

# Cross-Party Group Annual Report.

## 2013-2014

## Cross Party Group on Women in the Economy

### Statement from the Chair

I am grateful to members of the Cross Party Group for electing me as their inaugural Chair, and for their active involvement with the Group's discussions. We have considered a range of topics during the past year, and our discussions have provided new and refreshing insights into issues such as equal pay and barriers to success. I would particularly like to thank the team at Chwarae Teg for all their work in helping to organise our meetings.

### Christine Chapman AM

#### 1. Group membership and office holders.

Christine Chapman AM (Chair)

Jocelyn Davies AM

Janet Finch-Saunders AM

Eluned Parrott AM

Dr Victoria Winckler, Bevan Foundation

Dr Alison Parken, Cardiff University

Shirley Rogers, Careers Wales

Joy Kent, Chwarae Teg

Christine O'Byrne, Chwarae Teg

Dr Rachel Bowen, Federation of Small Businesses

Helen Humphreys, WEN Wales

#### 2. Previous Group Meetings since the last AGM.

##### Meeting 1.

**Meeting date:** 23<sup>rd</sup> October 2013

**Attendees:** Christine Chapman AM, Labour (**Chair**)  
Jocelyn Davies AM, Plaid Cymru  
Janet Finch-Saunders AM, Conservative

Eluned Parrott, Welsh Liberal Democrats  
 Laura Dunn, Office of Rosemary Butler AM  
 Victoria Evans, Office of Christine Chapman AM  
 Ian Johnson, Plaid Cymru  
 Osian Lewis, Office of Alun Ffred Jones AM  
 Dr. Rachel Bowen, Policy Manager Wales, Federation of Small  
 Businesses  
 Joy Kent, Chief Executive, Chwarae Teg  
 Christine O'Byrne, Policy & Public Affairs Manager, Chwarae  
 Teg **(Secretary)**  
 Helen Reed, Policy Support Officer, Chwarae Teg  
 Shirley Rogers, Regional Director, Careers Wales

***Summary of issues discussed:***

**Key findings from Chwarae Teg's research "A Woman's Place" were shared and discussed including:**

- **Inequality outside the workplace shapes inequality within it.**
- **Powerful stereotypes persist around appropriate jobs for men and women.**
- **Employment is the norm for women but parity has yet to be achieved.**
- **More women are working but working part-time.**
- **The gender pay gap persists.**
- **In terms of skills and progression, girls out-perform boys in school and there are more women qualified to level 4 in Wales, but women are still concentrated in low skilled and low paid jobs.**
- **Women are still seen as carers first and earners second, and whilst flexible working has increased, the lack of affordable childcare is still seen as the major barrier to full-time employment.**
- **Notably, 25% of the women surveyed appeared not to have access to their statutory rights and 15% of employers appeared not to meet their statutory obligations.**

**Meeting 2.**

***Meeting date:*** 5<sup>th</sup> February 2014

***Attendees:*** Christine Chapman AM (Chair)  
 Mohammed Ashgar AM  
 Julie Morgan AM  
 Joyce Watson AM  
 Laura Dunn, Office of Rosemary Butler AM  
 Robin Lewis, Office of Christine Chapman AM  
 Sian Mule, Office of Julie Morgan AM

Neil Ronconi-Woollard, Office of Julie James AM  
 Elizabeth Laird – Researcher, Office of David Melding AM  
 Joy Kent, Chief Executive, Chwarae Teg  
 Christine O’Byrne, Policy and Research Lead, Chwarae Teg  
 Anne Howells, Policy Co-ordinator, Chwarae Teg  
 Dr. Alison Parken, Senior Research Fellow, School of Social  
 Services, Cardiff University  
 Emma Richards, Chwarae Teg  
 Alison Howe, CITB Careers Adviser  
 Kate Attwood, CITB Ambassador  
 Emma Saunders, Suterra  
 Alex Tranter, Tai Ceredigion  
 Dr Rachel Bowen, Federation of Small Businesses  
 Nina Prosser, Prince’s Trust  
 Hannah Blythyn, Unite  
 Belinda Robertson, Unite  
 Rebecca Newsome, Prince’s Trust  
 Helen Humphrey, WEN Wales  
 Rachel Maude, BT  
 Catrin Owen, Tai Ceredigion  
 Charlotte James- Swansea University  
 Shirley Rogers, Careers Wales

***Summary of issues discussed:***

**The topic for this meeting was gender segregation and equal pay.**

**Guest speakers were Dr. Alison Parken, Emma Richards, Alison Howe, Kate Atwood, Emma Whitworth and Alex Tranter.**

**Discussion covered:**

- **The need for better understanding of why women aren’t coming into the industry/ wanting to be promoted.**
- **There could be one point of entry for information on gender equality in Wales.**
- **Low pay in part-time roles is a contributing factor to in-work poverty.**
- **The living wage won’t make a significant impact.**
- **Universal credit is also an issue.**
- **Could better terms and conditions be driven through procurement?**
- **Mainstreaming gender awareness in teacher training, career service etc. and ensure on-going CPD.**
- **Caring and part time issue to include caring for older family members.**

- Would it be possible to direct talent in Wales rather than bringing in outside workers?
- Holistic approach to apprenticeship female tutors mentors.

The group also agreed actions for Welsh Government:

- Develop central on-line facility that would hold all relevant information to promote gender equality. This would include relevant research, careers advice for girls and support for employers.
- Ensure Further Education Institutions are welcoming and supportive for boys and girls taking courses dominated by the other sex. This would include ensuring they provide adequate facilities for both and tutors and materials are equally relevant and welcoming to both.
- Develop role model scheme to promote careers currently dominated by men to women.
- Encourage more female tutors and mentors in male dominated sectors to support apprentices (this would include pre-apprenticeship support).
- Provide data on apprenticeships take up disaggregated by gender, sector and occupation.
- Drive better terms and conditions for women through public sector procurement.
- Ensure gender awareness training is provided for all teachers and careers advisers within their initial qualification frameworks and continuous professional development.

### Meeting 3.

**Meeting date:** 4<sup>th</sup> June 2014

**Attendees:** Christine Chapman AM (Chair)  
 Jocelyn Davies AM  
 Julie James AM  
 Ioan Bellin, Office of Simon Thomas AM  
 Laura Dunn, Office of Rosemary Butler AM  
 Robin Lewis, Office of Christine Chapman AM  
 Mark Major, Office of Suzy Davies AM  
 Neil Roncon-Woodward, office of Julie James AM  
 Katy Chamberlain, Business in Focus  
 Natasha Davies, Chwarae Teg  
 Ruth Davies, Public Health Wales  
 Rhiannon Hedge, NUS  
 Anne Howells, Chwarae Teg  
 Helen Humphrey, WEN Wales  
 Norma Jarboe, Women Count  
 Dr Barrie Kennard, Leadership and Management Wales  
 Joy Kent, Chwarae Teg  
 April McMahon, Vice-Chancellor Aberystwyth University  
 Alison Parken, WAVE Cardiff University

Amy Preece, Women Making a Difference  
 Nina Prosser, Prince's Trust  
 Kieron Rees, NUS  
 Jessica Rumble, NUS  
 Beth Titley, Careers Wales

***Summary of issues discussed:***

The topic for this meeting was leadership and progression.

Guest speakers were Dr. Barrie Kennard, Rhiannon Hedge, Joy Kent, Helen Humphrey and April McMahon.

**Discussion covered:**

- The need to tackle lack of confidence and the relationship of this with promotion.
- Unconscious bias and the need for interviewers to take the test before interviews.
- While quotas are unpopular we may need them as a temporary measure until we have a meritocracy.
- Need to ask the private sector to do the same as the public sector.
- Progression in part time work needs to be tackled.
- Use of language can be a barrier and make jobs seem masculine.
- Do we need a different word for quotas? Perhaps “fair representation”.
- Lord Davies report uses language of aspirational goals and sets goals for diversity. Need a champion and transparent benchmarking.
- Fear that diversity won't follow unless we tackle whole diversity issues as well as gender.
- Duty to release statistics on gender and other diversity issues.
- What do we get out of the major employers in Wales? What do we do to get them on board? E.g. Admiral.
- It's important for the CPG to feed into party manifestos.

**The group also agreed actions for Welsh Government:**

- Require both public and private businesses to collect and publish statistics on gender and other diversity issues to ensure transparent benchmarking can take place.
- Encourage recruiters to take an unconscious bias test prior to recruitment exercises to demonstrate their unconscious bias and equip them to deal with it.
- Encourage private companies to set goals for diversity and nominate internal champions to help them deliver these goals.
- Utilise public duties to promote equality in procurement policies.

- Investigate the top 5 sectors in Wales that are experiencing the biggest barriers to women reaching leadership positions and facilitate a conversation between them about how best to overcome them, with a view to them leading the way.
- Explore the reasons behind part time work acting as a barrier to progression and take action to address this.
- Organise a seminar on quotas to facilitate an informed and comprehensive debate among Welsh businesses leaders and other stakeholders on the pros and cons of using quotas as a tool to tackle the gender imbalance at the top.
- Secure provision of training for businesses to help them produce gender neutral materials to tackle the perception that management is masculine.
- Take action to ensure that diversity remains on the agenda to ensure that steps to see more women in leadership doesn't 'replace like with like' i.e. replace white, middle class men with white middle class women.

### **3. Professional lobbyists, voluntary organisations and charities with whom the Group has met during the preceding year.**

CITB, ConstructionSkills, Units 4 & 5, Bridgend Business Centre, David Street, Bridgend Industrial Estate, Bridgend, CF31 3SH

Tai Ceredigion Cyf, Unit 4, Pont Steffan Business Park, Lampeter, Ceredigion, SA48 7HH

Prince's Trust, Ocean Way, Cardiff

WEN Wales, Anchor Court, Keen Road, Cardiff, CF24 5JW

**These organisations have participated in group meetings throughout the year.**

# Annual Financial Statement.

## 2013-2014

### Cross Party Group on Women in the Economy

Christine Chapman AM

Christine O'Byrne – Chwarae Teg

Group's Expenses.	None.	£0.00
Costs of all goods.	No goods purchased.	£0.00
Benefits received by the group or individual Members from outside bodies.	No benefits received.	£0.00
Any secretariat or other support.	No financial support received.	£0.00
Services provided to the Group such as hospitality.		
All refreshments and translation paid for by Chwarae Teg.		
<b>Date</b>	<b>Description and name of provider</b>	<b>Cost</b>
	Catering Charlton House Catering	£404.82
	Translation Testun	£504.38
<b>Total cost</b>		<b>£909.20</b>