DECENT WORK FOR WOMEN

Decent Work for Women resources for learners aged 14–19
SESSION 1

Women and decent work: what is decent work?
Aya works in her studio

Photo: Lorenzo Tugnoli/Oxfam/Contrasto
Mariam Tawfeeq Matlaq in her hardware/plumbing shop

Photo: Abbie Trayler-Smith
Ahana at the Manchester Emporium

Photo: Oxfam
Professor wins STEM award

• In 2017, Professor Hilary Lappin-Scott (OBE) won the Chwarae Teg STEM Pioneer award which recognizes, encourages and celebrates women in STEM careers.

Photo: Chwarae Teg
SESSION 2

Women’s unequal access to decent work: causes, effects and solutions
Gender affects people’s access to decent work.
Decent work for women in Wales

What’s the problem?

1 in 4 people in Wales live in poverty:
- 120,000 pensioners
- 185,000 children
- 405,000 working age adults

More women are living in poverty than men:
- 710,000 people

- 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.

- 24.9% of employees earn less than the real Living Wage

- 3,3x more women than men are unpaid domestic workers

- 31% Board members of major Welsh Government sponsored bodies

More women are working 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.
SESSION 3

Women and decent work: making change happen
Work is the best way for people to get out of poverty.
It is more difficult to find decent work in Wales if you are a woman.
It is more difficult to find decent work in the global South if you are a woman.
Everyone should have the right to decent work.
Access to affordable childcare would solve the problem of poverty among working people.
What do these pictures show?
Skills for Life in Wales video
Job quality in Wales

**CARE is not a dirty word**

Care is real life, enabling someone to do simple, everyday tasks. Be part of something special.

No experience or training required. Full industry leading training provided.

- Guaranteed hours (up to 40 hours per week) or flexible working – whatever suits you!
- Access to high street voucher scheme.
- Welcome pack for all new carers.
- Healthcare career progression available to all - along with access to industry qualifications & skills improvement.
- Range of reward and recognition benefits.
- Be part of a local, friendly and supportive team.
Employability in Wales

• ‘...it’s been absolutely hard work... Now I’ve got the qualifications and experience behind me I feel like I can fulfil my role.’

• ‘I had lots of opportunities, lots of support, and benefitted from being able to access lots of funding.’

• Chwarae Teg – Decent work for women in Wales: A sectoral study
Tham, a factory worker in Vietnam

Photo: Sam Tarling/Oxfam
Zakayo playing with his child, Uganda

Photo: Julius Ceaser Kasujja/Oxfam
Margaret, a domestic worker in Kenya

Photo: Allan Gichigi/Oxfam
Making change happen

Read the case study and discuss the following:

1. What is the problem?
2. What are the factors they are trying to change?
3. Who are they trying to change?
4. Who has most influence over these factors?
5. Do you think the factors they are addressing are important?