

DECENT WORK FOR WOMEN IN WALES

This infographic is based on the report In-work poverty and the search for decent work for women in Wales: A literature review by Dr Claire Evans, written for Oxfam Cymru (July 2017).

What's the problem?

1 in 4 people in Wales live in poverty

120,000 pensioners

185,000 children

405,000 working age adults

that's **710,000** people

24.9% of employees earn less than the real Living Wage

172,000 were women

that's **285,000** employees

113,000

3.3X more women than men are unpaid domestic workers



MORE WOMEN ARE LIVING IN POVERTY THAN MEN

despite the number of women in work growing and outperforming men in education. As income is calculated at household level, the true extent of poverty according to gender is difficult to determine. We do know that women are not participating equally in the economy.

Women are paid **80%** of the figure paid to men

This includes women working part-time and full-time, the part-time pay rate affects the total figure.

80% of part-time jobs are held by women

Women hold:

23% FTSE 100 board members in the UK
*rounded up from 22.8%

4% Chief Executives of the top 100 businesses in Wales

31% Board members of major Welsh Government sponsored bodies

What are the effects on women in work?

There is a higher percentage of working women in part-time work



The zero hours or casualised contracts workforce



7% of people were on temporary contracts in 2016



THERE IS A LACK OF ROLE MODELS & MENTORS FOR YOUNGER WOMEN BEGINNING CAREERS.

Less women than men fill decision making roles in government and business.

75% of part-time jobs are in the 5 C's

Average earnings: **£8,000** per year

The 5 C's provide low paid, insecure & temporary work.

Catering

Cashiering

Cleaning

Clerical

Caring

1 in 5 of all people working in social care are on zero hour contracts

75% of workers in low paid jobs are there for over a decade

More women than men find it difficult to move out of low paid jobs.

Gender affects an individual's interaction with the world of work and the provision of decent work should reflect these differences.

WOMEN ENGAGE DIFFERENTLY IN THE LABOUR MARKET.

Why do gender barriers & stereotypes affect women more?

3 in 4 Women believe that they have the main responsibility for childcare in the home.

Men are traditionally the "breadwinner" and women deprioritise their career, balancing the benefits of promotion with the impact it will have on their working hours and level of commitment.

Skills and experience in female dominated occupations are rewarded unfairly and undervalued.

Women are seen as being responsible for home and family (this includes unpaid domestic work and caring for an ageing population).

Men are in the workforce for more years than women and are more likely to work continuously in a full-time capacity - making progression easier.

Women return to work to jobs they are often over-skilled for or lack the confidence to apply for better jobs.

What can be done?

Policy-makers

Develop a measure of fair work, gendered policy making and budgeting and establish a body whose aim is to improve working conditions.

Value work such as social care and pay more for it to be done.

Provide affordable, good quality childcare for atypical hours and encourage shared parental leave.

Employers

Adopt the real Living Wage.

Provide holiday and sick pay, flexible return to work after maternity leave, flexible part-time good quality work and limit zero-hour contracts.

Provide mentors and work coaches.

Public Awareness and Education

Raise awareness of gender inequality and stereotyping and challenge social norms through education.

Apprenticeships and Training

Provide better careers guidance, advice and non-gendered apprenticeships with good quality and cost effective childcare.

Encourage girls to consider non-traditional career and study options, increase the availability of role models and mentors for girls from aspirational women and widen female aspirations in STEM jobs.

The Future

Tackling economic inequality and poverty with a gender lens must be a top priority for Wales.

Government estimates indicate that by reducing the gender pay gap the UK economy would benefit by £150 billion.

If female employment levels in the UK matched those in other countries, the UK GDP would be raised by 9%.