



Policy Summary:

April – September 2011

Contents

1) Policy Forums and Ministerial Meetings	4
WCVA	4
Equality	4
Economy and Transport.....	4
Education and Skills.....	5
Third Sector Partnership Council	5
NHS Stakeholder Group	6
WCVA Climate Change Leadership Group.....	6
2) Policy Briefings.....	7
Building the FEMpire: Supporting Women’s Enterprise in Wales	7
Microfinance	7
3) Networks	7
Women’s Forum.....	7
WEN Wales	7
EHRC Equality Exchange Network.....	8
Gender budgeting	8
4) Research.....	8
Fathers’ access to flexible working and work-life balance.....	8
Women in the workforce research	8
Cuts Watch Cymru.....	9
Joseph Rowntree Bid.....	9
5) Monitoring and Communications	9
2012 celebrations.....	9
6) Project Development	9
STEM project	9
Enterprise	9
7) Conferences and Events	10
Welsh Baccalaureate Sessions	10
Go Wales Graduate Academy	10
Bevan Foundation Conference: Putting our Heads Together	10
Author: CO’B	2
Date: 15/12/11	

Wales Stats User Event 10
Bevan Foundation Breakfast meeting on Barnett Formula 10

8) Consultation responses 11

9) Other 12

Save the Children: Child Poverty 12
Supporting Fathers 12

1) Policy Forums and Ministerial Meetings

WCVA

Representatives from Chwarae Teg attend regular third sector meetings facilitated by WCVA. Through these networks, we attend meetings with the Minister for Children, Education, Lifelong Learning and Skills, Economy and Transport and Social Justice and Local Government. The organisation contributes to papers and is able to raise issues in each of these portfolios.

Equality

Equality and Human Rights Coalition

Chwarae Teg has attended two coalition meetings during this reporting period. Topics of discussion included the Welsh Government's draft budget and the Government Equalities Office consultation on the reform of the Equality and Human Rights Commission. The coalition meetings are also a useful way to gather information about new projects or policy developments. At the June meeting, the Coalition was presented with a project being undertaken by Oxfam that will analyse the impact of public sector cuts in Wales. Chwarae Teg has now signed up to this project to ensure that the impact of the cuts on women is highlighted. The meeting also made us aware of the Coalition Government's Red Tape Challenge and as a result, we submitted a response to the consultation on equalities. Finally, Chwarae Teg identified an opportunity to present a paper to the Minister for Equalities on Women and Digital Exclusion. The Digital Inclusion Strategy for Wales state that there is no significant relationship between digital exclusion and women. This statement contradicts a wealth of research that proves women are more likely to be excluded and face greater disadvantage as a result.

Economy and Transport

Transport

Between April and September 2011, Chwarae Teg developed a paper on transport for the Minister for Business, Economy, Technology and Science. The paper highlighted issues for women's economic engagement caused by the rising cost of fuel and limited access to public transport in Wales. The paper put forward a case for the promotion of remote working as a possible solution. Due to portfolio changes, it became inappropriate to table this paper at the BETS Ministerial meeting.

Social Enterprise

Chwarae Teg provided the women's perspective for a paper on Social Enterprise with the Wales Co-operative Centre, Development Trusts Association Wales and Wales Social Enterprise Coalition. We provided figures that emphasise the significant contribution that women make to the social enterprise sector. The paper asks the Minister for greater recognition and involvement of the sector in policy development.

Economic Renewal

Following the election of the new Welsh Government and the appointment of the Cabinet, Chwarae Teg wrote to all Ministers with portfolios relevant to the charity's aims. Following this, meetings were held with Tracey Burke - BETS lead on the Economic Renewal Policy, Phil Jenkins and Lee Beckerleg - BETS Equality and Diversity Division, to explore how Chwarae Teg can help to build a gender perspective into economic renewal policy implementation.

Education and Skills

Ministerial Meeting

The group discussed changes to ministerial portfolios as a result of the election. As Gwenda Thomas is now responsible for Children, there will be a separate forum to prepare for these meetings. Issues raised as possible items for the Education and Skills Ministerial meeting related to young people who are NEET and community learning. Chwarae Teg provided a paper that it had previously submitted to the Enterprise and Learning committee on girls who are NEET to support the paper being developed by Interlink.

Skills

During this reporting period, Chwarae Teg attended an introductory meeting with the Deputy Minister for Skills and another with Dr Rachel Garside Jones, Head of Employability and Skills Division in the Department for Education and Skills with the aim of updating on Chwarae Teg's activities and exploring where these may further support the Minister's and Departmental priorities.

Third Sector Partnership Council

Chwarae Teg's role on the Third Sector Partnership Council is to represent a network of organisations working on employment matters. In the last six months, Chwarae Teg has provided evidence from the network of Local Authorities failing to engage with the 3rd sector to be presented to the Minister for Local Government and Communities. The organisation has also joined three working groups on behalf of the network. These are:

- **WEFO Structural funds 2014 – 2020**
This group will look at ways to maximise funding opportunities available to Wales in preparation for the next round of European funding.
- **Third Sector Workforce**
This group will consider the workforce as a vital part of public service delivery. Issues to be addressed include parity of jobs and risk of funding decisions.
- **Third Sector Skills Strategy**
This group will consider what skills are missing from the third sector workforce and then how to develop and retain these.

Chwarae Teg raised the issue that as the working groups do not include representatives from all groups on the council any work should be passed to other members for input before they are signed off. A lack of sufficient resource can prevent members from attending additional meetings but if papers are circulated, all members can contribute where appropriate. It was agreed that members could register an interest and receive papers to allow them to participate in their development by correspondence.

Overall, Chwarae Teg is constantly looking for ways to improve communications and discussion amongst the employment network. The primary method of communication is email but we are continuing to explore and develop the use of social networking sites such as Facebook and LinkedIn.

NHS Stakeholder Group

Chwarae Teg continues to participate in the NHS Stakeholder Reference group, providing specialist guidance and information where appropriate. This group is currently delivering a project around older people and access to redress policy. Chwarae Teg provides a gender perspective for this project. We have also advised on communications and stressed the importance of non-digital means, particularly for women. We have contributed to the development of a graphic facilitation taster for voluntary organisations which will run in South Wales to support stakeholder engagement.

WCVA Climate Change Leadership Group

The Climate Change Leadership Group continues to be a key reference group for the sector on sustainability and climate change. Chwarae Teg has continued its involvement in the group, with a focus on sustainable ways of working, travel and the effect of climate change on women and the contribution women can make to reduce the impact of climate change.

In the summer we took part in one of the WCVA's regional policy events as a lead case study of an organisation working to reduce our carbon footprint and helping others to do so through modern working practices. Chwarae Teg is now part of WCVA's Stepping stones bid to support the dissemination and raising of the issues of climate change and the need for sustainability amongst our members and client groups.

2) Policy Briefings

Building the FEMpire: Supporting Women's Enterprise in Wales

This paper puts forward the case for supporting women's enterprise in Wales. It outlines the benefits that women's enterprise can bring to the economy and makes recommendations for policy developments that will help women to start and grow businesses. This paper will be made available to interested parties through our website.

Microfinance

We have begun exploring the possibility of developing a briefing on micro-finance, undertaking a small desk study to understand the benefits of microfinance for women.

3) Networks

Women's Forum

Chwarae Teg's Women's Forum was invited to meet with the BBC Audience Council for Wales. The role of the audience council is to scrutinise the BBC's performance, making sure that outputs reflect the diversity of service users. Our forum members met with the council to offer their opinions of BBC services over dinner at BBC Wales in Cardiff. Issues discussed included stereotyping, older women on television and BBC news online. The full report from the event can be found here: http://www.bbc.co.uk/wales/audiencouncil/sites/your-opinion/pages/meeting_2011_0512_chwaraeteg.shtml

WEN Wales

Chwarae Teg is on the Management Committee of the Women's Equality Network Wales. This organisation has recently been awarded a grant to facilitate a gender network and represent this on the Third Sector Partnership Council. Chwarae Teg has contributed to the development of priorities and sub-groups within this network and continues to attend management meetings.

EHRC Equality Exchange Network

Chwarae Teg attends the EHRC's Equality Exchange network on a regular basis. This allows us to make contact with equality officers from public authorities and gather information on new developments. During this period, the network has focused on the Equality Act 2010 and developing equality objectives. This network provides a good opportunity to remind public bodies of the types of objectives that would support women and also to link with equality officers to support their work.

Gender budgeting

In April, Chwarae Teg held a second discussion event to gather opinion on the impact of budget cuts on women. Hayley Richards from Oxfam Cymru gave a presentation entitled "A Gender Perspective on 21st Century Welfare Reform". This presentation outlined the potential impacts of Welfare Reform on women. The group then discussed the impact already being felt by the women they represent. This event was attended by representatives from a wide range of public bodies and third sector organisations.

4) Research

Fathers' access to flexible working and work-life balance

Chwarae Teg is working with the Institute of Welsh Affairs to investigate the take-up of flexible working by male employees with caring responsibilities. The project worked with a small number of organisations, data has now been collected and will be released early 2012.

Women in the workforce research

Chwarae Teg will be celebrating its 20th anniversary in 2012 and plans to commission a piece of research to celebrate. This will be part of a longitudinal study which began in 1992, the year of Chwarae Teg's inception. The research will investigate women's roles in and contribution to the Welsh workforce, identifying progress made over the last twenty years. The findings will be released during Chwarae Teg's anniversary celebrations in 2012. The research proposal has been discussed with the Minister for Finance and Equalities, and with her team.

Cuts Watch Cymru

Chwarae Teg is involved in a partnership project monitoring the impact of public spending cuts and welfare reform on individuals and communities. Research suggests that cuts will affect women more than men and Chwarae Teg is contributing to this group to ensure that the impact on this group is highlighted.

Joseph Rowntree Bid

Chwarae Teg has submitted a research proposal in partnership with ContinYou Cymru to undertake work that will improve the understanding of the relationship between poverty and ethnicity. Chwarae Teg will provide the gender perspective.

5) Monitoring and Communications

2012 celebrations

Chwarae Teg is currently planning a series of events and activities to mark the organisation's forthcoming 20th Anniversary. We will be having an exposition at Swansea Waterfront Museum which is currently being compiled.

6) Project Development

STEM project

Chwarae Teg has been working with ContinYou Cymru on a project that will promote Science, Technology, Engineering and Maths to girls of primary school age. The policy function has provided the political context for the proposal along with evidence of need. Before the date of finalisation of this report, we have been notified that Welsh Government will fund the delivery of a pilot of this project in North East Wales.

Enterprise

Chwarae Teg has secured a contract with the Welsh Government to deliver enterprise taster workshops for women who might be interested in self-employment in North mid and South East Wales. The workshops encourage women to consider if self-employment is an option for them. To meet this contract, Chwarae Teg will deliver nine workshops across Wales by the end of November.

Chwarae Teg is working with Ethnic business support programme to deliver workshops to the enterprise support advisors on barriers to enterprise for ethnic minorities. These will take place between January and March.

7) Conferences and Events

Welsh Baccalaureate Sessions

Chwarae Teg has been invited by Swansea Waterfront Museum to deliver sessions for Welsh Baccalaureate students on the barriers facing women in the economy. Information sheets have been developed for these sessions which will run in the spring.

Go Wales Graduate Academy

During the period, Chwarae Teg facilitated two sessions for Go Wales Graduate Academy on Managing Equality and Diversity. These sessions encouraged discussions around equality and diversity in the workplace.

Bevan Foundation Conference: Putting our Heads Together

This conference brought together representatives from economic development, regeneration, communities and education to discuss regeneration in the south Wales Valleys. For Chwarae Teg, it provided an opportunity to promote remote working as a solution to many of the problems discussed such as transport, unemployment, the demise of the high street and more. It was also a good networking opportunity and led to several meetings with potential partners such as Bron Afon Homes and A4E.

Wales Stats User Event

This event was run by the Welsh Government's Statistical Directorate to update users of their statistical releases on changes to their stats provision. It also provided an opportunity for users to give their opinion on where they can cut costs.

Bevan Foundation Breakfast meeting on Barnett Formula

The Minister for Finance provided an update on the Barnett Formula at this breakfast meeting at Futures Inn, Cardiff. This was followed by a question and answer session, where delegates posed questions for the panel.

8) Consultation responses

Chwarae Teg responds to a broad range of public consultations, offering a gender perspective to policy makers. Here is a list of the consultations we have been involved in during this reporting period. Copies are available on request.

April

- NOMIS – ONS user consultation on NOMIS (labour market statistics facility)
- Strengthening Women's Voices in Government (Government Equalities Office)

May

- Building a Fairer Britain: Reform of EHRC consultation (EHRC)

July

- EHRC Strategic plan (EHRC)

June

- Gender Diversity on Boards (Financial Reporting Council)
- Red Tape Challenge (Cabinet Office, UK)

August

- Modern Workplaces (UK)
- CBI Call for evidence – Labour market and skills. We responded to this call for evidence providing a women's perspective. Contributions informed the recent CBI report, *Action for Jobs* (CBI, 2011).
- Careers Wales Single Equality Scheme
- Regional Performance Indicators (ONS, UK)
Structural Funds post 2013 (WCVA)

September

- Welsh Government draft budget proposals 2012-13 (NAfW Finance Committee)
- Public Appointments (Commissioner for Public Appointments, UK)
- Assessment of Welsh Economic & Earning Statistics produced by the Welsh Government
- Communities First: The Future (Welsh Government)

October

- North Wales public bodies consultation on equality objectives

9) Other

Save the Children: Child Poverty

Chwarae Teg has worked with Save the Children, responding to an inquiry on the impact of public sector cuts on women. Save the Children were looking to assess the impact of cuts on child poverty. We advised them on the impact of the recession and cuts on female employment.

Supporting Fathers

Chwarae Teg participated in this webinar on supporting working fathers. This webinar was facilitated by Working Families. The main speaker was Tom Beardshaw who was Director of the Fatherhood Institute. Tom outlined the issues for working fathers and how these issues can be addressed.