

AGILE NATION

New Ways of Working in the 21st Century

About Chwarae Teg

Established in 1992, Chwarae Teg leads on supporting, developing and expanding the role of women in the Welsh economy. We champion parity of opportunity in education, employment, entrepreneurship and promote work-life balance and flexible working to enable women to make a full and consistent contribution within the economy.

Aim of the Project

Agile Nation will promote gender equality, support career advancement and contribute to the reduction of the pay gap through establishing models of delivery that support productivity and progression in employment and the utilisation of modern workforce practices, including flexible working and work life balance.

Key Areas of Activity

To facilitate workforce development focusing on progression and retention through:

- Delivering tailored and accredited leadership and management training, together with a holistic mentoring and development programme for women
- Facilitation of women's progression into senior roles and developing quality part-time career opportunities
- Working with employers to increase workforce equality and diversity and good practice in flexible working and work life balance to promote business benefits, in collaboration with Sector Skills Councils
- Facilitation of flexible working utilising latest ICT resources
- Provision of a Virtual Centre of Excellence for gender equality in employment and flexible working in Wales.
- Development of an Exemplar Employer Quality Mark for gender equality in employment
- Influencing choice through education and training, and tackling gender stereotyping and occupational segregation
- Identifying and commissioning research, including longitudinal tracking and comparative studies
- To develop and work with Trans- National partnerships in order to collaborate on parallel activities

Innovation

- Create a Participant Gateway to support remote/home-working for individuals via access to their organisation's internal ICT system
- Providing SME sector and others with support and guidance to access the business benefits of new work practices and flexible working via ICT
- Establish a team of Best Practice Advisors to work with employers – organisational mapping, flexible working/work-life balance and equality and diversity training
- Support the implementation of educational and advice programmes and undertake research

Outcomes

Contributing to decrease in Gender Pay Gap through:

- A reduction of barriers relating to gender equality in employment
- Increased flexibility in the workforce
- An increase in the number of women moving into more senior roles
- An increase in women working in non-traditional sectors
- An increase in the number of women working in quality part-time jobs

Funding

Agile Nation is funded through the European Social fund (ESF) Priority 3 Theme 3 of the Convergence fund (West Wales & the Valleys) – 'Promoting Gender Equality in Employment'.

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