

R L MERCHED
YNG NGWEITHLU CYMRU
1992 —2002
CRYNODEB O R ADRODDIAD

WOMEN S ROLE
IN THE WELSH WORKFORCE
1992 —2002
SUMMARY REPORT



Cefndir

Pan lansiwyd Chwarae Teg ym 1992 sylfaenwyd ein gwaith cynnar a n sail resymegol ar ymchwil eang i weithgaredd economaidd merched yng Nghymru, a wnaed gan Awdurdod Datblygu Cymru a nifer o bartneriaid eraill.

I gofnodi ein 10fed pen blwydd, comisiynwyd Beaufort Research, asiantaeth ymchwil marchnata annibynnol, i ymgymryd ag astudiaeth gymharol o'r l merched yn y gweithle yng Nghymru. Roedd yr ymchwil yn cynnwys arolwg o 1003 o ferched rhwng 25 a 49 oed, arolwg o gyflogwyr gyda rhwng 5 a 200 o weithwyr a phum cyfweiliad dwys gyda chyflogwyr mwy.

Background

Chwarae Teg was launched in 1992, our initial work and rationale was underpinned by extensive research into women's economic activity in Wales, undertaken by the WDA and a number of partners.

To mark our 10th anniversary Beaufort Research, an independent market research agency, was commissioned to undertake a comparative study into women's role in the Welsh workplace. The research consisted of a survey of 1003 women aged between 25 and 49, a survey of 491 employers of between 5 and 200 employees and five depth interviews with larger employers.

Y Prif Ganfyddiadau

- Mae merched erbyn hyn yn debycach o feddwl fod gweithio n "normal" ac mae dros draean y merched yn brif enillydd cyflog y cartref. Mae rhesymau ariannol yn dal yr ysgogiad cryfaf dros weithio.
- Fodd bynnag, mae sawl peth yn ei gwneud yn anodd i ferched yn chwilio am waith. Teimlai dros hanner y merched di-waith nad oedd digon o swyddi ar gael yn eu hardal ac na fyddai cyflog y swyddi sydd yno n ddigon i dalu am ofal plant.
- Er fod syniadau merched yn newid yn bositif, dyw merched ddim yn eu gweld eu hunain yn cael eu trin yn gyfartal dynion. Maent yn dal i deimlo nad ydynt yn cael eu cymryd gymaint o ddifrif dynion ac nad ydynt mor llwyddiannus yn eu gyrfa. Roeddynt hefyd yn cytuno fod swyddi merched yn aml yn rhai rhan amser ac yn talu cyflog isel.
- O ganlyniad i ddeddfwriaeth, mae amgylchiadau gwaith gweithwyr rhan amser wedi gwella, a mwy gyda chontract cyflogaeth ysgrifenedig ac yn derbyn t l salwch a th l gwyliau.
- Mae r cynydd mewn patrymau gwaith hyblyg yn golygu fod gan ferched fwy o gyfle i gyfuno gwaith gyda chyfrifoldebau eraill. Fodd bynnag, mae gwahaniaeth rhwng yr hyn a ddywed cyflogwyr y gallant gynnig a r hyn y mae merched yn ei feddwl sydd ar gael iddynt.
- Mae bron i ddau draean o gyflogwyr yn dweud erbyn hyn fod ganddynt bolisi cyfleon cyfartal, er mai ond ychydig ohonynt sydd erioed wedi cynnal archwiliad t l cyfartal.
- Roedd y merched a oedd yn derbyn hyfforddiant yn bositif ynghylch yr hyfforddiant a oeddynt wedi ei dderbyn er nad oedd digon o gefnogaeth ariannol ar gael i ferched yn derbyn hyfforddiant. Mae llai na dau draean y merched sy n cael eu cyflogi heb dderbyn hyfforddiant ar sut i wneud eu gwaith.
- Byddai derbyn cymorth ariannol gyda hyfforddiant yn bwysig i r rhan fwyaf o ferched di-waith wrth benderfynu p run ai derbyn hyfforddiant ai peidio. Byddai llawer o r rhai a deimlai y byddai hyfforddiant o ddefnydd angen cymorth gyda chludiant, oriau addas a lleoliad cyfleus.

Main Findings

- g Women are now more likely to think that working is the "normal" thing to do and over a third of women are the main wage earner for the household. Financial reasons remain the primary motivation for working.
- g However, barriers still exist to women's employment. Nearly half of unemployed women felt there were too few jobs in their area and that the jobs available did not cover the cost of childcare.
- g Although women's views are changing positively, women still do not see themselves as being treated on an equal level to men. They continue to feel they are not taken as seriously as men and are not as successful in their careers. They also agreed that women's jobs are often part-time and low paid.
- g As a result of legislation, working conditions for part-time workers have improved, with greater numbers now having a written contract of employment, receiving sick pay and receiving paid holidays.
- g The increase in flexible working practices means that women now have more opportunities to balance work with other responsibilities. However, discrepancies exist between what employers say they offer, in terms of flexible working, and what women believe is available to them.
- g Nearly two thirds of employers say they now have a written equal opportunities policy, although only small numbers of them have ever undertaken an equal pay audit.
- g Those women currently in training were positive about the training they had received, although they felt there was not enough financial support available for women in training. There are still less than two thirds of women in employment who have received training in how to do their job.
- g For most unemployed women, receiving financial help with a course would be important in determining whether they took up training. Many of those who thought training would be useful would need assistance such as transport, suitable hours and a convenient location.

Casgliadau ac Argymhellion

Dros y 10 mlynedd diwethaf, newidiodd r l merched yn y gweithlu yng Nghymru n bositif ar y cyfan. Fodd bynnag mae r ymchwil yn tanlinellu r meysydd polisi ble y gallai llunwyr polisi, cyflogwyr, addysgwyr ac eraill weithredu i wella r l merched.

g Mae gofal plant yn dal yn ystyriaeth bwysig i ferched yn ymuno r gweithlu. Rhaid gweithredu i gael mwy o ofal plant o safon ac o fewn cyrraedd ariannol drwy Gymru gyfan.

g Bu gwelliant yn amodau gwaith gweithwyr rhan amser ond mae angen rhagor o waith ar hyn.

g Rhaid i gyflogwyr ddatgan eu polis au cyflogaeth yn gliriach wrth eu staff ac wrth y rhai sy n gobeithio ail ymuno r gweithlu.

g Nodir fod diffyg cefnogaeth ariannol yn rhwystr i ferched dderbyn hyfforddiant. Dylid ystyried lleoliad ac amseriad hyfforddiant er mwyn ei wneud yn fwy hygyrch i ferched.

g Gan fod gwahaniaeth yn dal rhwng faint mae dynion a merched yn cael eu talu dylid annog archwiliadau cyflog cyfartal.

g Mae cael gwared o streoteip yn dal i fod yn flaenoriaeth. Mae n hanfodol cael rhagor o drafodaeth a chodi ymwybyddiaeth o ddewisiadau gyrfa an -nhraddodiadol.

g Mae gweithio n hyblyg o fantais i gyflogwyr a gweithwyr fel eu gilydd. Dylid annog dulliau gweithio hyblyg a chydbwysedd rhwng gwaith a byw.

Conclusions and Recommendations

Over the past 10 years, women's role in the Welsh workforce has generally changed positively, however the research does highlight areas where policy makers, employers, educators and others can take action to improve the role of women;

- ⌘ Childcare remains a major consideration for women entering the workforce. Action must be taken to increase the availability of quality and affordable childcare across Wales.
- ⌘ There has been an improvement in the working conditions of part time workers but further work is needed in this area.
- ⌘ Employers must communicate their employment policies more clearly to their staff and to those looking to re-enter the workplace.
- ⌘ The lack of financial support for training is identified as a barrier to women undertaking training. Consideration should be given to the location and timing of training in order to make it more accessible to women.
- ⌘ Given the continuing pay gap between men and women equal pay audits should be encouraged.
- ⌘ Breaking down stereotypes continues to be a priority. More discussion and awareness raising of non-traditional career options, for men and women, is essential.
- ⌘ Flexible working has benefits for employers and employees. Flexible practices and work life balance should be encouraged.

I gael copi llawn o ganlyniadau'r ymchwil gan gynnwys manylion llawn y fethodoleg cysylltwch â

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For a full copy of the research findings including complete details of the methodology please contact

Chwarae Teg on 029 20 478 900

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Feg Fairplay