

Cross-Party Group Annual Report.

2014-2015

Cross Party Group on Women in the Economy

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: 8th October 2014

Attendees: Christine Chapman AM (Chair)
 Suzy Davies AM
 Julie Morgan AM
 Bethan Jenkins AM
 Robin Lewis, Office of Christine Chapman AM
 Sophia Haywood AMSS
 Joy Kent, Chief Executive, Chwarae Teg
 Christine O'Byrne, Policy Lead, Chwarae Teg
 Rebecca Newsome, Princes- Trust
 Helen Humphrey, WEN Wales
 Rachel Maude, BT
 Jan Pickles, South Wales Police

Alan Felstead, Cardiff University
 Natasha Cody, WEN Wales
 Bryn Thomas, The Prince's Trust
 Sarah Taylor, GE Aviation
 Jessica Rumble, NUS Wales
 Rosie Inman, NUS Wales
 Ann Gair Owens, GE Aviation

Topic: The Skills Squeeze

Guest Speakers - Alan Felstead, Cardiff University; Natasha Cody, WEN Wales,

Summary of the recommendations that followed debate were:

- Working group of employers to explore how they can best support women returning after a break.
- Explore nature of Keep In Touch days and share best practice. Some employers bring staff together to share updates over lunch. They can gain more confidence to come back to work when they realise not as much has changed as they expect.
- Promote a healthy lifestyle to young men and women. A full life is not necessarily one where work is central.
- Procurement can lever things on to the agenda. Ask for gender audits and influence employers to create demand.
- Ask every business with over 10 employees to report on gender balance from top to bottom.
- The issue of part-time work should be challenged in a broader strategy of improving work for all.
- Impression of part-time work is not always great. There can be an assumption that part-time work is less important/valuable. Get more men working part-time. Usually part-time workers are predominantly female although the proportion of men increased in the recession.

Meeting 2.

Meeting date: 4th February 2015

Attendees: Christine Chapman AM (Chair)
 Julie Morgan AM
 Eluned Parrot AM
 Robin Lewis, Office of Christine Chapman AM

Ioan Bellin, Office of Simon Thomas AM
Sian Mile, Office of Julie Morgan AM

Christine O'Byrne, Policy & Research Lead, Chwarae Teg
Anne Howells, Policy Co-ordinator, Chwarae Teg
Claire Rodwell, Newydd Housing
Victoria Bolton, Newydd Housing
Nina Prosser, Princes' Trust
Jan Pickles, Assistant Commissioner
Ruth Davies, Public Health Wales
Dawn Smart
Claire Knowles, Acuity Legal Ltd
Marie Brousseau-Navarro – Legal Eyes
Dr Alison Parken, Cardiff University
Sophie Howe, Deputy Commissioner
Beth Titley, Career Wales
James Prosser, Acuity Legal Ltd

Summary of issues discussed:

The topic for this meeting was – The Modern Workplace

Guest speakers were: Claire Rodwell and Victoria Bolton Newydd Housing and Sian Hayward and Emma Thomas Monmouthshire Council via video recording.

Discussion covered:

- At Newydd Housing, the Chief Executive and male staff all enjoy the flexible working arrangement and many male staff work part time. One staff member due to retire in March has been preparing for retirement over the last 18 months by reducing hours from 35 to 28 and now 21 hours.
- Parental leave – enhanced pay does not believe that men will want to take up - earning £35,000 per year to £130.00 per week.
- In the police force, there have been big improvements to gender balance but retaining women is a problem and they tend to leave after they've had children.
- Monmouthshire Council showed that even lower skilled roles can be done flexibly. Carers have full control of their own clients and can arrange appointments as needed. Grounds people can carry out their work at any time of day as long as it is done sensibly. Trust and respect are critical for the success of agile working. The system at Monmouthshire has been

implemented from the top down, not even the Chief Exec has his own office. Allowing flexibility is a good way to ensure skilled staff are retained.

- Some people want to work part time and not flexi time but p/t work seen as lower value. Customer service roles are part time and job share roles can be difficult in higher position roles i.e. who makes decision/conflict/ delivering.
- The group were very interested in the concept of agile working rather than flexitime. Requires change in workplace culture to focus on results.
- Some organisations have systems that track what you hours you have worked. An advantage of that is that you can log on while working from home. To achieve this, new IT systems were installed and the IT support desk was restructured. IT is critical for success.
- The impression of part-time work is not always good. There can be an assumption that part-time work is less important/valuable. Part-time workers are predominantly female although the proportion of men increased in the recession. The issue of part-time work should be challenged in a broader strategy of improving work for all.

Recommendations to Government:

- Promote a change in workplace culture by highlighting examples of good practice to encourage flexibility and a focus on outcomes.
- Empower managers and leaders to measure performance by outcomes and not time.
- Improve the quality of part-time work for men and women.
- Raise awareness amongst employers of the benefits of agile working – reduced overheads, staff retention etc.

Meeting 3.

Meeting date: 3rd June 2015

Attendees: Christine Chapman AM (Chair)
Robin Lewis- Support officer Christine Chapman AM
Craig Lawson – Support Office Suzy Davies AM
Joy Kent Chwarae Teg
Christine O’Byrne Chwarae Teg
Hada Turkman Chwarae Teg
Anne Howells Chwarae Teg

Rachel Bowen FSB
 Alison Jones – Institute of Leadership & Management
 Helen Pitt – Bridgend Carers
 Rebecca Rosenthal – Adult Community Learning Tutor
 Rayner Rees – Soroptimist
 Lisa Fryer – The Yard
 Louise Button – The Yard
 Samina Khan – CAVC
 Norma Jarboe
 Alice Shing
 Mair Rigby – WEN Wales
 Dr Alison Parken – Cardiff University

Summary of issues discussed:

The topic for this meeting was Who Cares?

Guest speakers were Beth Evans – Carers Wales; James Moss Acuity Legal; Sharon Brasiello; Catherine Morgan and Sarah Virgo Carers

Discussion and recommendations covered:

- Self employment as a route for balancing care and work was discussed and issues identified. It was suggested that self employment could be a successful route for some but that information around financial considerations needed to be made more widely available
- Concerns exist re carers allowance
- Carers Allowance is not means tested – it was suggested that WG should lobby UK government for this to change
- It was noted that employment and benefit rights are not governed by Welsh Government and that the WG Carer Strategy Bill is being repealed (link to statement has been forwarded separately). There were some concerns expressed over whether its incorporation into other legislation would limit its impact
- It was agreed that it was not only legislative change that was needed but a broader culture change as well in relation to both the role of men and women in relation to care and the balance of caring and working generally
- The group discussed the impact on young carers and missing out on their education. It was felt that more could be done in this area.
- Members felt that there was considerable stigma around caring and that often staff felt that they couldn't discuss with their line Manager when they want time off for caring duties. It was suggested that a media campaign to tackle this would be beneficial.

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

Newydd Housing Ty Cadarm 5, Village Way, Tongwynlais, CF15, 7NE

Prince's Trust, Ocean Way, Cardiff

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

Community Housing Cymru Group, 2 Ocean Way, Cardiff, CF24 5TG.

These organisations have participated in group meetings throughout the year.

Annual Financial Statement.

2014-2015

Cross Party Group on Women in the Economy

Christine Chapman AM

Christine O'Byrne – Chwarae Teg

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| 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 paid for by Chwarae Teg. | | |
| Date | Description and name of provider | Cost |
| | Catering Charlton House Catering | 681.57 |
| | Translation Testun | 568.00 |
| Total cost | | 1249.57 |