



Cyngor Celfyddydau Cymru  
Arts Council of Wales

# Employment Data and Boards of Management/ Advisory Committees

Arts Portfolio Wales Survey  
2016/17



Noddir gan  
Lywodraeth Cymru  
Sponsored by  
Welsh Government

Super Sunday, Pontio  
(Image: Petter Hellman)



Casual/contract  
employees continue  
to account for the  
largest proportion of  
all employees.

In this section we look at the information that all 67 Arts Portfolio Wales organisations provided for 2016/17 about their employees and Boards of Management/Advisory Committees.

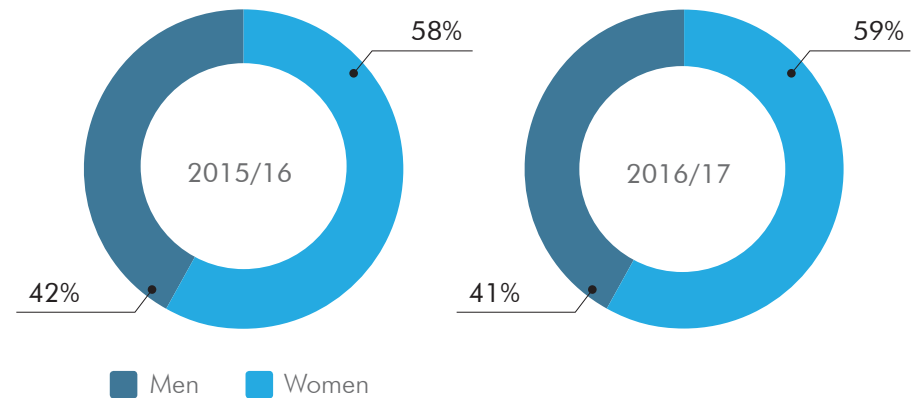
Arts Portfolio Wales employed a total of  
**5,222**  
 paid staff and volunteers during 2016/17.

This is a decrease of  
**-6.2%**  
 from the previous year.



Of those employed,  
**3,937**  
 were in paid employment, a decrease of  
**-6.6%**  
 from the 4,217 that were in paid  
 employment in 2015/16.

In both years there were more women employed than men and the extent of this gender gap changed very little from year to year. In 2016/17, women accounted for 58.8% of all employees, compared to 2015/16 where women made up 58.1% of all employees.



	2015/16	2016/17	% Change
Total Male employees (including volunteers)	2,332	2,151	-7.8
Total Female employees (including volunteers)	3,238	3,071	-5.2
Total number of employees including volunteers	5,570	5,222	-6.2
Total number of employees excluding volunteers	4,217	3,937	-6.6

Base= 68 organisations in 2015/16 and 67 organisations in 2016/17

## Employee Status

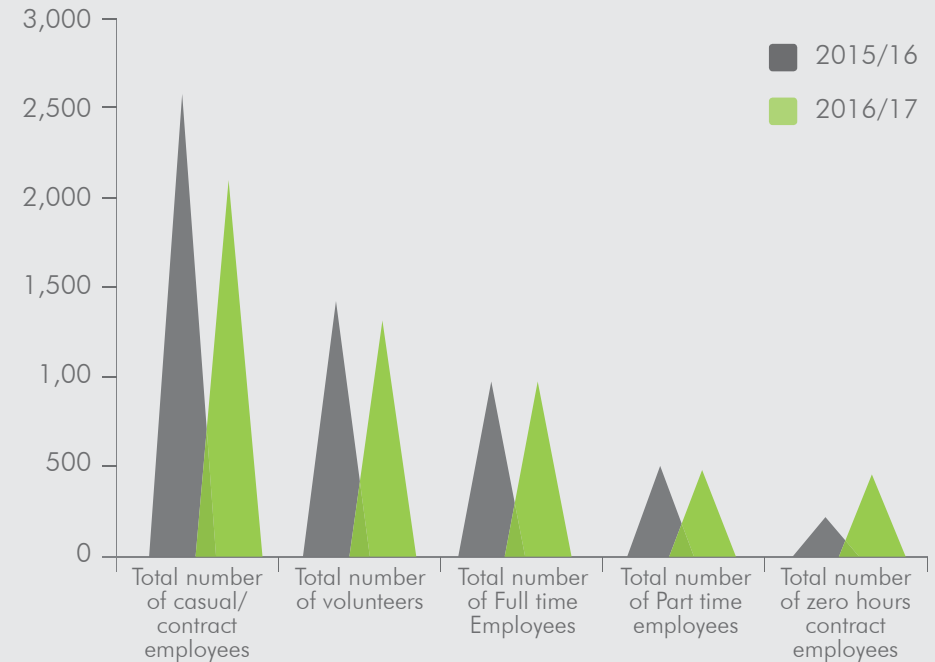
While employment figures have decreased overall, the number of individuals employed full time by Arts Portfolio Wales has only decreased by -0.5%, dropping from 945 in 2015/16 to 940 in 2016/17. Part-time employment has decreased by -5.5%.

The biggest percentage decrease is in the number of casual/contract employees; a decrease of -16.3% from 2,588 in 2015/16 to 2,166 in 2016/17. Despite this decrease, casual/contract employees continue to account for the largest proportion of all employees, at 41.5%.

	2015/16	2016/17	% Change
Total number of Full time Employees	945	940	-0.5
Total number of Part time Employees	455	430	-5.5
Total number of casual/contract employees	2,588	2,166	-16.3
Total number of zero hours contract employees	229	401	75.1
Total number of volunteers	1,353	1,285	-5.0
<b>Total number of Employees (Including volunteers)</b>	<b>5,570</b>	<b>5,222</b>	<b>-6.2</b>

Base= 68 organisations in 2015/16 and 67 organisations in 2016/17

Employment status for 2015/16 and 2016/17



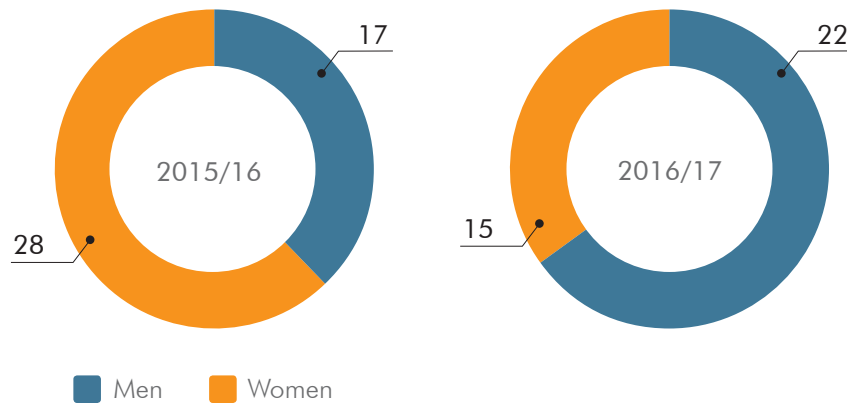
The number of individuals employed by APWs on zero hour contracts has increased by 75.1%, from 229 in 2015/16 to 401 in 2016/17. Even though this is a significant increase, zero hour contracted employees account for only 7.7% of the total workforce.

24.5% of the APW workforce is Welsh speaking; an increase of 18.7% from the previous year.

## Training

The total number of trainees employed by Arts Portfolio Wales has dropped since 2015/16 by -17.8% (or, 8 trainees).

This overall decrease corresponds to a decrease in female trainees, while the number of male trainees has increased by 5.



	2015/16	2016/17	% Change
Total number of Male Trainees	17	22	29.4
Total number of Female Trainees	28	15	-46.4
<b>Total number of Trainees</b>	<b>45</b>	<b>37</b>	<b>-17.8</b>

Base= 28 organisations in 2015/16 and 22 organisations in 2016/17

## Welsh Speakers



There were  
**1,278**  
Welsh speaking employees  
in 2016/17.

These employees accounted for

**24.5%**  
of the Arts Portfolio Wales'  
total workforce, which is an  
**18.7%**  
increase from the previous year.

	2015/16	2016/17	% Change
Total number of Welsh Speaking employees	1,077	1,278	18.7

Base= 60 organisations in 2015/16 and 58 organisations in 2016/17

The gap between numbers of men and women on boards of management has decreased.



## Boards of Management/Advisory Committees

There has been a decrease of  
**-4.4%**  
 in the total number of management  
 board members between 2015/16  
 and 2016/17.

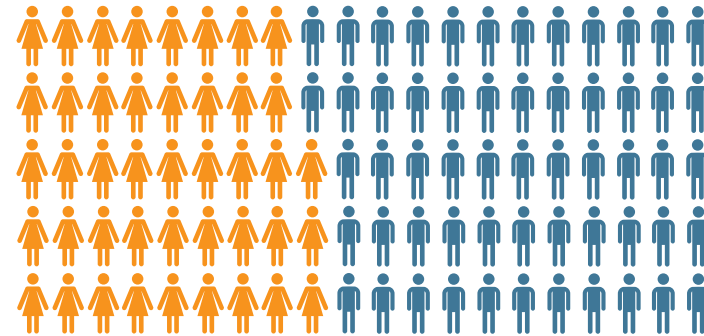


The number of men on boards of management has decreased by -7%. The number of women on boards of management has only decreased by 2 individuals (-0.7%). Therefore, the gender gap between these two groups has reduced since the previous year.

Board of Management	2015/16	2016/17	% Change
Total number of men on boards of management	429	399	-7.0
Total number of women on boards of management	299	297	-0.7
<b>Total number of members of board of management</b>	<b>728</b>	<b>696</b>	<b>-4.4</b>

Base= 64 organisations in 2015/16 and 62 organisations in 2016/17

### Boards of Management by Gender in 2016/17



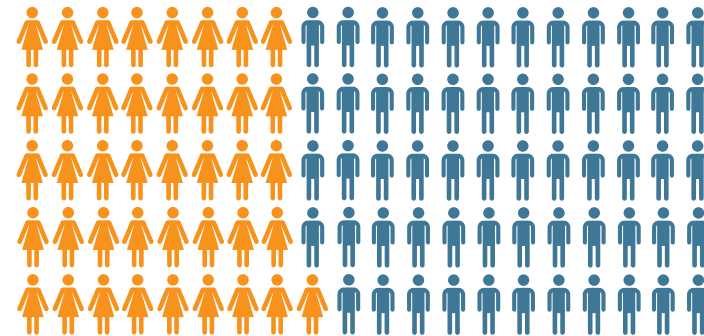
Total number of women  
on boards of management

**43%**

Total number of men  
on boards of management

**57%**

### Trainees by Gender in 2016/17



Total number of  
women trainees

**41%**

Total number of  
male trainees

**59%**



## Employees and Members of Boards of Management in the Protected Characteristics Groups

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*The Equality Act 2010 means that the Arts Council of Wales has a legal responsibility to ensure that anyone working as an employee for, or using a service provided by, an arts organisation in receipt of our funding is treated fairly. The protected characteristics include: disability, gender, gender re-assignment, pregnancy and maternity, race, religion or belief, sexual orientation, age. We target the over 50s and children and young people within the 'age' component of protected characteristics.*

Of all the protected characteristics groups, the older people category (50+) had the highest proportion of employees in 2016/17 (14%), as it also did the previous year (14.5%).



Employees with specific religious beliefs were the protected characteristic group that increased the most from the previous year; with a

**28.7%**

increase. This group made up

**3.9%**

of all employees; the second largest group of employees with protected characteristics.

As with the employment data, it is the older people (50+) group which has the highest proportion of people on Boards of Management/Advisory Committees. They account for over half, 54.2%, of all members in 2016/17, a slight increase from the previous year when they accounted for 49.5% of all members.

To protect the confidentiality of those individuals included in the below table some cells have been suppressed and an \* indicates where this is the case, this is because cells in a table based on a small number of respondents are more likely to breach confidentiality:

	2015/16	2016/17	% Change
Total number of disabled employees	102	102	0
Disabled Men	46	57	23.9
Disabled Women	56	45	-19.6
% of employees who are disabled	1.8	2.0	
Total number of BME employees	136	159	16.9
BME Men	68	75	10.3
BME Women	68	84	23.5
% of employees who are from a BME group	2.4	3.0	
Total Lesbian, Gay or Bisexual people	120	134	11.7
Number of employees: gay men	82	95	15.9
Number of employees: lesbian/gay women	31	25	-19.4
Number of employees: bisexual men or women	7	14	100.0
% of employees who are lesbian, gay or bisexual	2.2	2.6	
Total Older People	805	729	-9.4
Number of male employees: older men (50+)	387	302	-22.0
Number of male employees: older Women (50+)	418	427	2.2
% of employees who are 50+	14.5	14.0	
Total People with specific religious beliefs	157	202	28.7
Number of male employees with specific religious beliefs	60	80	33.3
Number of female employees women with specific religious beliefs	97	122	25.8
% of employees with specific religious beliefs	2.8	3.9	
Total Women who are pregnant or on maternity leave	43	40	-7.0
% of employees who are pregnant or on maternity leave	0.8	0.8	
Total transgender people	*	*	*
% of employees who are transgender	*	*	*

Base= 67 organisations 2015/16 and 64 organisations in 2016/17

To protect the confidentiality of those individuals included in the below table some cells have been suppressed and an \* indicates where this is the case, this is because cells in a table based on a small number of respondents are more likely to breach confidentiality:

	2015/16	2016/17	% Change
Total number of disabled employees on Boards of Management/Advisory Committees	17	17	0
Disabled Men	10	10	0.0
Disabled Women	7	7	0.0
% of Boards of Management/Advisory Committee members who are disabled	2.3	2.4	
Total number of people from a BME group on Boards of Management/Advisory Committees	*	*	*
BME Men	6	9	50.0
**BME Women	*	*	*
% of members of Boards of Management/Advisory Committees who are from a BME group	*	*	
**Total Number of Lesbian, Gay or Bisexual people on Boards of Management/Advisory Committees	22	22	0.0
Gay men	16	15	-6.3
Lesbian/ Gay women	6	7	16.7
Bisexual men or women	0	0	0.0
% of members of Boards of Management/ Advisory Committees who are Lesbian or Gay or Bisexual	4.0	5.2	
Total number of Older People (50+) on Boards of Management/ Advisory Committees	360	377	4.7
Older men (50+)	218	217	-0.5
Older Women (50+)	142	160	12.7
% of Boards of Management/Advisory Committees members who are classed as Older People (50+)	49.5	54.2	
Total number of people with specific religious beliefs on Boards of Management/ Advisory Committees	20	27	35.0
Men with specific religious beliefs	10	16	60.0
Women with specific religious beliefs	10	11	10.0
% of Boards of Management/ Advisory Committees members who have specific religious beliefs	2.7	3.9	
**Total number of Pregnant women or women on maternity leave on Boards of Management/ Advisory Committees	5	6	20.0
% of members of Boards of Management/ Advisory Committees who are pregnant or on maternity leave	0.7	0.9	
Total number of Transgender people on Boards of Management/Advisory Committees	0	*	*
% of members of Boards of Management/Advisory Committees who are transgender	*	*	

Base= 67 organisations 2015/16 and 64 organisations in 2016/17