

## Education and Lifelong Learning Committee

### Chwarae Teg

#### Format

Introductions

Aim of presentation

Chwarae Teg overview

Research brief

Research findings

Considerations for Committee

Q & A

#### Aim of presentation

- To provide a brief update on the work of Chwarae Teg in its 10<sup>th</sup> Anniversary year
- To advise members on current research
- To discuss issues of interest to the committee and Chwarae Teg

#### Chwarae Teg overview

Set up in 1992 by a consortium of public sector agencies to support, develop and expand the role of women in the Welsh economy, Chwarae Teg is now recognised as the lead organisation in the field of women's economic development in Wales, the UK and in Europe.

The work focuses on four main areas:

Employment, Enterprise, Education and Training and Public Policy.

Key partners include:

The Welsh Assembly Government, Welsh Development Agency, NHS Wales Equality Unit, Job Centre Plus, Welsh Local Government Association, ELWa, Wales TUC and CBI Wales.

Funding is received through core grants from the Welsh Assembly, contract income, European funds, membership subscriptions and other support from public, private and voluntary sector partners.

Key Assembly contacts:

Sponsoring Division: (Training, Skills and Careers Policy Division)

Children and Family Services Division

Social Care Policy

Equality Policy Unit

Chwarae Teg is a member of the National Childcare Strategy, the Carers Review Panel, the Wales Carers in Work Steering Group, the Board of Clybiau Plant Cymru Kids Clubs (new Welsh Out of School Clubs organisation) plus other economic and European networks.

## **Research brief**

Chwarae Teg's initial activity and rationale was underpinned by extensive research undertaken in the early 90's and follow up research in 1996. Our latest study in the autumn of 2001 has utilised representative samples of a 1000 women and 500 employers.

The five main research areas were:

- Attitudes to employment
- Perceived barriers to employment
- Motivations for working
- Support measures offered by employers and support measures of benefit to employees
- Finally, the impact of legislation

## **Summary of key research findings**

- Women's role in the Welsh workplace has changed positively over the past ten years
- Legislation has improved things - especially for part time workers

- There is a distinct lack of training especially for part-time employees
- Childcare and other caring responsibilities have a huge impact on women and work
- There is a discrepancy between the flexible working measures offered by employers and those known to, or taken up by employees
- There is an ongoing pay gap between men and women
- Untapped potential and lack of equality remains an issue

## **Considerations for Committee**

Stereotyping

Barriers in relation to care and training

Culture

### **Chwarae Teg position**

Chwarae Teg is keen to develop its role in relation to the economic agenda and the role of women.

We are currently discussing partnerships with a number of organisations.

We would also like to make best use of the opportunity to maximise European funds whilst meeting Assembly cross cutting themes of equality of opportunity and sustainable development.