominated members from social, economic and environmental groups. Only the local planning authority members will have voting rights. Where a LPA is a local authority the eligible members as set out in Schedule 1, paragraph 3(4) and (5) of the Planning (Wales) Act 2015 are -
 - (a) each councillor representing an electoral division all of which is in the panel’s strategic planning area; and,

¹<http://www.assembly.wales/en/bus-home/pages/rop.aspx?meetingid=3161&language=en&assembly=4&c=Record of Proceedings&startDt=05/05/2015&endDt=05/05/2015&keyword=stage 3#214688>

(b) any elected mayor or elected executive member within the meaning of Part 2 of the Local Government Act 2000 (see section 39(1) and (4) of that Act)

- 1.6 Where the local planning authority is a National Park authority, or a joint planning board, the eligible members are each member of that authority or board.

Strategic Development Plans

- 1.7 An SDP is a development plan for a Strategic Planning area and will deal with issues including housing, employment, transport, infrastructure, minerals and waste which cut across a number of local planning authorities. Addressing these issues in the SDP will ensure that they are planned in an integrated and consistent way. These are issues that local authorities have found difficult to address at the local level when preparing (local development plans (LDPs)). Housing provision for LDPs will be set at this level and may include the identification of strategic allocations for uses over certain thresholds.

Strategic Planning Panels

- 1.8 The Panel will be a plan making body only and will not make decisions on planning applications. The Panel will be required to make decisions on governance arrangements of the Panel, such as nominating members, agreeing standing orders, finance, appointment of technical staff etc. The Panel will also be required to make decisions on the production of the SDP including whether a SDP is ready for independent examination. The Panel does not require agreement from the constituent LPAs.

Structure of Paper

- 1.9 This paper is split into two main sections. The first deals with composition of Panels and the second concerns financial matters relating to Panels.

2. Composition of Strategic Planning Panels

The current position

Equalities Act 2010

- 2.1 Section 149 of the Equality Act 2010 requires the Welsh Ministers, when carrying out their functions, to have due regard to the need to –
1. eliminate discrimination, harassment, victimisation and other conduct that is unlawful under the Equality Act;
 2. advance equality of opportunity for the equality groups protected by the Equality Act (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation); and
 3. foster good relations between the different equality groups and other persons.
- 2.2 Local planning authorities and public bodies are all under the duty in the Equality Act 2010 to have due regard to the need to promote equality of opportunity. There is ongoing research into improving diversity within local authorities which includes looking at measures to increase gender balance. These tools, such as mentoring schemes, look to increase the number of females who would be eligible for appointment to the Panel from within LPAs and social, economic and environmental bodies.

Increasing the number of women representatives and other under-represented groups on Public Bodies

- 2.3 It is recognised that public bodies do not currently reflect the proportion of men and women in society and that achieving diversity on public bodies increases the credibility and public confidence in public bodies as they reflect the people they serve. The Welsh Government is committed to increasing equality and diversity on public bodies and is progressing a number of strategies and policies to deliver this agenda.
- 2.4 The purpose of the Welsh Government's initiative to broaden participation on public bodies, including the proposals in this paper, is that diversity of representation brings diversity of thought, fresh ideas, new perspectives and a better understanding of communities. A better gender balance on boards will lead to better, more representative decision making. A board which is more representative of the society it serves will be better able to fulfil the responsibilities it has to discharge.
- 2.5 One of the Welsh Government's policies, taking forward the broadening participation agenda includes the White paper - Reforming Local Government: Power to local people (2015) that looks at proposals to achieve diversity to ensure Councils are places where an open culture thrives and people are made to feel welcome and respected whatever

their background. This work includes an action plan to achieve 40% female candidates for political parties. The Welsh Government is also delivering on an Action Plan to increase the diversity in public appointments. This is also reflected in the Programme for Government 2011 which includes provision to 'identify steps to deliver a more representative pool of decision makers' and the Labour Party Manifesto 2011, which include commitments to seek to introduce *'Norwegian style gender quotas for appointments to public bodies in Wales ensuring at least 40% of appointments are women'*.

- 2.6 There is no known equivalent Panels in Wales and therefore the make-up of members is unknown. However historically it is recognised that there has been difficulty in achieving gender balance in local government. Women have been entitled to be councillors since 1907; however, following the 2012 local government elections only 26% of local council seats in Wales were held by women, and in 2014 this only increased slightly to 27%. Although the status and composition of panels is unique, to some extent, there are comparable characteristics in the governance of National Park Authorities (NPAs). Part of the overall membership of an NPA is derived from local authority members who are appointed to the NPA by the local authorities falling within the national park area. NPAs also exercise certain planning functions including preparation and review of local development plans. Evidence and data that have informed this paper and set out the current trends are set out in Annex A and includes data about appointments to NPAs.
- 2.7 There are a number of examples of approaches within Europe and internationally to achieve increased female representation on public bodies, details of this are set out in Annex B.
- 2.8 The voluntary approach such as codes of governance, voluntary targets, equality plans and reporting on these equality targets are used throughout Europe and internationally. Using a reporting tool makes public bodies explain why they have not met the targets and in some instances there are sanctions associated with not meeting these targets².
- 2.9 Where a legislative approach has been used in relation to increasing female representation on boards this has yielded higher numbers of female representatives than in those countries that use a voluntary approach³. The experience of Norway is recognised as being successful in achieving 40% women directors in public companies and the use of a sanction where a company may be dissolved for failure to comply. There is also recognition that change is not taking place quickly enough. For example, it will take until 2076 for women to have

² Australian - Workplace Gender Equality Act 2012 and Workplace Gender Equality (matters in relation to gender equality indicators) Instrument 2013 (No.1) & Workplace Gender Equality (minimum standards) Instrument 2014.

³ Overcoming barriers to Equality and Diversity Representation and Public, Private and Third Sector Boards in Scotland, Employment research institute, Edinburgh Napier University, 2014.

an equal voice in Welsh local authorities at this current rate of increase in female Councillors⁴. A quota system is seen as an accepted way to deliver change in a timely manner, although it is recognised that this would sit alongside other voluntary measures.

2.10 The Well-being of Future Generations (Wales) Act 2015 requires public bodies to undertake their functions in accordance with the sustainable development principle. Public bodies are required to involve people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves. They are also required to report annually on the progress they have made in meeting their well-being objectives.

2.11 The Planning (Wales) Act 2015 provides the Welsh Ministers with a regulation making power to make provision for the composition of Panels including gender balance. The relevant sections of the Act are:

- Part 3, sections 4 to 9 – Strategic Planning
- Schedule 1, paragraph 5 – Composition of Strategic Planning Panels

2.12 The powers:

- Allow the Welsh Ministers to make regulations stipulating requirements about gender balance, for example that a minimum proportion of local planning authority Panel members are required to be female or male;
- Include the power to require LPAs to co-ordinate their appointments enabling them and the Panel itself to take steps to secure that the requirements of the regulations, in respect of the composition of Panels, are met;
- Permit exceptions to a gender balance requirement, so as to avoid placing LPAs in a position where, if they had no female elected members, for example, they could not appoint a member to the Panel; and
- Contain powers to deal with failure to comply with composition requirements.

⁴ Welsh power report, women in public life. Electoral reform society Cymru 2013

Our proposals

- 2.13 As stated earlier in this paper, the Welsh Government's objective in developing proposals is underpinned by the objective that diversity of representation brings diversity of thought, fresh ideas, new perspectives and a better understanding of communities. A better gender balance on strategic planning panels will lead to better, more representative decision making. A panel which is more representative of the society it serves will be better able to fulfil the responsibilities it has to discharge. We are considering how we might develop proposals in relation to gender balance in the membership of panels in line with the available powers referred to in paragraph 2.12 above.

Requirement to increase female representation

- 2.14 We are considering how the gender balance of panels might be achieved. One approach might be to require that a panel is comprised of a minimum percentage of 40% female and 40% male local planning authority members. By setting a minimum threshold of membership by women and men, the aim is to increase participation in a decision making forum with the result that a more balanced gender representation will bring a perspective which is more reflective of the people that panels serve in their decision-making.
- 2.15 This approach reflects the Welsh Government's agenda of ensuring decisions are made by bodies who reflect the communities they serve. If the percentage were to be set at 50% this would be more difficult to achieve. In addition, a proposed figure of 50% does not accord with the wider Welsh Government agenda which is looking to set a minimum of 40% which is based on evidence in Europe (Norway) and is reflected in the Labour Manifesto and Programme for Government.

Co-ordination of appointments

- 2.16 In terms of achieving the 40% threshold, this would require co-ordination by the constituent LPAs. We are considering a proposal that the constituent LPAs within the strategic planning area should be required to co-operate to ensure that the set percentage of female and male members is met.
- 2.17 The proposed approach would not be prescriptive in terms of process but would enable the LPAs to work flexibly to deliver this outcome.

Exceptions

2.18 We have considered whether there should be circumstances in which the 40% threshold does not have to be complied with by LPAs. The purpose of the threshold is to ensure that a minimum level of representation by women and men is achieved in the membership of panels, in line with the Government's policy. We regard that an exception to the 40% requirement should only apply where it is impossible to comply with it, for example, where there are not enough female or male members to ensure Panels can be established or continue to function in this situation.

Failure to comply

2.19 If LPAs and panels are required to ensure a minimum percentage of membership by women and men in the make-up of panels (composition requirement), and there is a failure to comply with the requirement, Welsh Ministers could be empowered to issue a direction to LPAs to comply with the requirement.

2.20 If, having been directed by the Welsh Ministers, LPAs/Panels, fail to comply to with the direction, the Welsh Ministers could be empowered to act in place of the constituent LPAs/Panels and appoint a female or male member.

2.21 Panels could also be required to produce a report and submit this to the Welsh Ministers if the composition requirement is not being met at any time, giving reasons for the non compliance

Practical Implementation and modelling

2.22 Modelling has been undertaken in order to establish if a statutory duty of 40% could be achieved (August 2015). The modelling indicates that the targets of achieving a 40% female and male membership of the LPA members of the Panel could be achieved in the three example areas at this current time. Details are set out in Annex C for information.

Validity

2.23 The Act contains provision⁵ so that the validity of anything done by the Panel is not to be affected by a vacancy amongst its members or a defect in the appointment of a member. This applies if the percentage is not met and exception powers cannot be met, the work of the Panel and the SDP itself remains valid. This will ensure that decisions on planning applications by LPAs or appeals by the Planning Inspectorate are not affected.

⁵ Schedule 1, Part2, paragraph 14(4)

Questions

1. Are you aware of any further evidence that would support the approach proposed, in particular evidence on appointments from local authorities to similar public bodies?
2. Do you know of further evidence around the number of female local planning authority appointments to public bodies?
3. Do you support the inclusion of a minimum percentage for both women and men on Panels?
4. Do you agree with the percentage being set at 40%, if not why not? Do you consider an alternative percentage to be more appropriate and if so why?
5. Do you consider LPAs can work collaboratively to identify an appropriate balance of members or should a more prescriptive approach be used?
6. If the gender balance requirement was not complied with how could this be addressed?
7. Do you think that Welsh Ministers should be able to intervene on failure to comply by making LPA member appointments to panels?
8. Are there other mechanisms to secure compliance with a gender balance requirement? If so, how would that operate?
9. Do you consider that gender balance could be achieved in a timely fashion without a quota requirement?
10. What are the reasons, in your view, for under-representation by women in public bodies such as National Park Authorities and other similar bodies (see bodies referred to in Annex A).

3. Financial Matters

The current position

- 3.1 The introduction of strategic planning will enable issues that typically frustrate and delay the production of LDPs, to be dealt with more effectively. The consequent timely adoption of lighter touch LDPs should result in resource savings for LPAs as well as avoiding duplication of technical work and enabling pooling of resources. A cost benefit analysis was undertaken as part of the Explanatory Memorandum and Regulatory Impact Assessment for the Act⁶.

Planning (Wales) Act 2015 provisions

- 3.2 The relevant sections of the Act are:
- Part 3, sections 4 to 9 – Strategic Planning
 - Schedule 1, paragraphs 16 and 19 – Financial Matters
- 3.3 Part 3, Schedule 1 of the Planning (Wales) Act 2015 sets out the legislative requirements for the financial arrangements of Panels. This sets out the procedures including:
- qualifying expenditure details;
 - setting an annual work programme;
 - the dates by which payments are to be made;
 - payments by the Welsh Ministers including grants and loans (where appropriate);
 - accounts and auditing requirements;
 - annual reporting requirements; and
 - defining a financial year.
- 3.4 This consultation is not seeking views in respect of the financial matters set out in Schedule 1 of the Planning (Wales) Act 2015, details of which are set out in the financial procedures section below.

Financial procedures

- 3.5 Qualifying expenditure is the expenditure required to fund a Panel which is to be met by the constituent LPAs. This is to enable all aspects of the production of an SDP and to ensure that the Panel can run efficiently and effectively.
- 3.6 The qualifying expenditure of Strategic Planning Panels (Panels) is to be funded and determined by the constituent LPAs on a proportional basis between the constituent LPAs. It will be based on an annual work programme which must set out the activities for the Panel for that year; produced by 31 December before the start of each financial year and

⁶ <http://gov.wales/topics/planning/legislation/planningbill-old/explanatory-memorandum/?lang=en>

must be consulted upon with the constituent LPAs and the Welsh Ministers.

- 3.7 Following the consultation, the agreed figure for qualifying expenditure and the final work programme are to be published and sent to the constituent LPAs and the Welsh Ministers no later than 15 February before the relevant financial year.
- 3.8 It may be that unforeseen work is required to be undertaken by the Panel, therefore it is proposed that at any point within a financial year a Panel may need to revise their work programme and the amount of qualifying expenditure and must notify the constituent LPAs and the Welsh Ministers if revision is required. Once the final figure is set the LPAs must meet these costs and the work programme must be published.
- 3.9 The Welsh Government will provide start-up funding for the establishment of a Panel and have the power to make grants, loans or other payments to the Panel within set conditions. The Panel cannot borrow money unless it is from the Welsh Ministers.
- 3.10 The Panel is required to keep proper accounts and a statement of these accounts for each financial year and these must be submitted to the Auditor General for Wales, the constituent LPAs and the Welsh Ministers no later than 30 November after the end of each financial year. The Auditor General will then consider the statement of accounts and report on it no later than four months after submission of the documents.
- 3.11 The Panel will be within the remit of the Independent Remuneration Panel for Wales; this means that they will determine the range and level of allowances payable by the Panel and constituent local planning authorities to their members.
- 3.12 The majority of the financial matters for a Panel are set out on the face of the Act and it is only the definition of qualifying expenditure and adjustment of payments that are to be set in regulations that will apply to all Panels. This approach enables flexibility and gives the Welsh Ministers the ability to respond to changes in functions and procedures within local government.
- 3.13 Although the Welsh Ministers have powers to set adjustments to the payments that are to be made by the constituent LPAs through regulations, it is not intended at this stage to use this power but this will be kept under review. Regulations may include a provision which could be used in the future, if it is deemed necessary.

Our proposals

Qualifying Expenditure Definition

3.14 We consider that that the costs relating to the following functions of the Panel must be met by the constituent authorities:

- Staff costs including salary, pension, redundancy, HR, professional fees, travel and subsistence etc.;
- Auditing and Accounts;
- Remuneration of staff and nominated members;
- Leases/rental and running of office space and spaces for consultation, engagement events and examination;
- Equipment including furniture, reprographics, IT and stationary;
- Examination costs including programme officer and inspectors costs and associated resources;
- Printing, design and cartography;
- Procurement of technical work;
- Legal Advice;
- Training for Staff and Members;
- Translation;
- Servicing and maintenance;
- Website; and
- Insurance.

3.15 We consider that the following functions should not to be regarded as qualifying expenditure:

- Remuneration of local authority members;
- Salaries for Chair and deputy chair;
- Staff costs of nominated members (excluding expenses); and
- Co-opted members remuneration.

3.16 It is also recognised that there may be unforeseen aspects of the Panels activities that would require funding in the future and therefore the regulations should provide flexibility to allow all functions of the Panel to be funded as long as the payments can be justified. This will ensure the Panel can function effectively.

Questions

11. **Do you agree with the proposals relating to what might constitute qualifying expenditure?**
12. **Do you support the approach proposed in relation to adjustment to payments as set out in section 3.13?**
13. **Do you have any comments on the draft Equalities Impact Assessment that supports this consultation paper?**

4. Next Steps

- 4.1 Following the analysis of this consultation we will consider bringing forward regulations with a view to bringing them into force in spring 2016.

References

- Local Government Association; National Census of Local Authority Councillors 2013 – England
- National Census of Local Authority Councillors 2004 Wales – an overview
- Local Government Candidates Survey 2012
- Who runs Wales? International Women’s Day 2012 update, the journey towards gender equality. Equality and Human Rights Commission.
- Who runs Wales? 2014 A lost decade – no change. Equality and Human Rights Commission
- Presiding Officer Joint Statement, 2014
- Written statement by the Welsh Government December 2014; Lesley Griffiths, Minister for Communities and Tackling Poverty
- Sports Wales Public Appointments Case Study December 2012
- Sports Wales Public Appointments Case Study Update April 2015
- Annual survey of ministerial appointment and reappointments to the boards of public bodies regulated by the commissioner for public appointments 2013-14
- The Commissioner for Public Appointment Annual Report 2012-13
- Women on board quality through diversity, Scottish Government consultation on the introduction of gender quotas on public boards. 2014
- Overcoming Barriers to equality and diversity representation on public, private and third sector boards in Scotland. Employment research institute, Edinburgh Napier University 2014
- National council of voluntary organisations – transparency framework. Comply or explain process
- On Balance: diversifying democracy in local government in Wales:
- Report of the expert group on diversity in local government 2014
- Are we being served? The report of the Councillor Commission Expert Panel Wales.
- Welsh power report – women in public life. March 2013 electoral reform society Cymru.
- Reference - Spotlight on Wales – Women and local government
- http://ec.europa.eu/justice/newsroom/gender-equality/news/121114_en.htm

Annex A

Data and Trends

The data and trends identified here are from the reports in the reference section.

Female representatives within Local Planning Authorities

2014 Councillors 27% an increase from 23% in last 10 years

2013 Women in Welsh local Government:

	%
• Swansea	39
• RCT	37
• Cardiff	37
• Torfaen	34
• Flintshire	30
• Bridgend	30
• Monmouthshire	30
• Vale of Glamorgan	30
• Powys	29
• Caerphilly	27
• Neath Port Talbot	27
• Newport	26
• Conwy	25
• Carmarthenshire	24
• Gwynedd	24
• Denbighshire	23
• Blaenau Gwent	16.6
• Pembrokeshire	15
• Wrexham	15
• Ceredigion	14
• Merthyr Tydfil	12
• Isle of Angelsey	5

Source: Welsh Power Report, Women in Public Life March 2013

2013 National Park Authorities:

Members appointed from local authorities 15%

Members appointed via Public appointment process 45%

Female representatives on public bodies

2013 Local Enterprise Partnerships (England) Male 471 Female 117

2012 Chief executives of Welsh Government Sponsored Bodies 10%

2014 Chief executives of Welsh Government Sponsored Bodies 37%

2012 Board Members of Welsh Government Sponsored Bodies 31%

2014 Board Members of Welsh Government Sponsored Bodies 31%

2013/14 % appointments and reappointment made to women (were declared/known) (UK) 39.3%

2013/14 % appointments and reappointment made to women (were declared/known) (Wales) 39.3%

Figures as of 2014

- Welsh Government Cabinet 27% women
- Members of Parliament 17% women
- Members of European Parliament 50% women
- Increase in female MPs from 4 in 2004 to 7 in 2014.
- 9% Welsh council leaders are women
- 27% of Councillors are women (increased from 23% in last 10 years)
- Chief executives of major Welsh Government sponsored bodies 37%
- Board members of major Welsh Government sponsored bodies 31%
- 2% chief executive in top 50 Welsh Companies are female
- 18% local government chief executives in Wales are women

Annex B

Examples of different approaches to achieving gender balance on public bodies

The examples below illustrate different approaches to achieving gender balance on public bodies and highlights the emerging policy in the UK and Europe to achieve this.

Norway

- 1) The experience of Norway is recognised as being successful in achieving 40% women directors in public companies and the use of a sanction where a company may be dissolved for failure to comply

Germany

- 2) Germany sets a quota of 30% of women board members to listed companies, which is phased between 2016 to 2020, with sanctions that require companies to leave positions unfilled if they are unable to fill vacancies with women.

Europe

- 3) In November 2013 the European Parliament voted in favour of law for mandatory quotas. This has not been brought into law and is still subject to a further vote. The UK Government does not support this directive: *“it is our view that EU-wide legislative action at the present time is unnecessary, and could be counter-productive to the Commission’s stated aim of increasing gender diversity on boards”*⁷.

This table illustrate the national measures to improve gender balance on boards in Europe in January 2013.

Country	Approach Taken	% if data available	Type of Body	Sanctions
Austria	Non-binding targets	25% (2013) 35% (2018)	--	--
Belgium	Quota	--	2012 – State owned companies 2017 - listed	Appointments void if quota is not

⁷ Subsidiarity assessment: Gender balance on boards report, House of Lords December 2012Spain

			companies 2019 - listed SMEs	met
Denmark	Voluntary Target	--	Largest companies	--
Finland	Regulation of equitable proportion men and women	--	State owned companies	--
France	Quota	20% (2014) 40% (2017)	Listed and unlisted companies	--
Germany	Voluntary Targets	--	Supervisory boards of listed companies	
Greece	Quota	One Third	State owned companies	--
Italy	% for each gender	At least 33% (2015) 20% transitional period	Public limited companies and state owned companies	Warning system and eventual dissolution of board
Luxembourg	Corporate Governance Code	--		--
Netherlands	Corporate Governance Code	--	Large companies executive and supervisory boards	Comply or explain
Poland	Corporate Governance Code	Balanced proportion	Management and supervisory boards	Requirement to report
Portugal	Gender Equality Plans	Gender Balance	State owned companies	--
Slovenia	% each gender	40%	State owned companies, Public enterprises and other entities of	--

			public law. Management and supervisory boards	
Spain	% each gender	40% (2015)	Public limited companies 250+ employees	--
Sweden	Corporate Governance Code	--	Listed companies	Comply or explain
UK	Voluntary	Report recommendation 25% FTSE 100 listed companies Set own targets FTSE 350 companies	FTSE 100 listed companies FTSE 350 companies	--

Those countries not listed do not have measures in place. Reference:

http://ec.europa.eu/justice/newsroom/gender-equality/news/121114_en.htm

Scotland – Women on Board, quality through diversity

- 4) The Scottish Government issued a consultation on the introduction of gender quotas on public boards that closed in July 2014. The aim of the consultation is “to inform how the Scottish Government will shape its proposals to the UK Government on using legislation to achieve gender equality on the boards of our public bodies, through the use of mandatory quotas of women sitting on public boards”. The consultation looks at the Scottish Government target to have at least 40% of public boards made up of women.

Annex C Modelling

Number of female Councillors in example Panel areas.

These example areas have been used throughout the scrutiny of the Act; within the Positive Planning Consultation Document 2013 and the Explanatory Memorandum and Regulatory Impact Assessment.

South East Wales Region:

Authority	Overall No.	No. Male	No. Female	% Male	% Female
Cardiff	75	47	28	62.7	37.3
Vale of Glamorgan	47	34	13	72.3	27.7
Bridgend	54	38	16	70.4	29.6
Rhondda Cynon Taff	75	46	29	61.3	38.7
Merthyr Tydfil	33	27	6	81.8	18.2
Caerphilly	70	50	20	71.4	28.6
Torfaen	44	33	11	75	25
Blaenau Gwent	42	35	7	83.3	16.7
Newport	50	37	13	74	26
Monmouthshire	43	30	13	69.8	30.2

Swansea Region:

Authority	Overall No.	No. Male	No. Female	% Male	% Female
Swansea	72	45	27	62.5	37.5
Neath Port Talbot	64	46	18	71.9	28.1
Carmarthenshire	74	53	21	71.6	28.4

North East Wales Region:

Authority	Overall No.	No. Male	No. Female	% Male	% Female
Denbighshire	47	36	11	76.6	23.4
Conwy	59	43	16	72.9	27.1
Wrexham	52	45	7	86.5	13.5
Flintshire	70	51	19	72.9	27.1