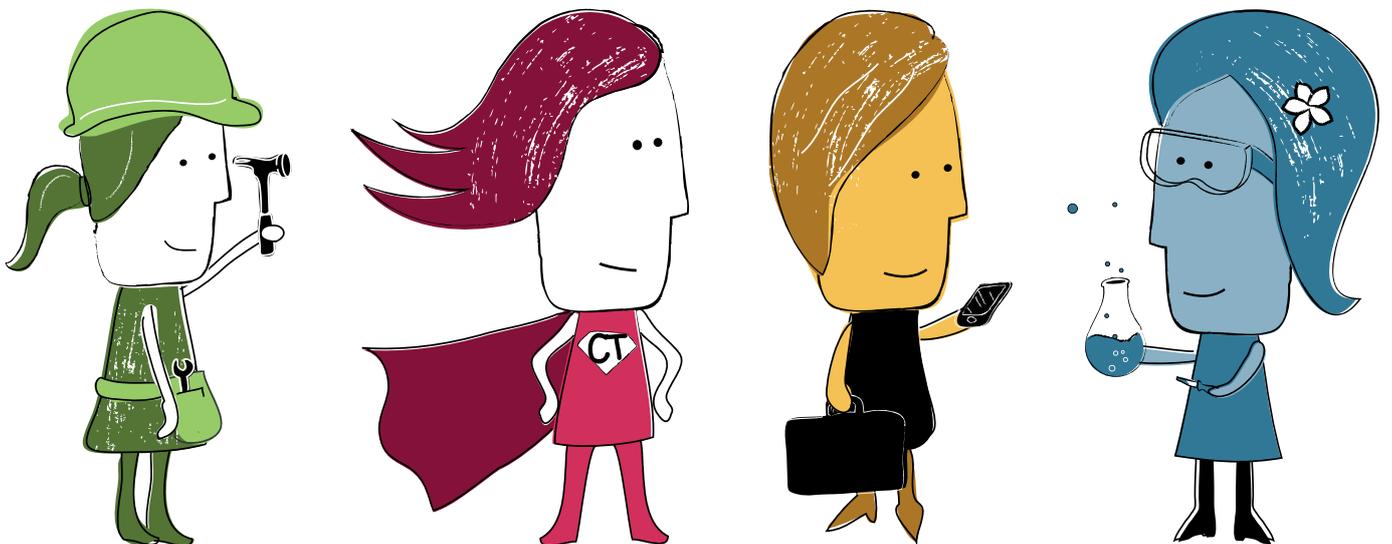


CHWARAE TEG MANIFESTO

# A Wales where Women Achieve and Prosper

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# Introduction

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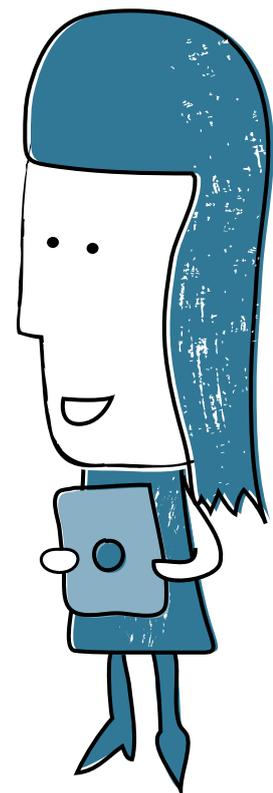
**Chwarae Teg is the Welsh charity that helps women achieve and prosper.**

We do this because despite progress, we are still not making the most of women's potential contribution to the economy.

Over 40 years after the Equal Pay Act was introduced, the pay gap between men and women remains with women taking home just 80% of men's income on average. Women also still tend to be found in low-skilled, low-paid jobs despite increasing educational attainment.

In the face of significant economic challenges and reductions in public sector spending, we need to make more of women's skills and abilities to benefit families, communities and the Welsh economy.

This manifesto sets out a number of actions that we are asking all political parties to support.



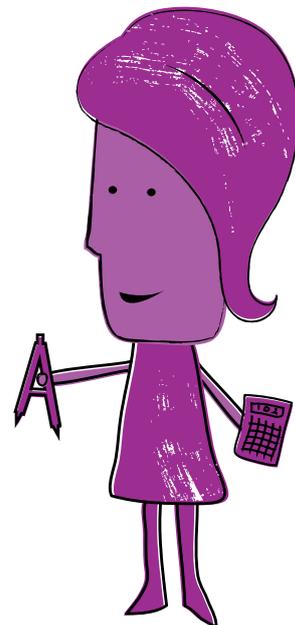
## Education and Skills

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Overall, girls are achieving in education and out-performing boys at school. Women also take up more in-work training. However, gender stereotyping remains a problem with girls under-represented in subjects such as Physics, Chemistry and Maths and in colleges, dominating in areas such as hair and beauty. This leads to increased gender segregation in the workplace.

To broaden girls' horizons so that they can contribute to the sectors identified for growth and benefit from better paid careers on offer, we ask that:

1. Gender awareness is embedded in PGCE, Master of Education and Careers Service professional training to increase understanding of gender stereotyping and reduce unintended consequences.
2. Estyn inspections examine the extent to which gender stereotypes are being challenged in the classroom and careers advice to increase gender neutral teaching practices.
3. Stronger links between schools and local businesses are promoted, focusing on offering a broader range of options to girls through positive role models and meaningful work experience.
4. Gender disaggregated data is published for all Government funded training provision such as apprenticeships and Jobs Growth Wales which can be analysed by sector and occupation to identify areas for intervention.
5. Funding mechanisms which incentivise Further and Higher Education providers to achieve equal representation in areas where there is a gender imbalance are developed.



## Economy

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Large scale investment programmes are generally taken forward by employers where the workforce is predominantly male which means that women do not benefit from these initiatives to the same extent. To ensure that everyone can gain from this investment, we recommend that:

1. Gender impacts of economic and infrastructure investment are understood and measures are taken to address unintended consequences.

## Transport

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Women are more likely to rely on public transport and to work part-time. Currently, part-time workers are not able to benefit from the same travel discounts as full-time workers. To address this disparity, we recommend that:

1. Multi-use discounts are built into GoCymru cards to make travel more affordable for part-time workers, in the same way that is currently being explored for rail travel in Wales.

## Employment

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Women continue to be concentrated into lower paid, lower skilled and often part-time roles limiting their involvement in the labour market and contribution to the Welsh economy. To ensure that women are able to achieve and prosper in the workplace we ask that:

1. Mentoring and support networks are created for women in sectors and roles where they are under-represented.
2. Tailored support is offered to young mothers who are NEET to help them access work (e.g. part-time apprenticeship opportunities).
3. Successful part-time and job share opportunities at senior levels are investigated and best practice shared.

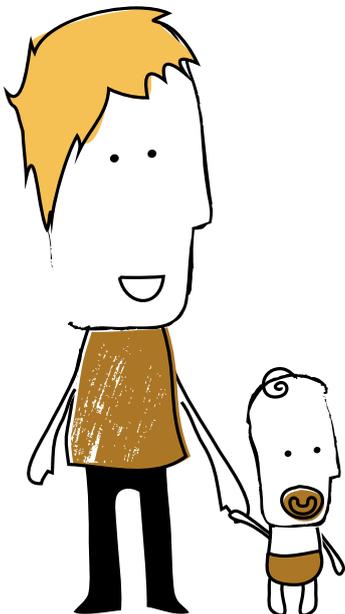


## Enterprise

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Women in the UK are half as likely as men to set up their own business. They face a range of gender specific barriers such as lack of finance, lack of childcare and lack of confidence. To help women overcome these barriers and close the start-up gap we ask that:

1. Business support providers are required to produce gender disaggregated data and use this to address any gender imbalance in their service delivery.
2. Tailored business support is provided to women which is sensitive to gender specific needs.
3. A mentoring scheme for women in business is established.



## Care

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Despite some progress, women continue to be seen as carers first and earners second which means child and elder care remains a significant barrier when considering entering or progressing in the workplace. To support families to balance work and care, we recommend that:

1. Actions identified in the Early Years and Childcare plan to ensure the provision of more flexible and affordable childcare are taken forward.
2. New models of child and elder care such as social enterprises and co-operatives are explored and supported.
3. Childcare provision is driven by meeting both the parent's economic needs and the children's educational needs.

## Poverty

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Women are more likely to live in poverty. They are at greater risk of falling into poverty than men and in many cases it is their income which decides if a family lives in poverty or not. All of our manifesto recommendations will help to reduce poverty in Wales. In addition, we ask that:

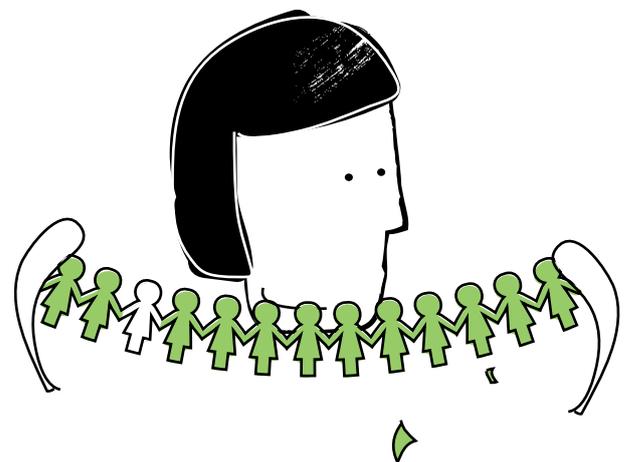
1. Action is taken to make Wales a living wage nation.
2. Pre-employment support is provided within disadvantaged communities, aligned to sectors identified as important for economic growth.

## Finance

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Women and men experience budget decisions in different ways as they are rarely in identical employment or domestic situations. To ensure that spending decisions benefit all members of a community equally we recommend that:

1. Gender budgeting informs all funding decisions and new initiatives.
2. Robust Equality Impact Assessments are carried out consistently for all programmes and initiatives with continued monitoring and improvement of this process.

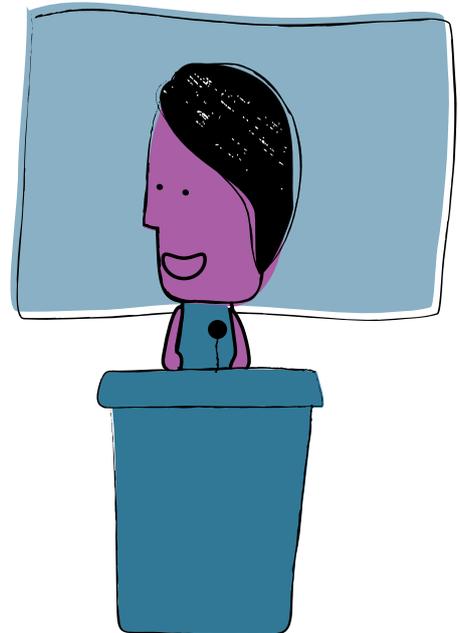


## Decision Making

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Women remain dramatically under-represented in positions that influence our culture and institutions. Current schemes are making headway to address this issue but to achieve equality of representation, we recommend that:

1. Public bodies are set a target of 50% gender representation on their boards by 2020.
2. Employers funded by government are required to understand the gender issues within their organisation and take action to address them.
3. Action is taken by all parties to achieve gender balance within the Welsh Assembly once more.



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