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## **MANIFFESTO AR GYFER CAU'R BWLCH AR ANGHYDRADDOLDEB RHYW YNG NGHYMRU, TACHWEDD 2020**

Mae Rhwydwaith Cydraddoldeb Menywod (RhCM) Cymru a'r sefydliadau a restrir isod yn gal war yr holl bleidiau ac ymgeiswyr gwleidyddol i roi cydraddoldeb rhyw a hawliau menywod wrth wraidd etholiad Senedd 2021.

### **YN Y MANIFFESTO HWN, BYDDWN YN GALW AM Y CANLYNOL:**

- i'r holl bleidiau ac ymgeiswyr gwleidyddol i ymrwymo i ddatblygu hawliau menywod a chyflawni cydraddoldeb rhyw i'r holl fenywod yng Nghymru
- am gamau gweithredu ym mhum prif faes, gan gynnwys cynrychiolaeth gyfartal, lliniaru effaith anghyfartal effaith y pandemig COVID-19 ar fywydau menywod a sicrhau bod hawliau menywod yn cael eu diogelu ar ôl Brexit

### **5 PRIF FAES I WEITHREDU AR NYNT:**

1. COVID-19 A HAWLIAU MENYWOD
2. DARPARIAETH GOFAL PLANT A GOFALU O SAFON I BAWB
3. CWOTÂU RHYW SY'N YMRWYMO'N GYFREITHIOL A CHAMAU GWEITHREDU CADARNHAOL AR GYFER MWY O AMRYWIAETH
4. YMGORFFORI CEDAW YN NEDDFWRIAETH A PHOLISI CYMRU
5. DIOGELU HAWLIAU MENYWOD AR ÔL BREXIT

#### **Address**

WEN Wales  
c/o International House  
10 Churchill Way  
Cardiff  
CF10 2HE

#### **Contact**

admin@wenwales.org.uk  
wenwales.org.uk

#### **Info**

Charity Number:  
1145706  
Company Number:  
07891533

## 1. COVID-19 A HAWLIAU MENYWOD

Rydym yn gal war yr holl bleidiau gwleidyddol i ymrwymo i fesur effaith a lliniaru canlyniadau ac effeithiau COVID-19 ar fenywod yng Nghymru fel nad yw cydraddoldeb rhyw a hawliau menywod yn cael eu heffeithio'n negyddol gan y pandemig. Mae'n rhaid i bleidiau gwleidyddol ymrwymo i roi adnoddau i adfer ar ôl y pandemig COVID-19, gan gynnwys mentrau i 'adeiladu'n well', yn hytrach na ailgyflwyno'r arferol pan nad yw hyn yn gwasanaethu'r holl fenywod ac yn effeithio ar gydraddoldeb rhyw yn negyddol.

### **Mae'n rhaid i bleidiau gwleidyddol wneud y canlynol:**

- Sicrhau bod menywod yn ddiogel yn y cartref
- Sicrhau bod menywod yn ddiogel yn y gwaith
- Blaenorriaethu iechyd menywod
- Mynd i'r afael â thlodi yng Nghymru

#### **i. Sicrhau bod menywod yn ddiogel yn eu cartrefi**

Mae Deddf Trais yn erbyn Menywod, Cam-drin Domestig a Thrais Rhywiol (Cymru) 2015 wedi rhoi dileu pob ffurf ar drais yn erbyn menywod yng Nghymru fel blaenorriaeth ar gyfer Llywodraeth Cymru gyfredol ac yn y dyfodol. Mae angen mynediad i wasanaethau VAWDASV arbenigol, gan gynnwys darpariaethau lloches, hyrwyddo gwybodaeth am fynediad i wasanaethau arbenigol ac atebolrwydd camdrinwyr – gan gynnwys gweithio gyda'r heddlu ledled Cymru – yn fwy nag erioed.

Mae'r pandemig COVID-19 wedi tynnu sylw pellach at y ffaith nad yw'r cartref yn lle diogel i lawer o fenywod a phlant ledled Cymru sy'n byw gyda realiti cam-drin domestig, traus rhywiol, cam-drin ar-lein, stelcio ac aflonyddu, priodas orfodol, cam-drin 'anrhydedd' ac anffurfio organau cenhedlu benywod. Mae menywod anabl, gan gynnwys y rheiny sy'n dioddef afiechyd tymor hir, mewn perygl mwy o gam-drin domestig. Felly, mae iechyd menywod yn flaenorriaeth y byddwch yn ei thrafod ymhellach yn adran iii.

Er mwyn sicrhau bod gan yr holl fenywod a phlant fynediad i le diogel a helpu i lliniaru siocdonnau COVID-19, rydym yn galw am yr ymrwymiadau canlynol gan bleidiau gwleidyddol yn eu maniffestos ar gyfer etholiadau Senedd Cymru 2021.

## Dan Lywodraeth Cymru nesaf:

1. Mae'n rhaid i'r ariannu i'r sector arbenigol trais yn erbyn menywod adlewyrchu'r galw cynyddol am wasanaethau arbenigol yn dilyn cyfnodau 'cyfyngiadau symud' yn ystod y pandemig COVID-19 a sicrhau nad oes unrhyw oroeswr yn cael ei droi ymaith o'r gwasanaethau VAWDASV oherwydd diffyg darpariaeth. Mae COVID-19 wedi dangos nawr yn fwy nag erioed bod angen i wasanaethau arbenigol dderbyn ariannu diogel a chynaliadwy er mwyn atal, diogelu a chefnogi gydag ymrwymiad i ddod i ben â VAWDASV, nid rheoli ymateb i argyfwng yn unig.
- Mae'n rhaid i gronfa gael ei datblygu sy'n gallu cael ei defnyddio i gefnogi goroeswyr Dim Atebolwydd i Gronfeydd Cyhoeddus a statws mewnfudo anniofel fel bod gan yr holl fenywod fynediad cyfartal i ddiogelwch a chymorth. Credwn yn gryf y dylai Dim Atebolwydd i Gronfeydd Cyhoeddus gael ei ddileu.
- Mae angen i drafodaethau am ddosbarthiad darpariaethau gydnabod y ffurfiau ar draws yn erbyn menywod anabl, yn enwedig pan fo'r prif ofalwr sy'n troseddu; dylai gwybodaeth hygrych am drais yn erbyn menywod, cam-drin domestig a thrais rhywiol fod ar gael mewn amrywiaeth o fformatau; a dylai ymgyrchoedd cyhoeddusrwydd wedi'u hanelu at fynd i'r afael â cham-drin domestig gynnwys pobl anabl ac amrywiaeth ardraws ffurfiau gwahanol ar namau mewn cymunedau gwahanol, gan gydnabod nad yw pobl anabl yn grŵp homogenaidd.
- Mae'n rhaid cefnogi ein cymunedau i herio VAWDASV ar bob ffurf, gan annog gwyliedyddion gweithredol a sicrhau bod goroeswyr yn gwybod bod cymorth ar gael a sut i gael mynediad iddo.
- Mae'n rhaid i ddarpariaethau digonol gael eu hariannu i gefnogi goroeswyr nad Cymraeg neu Saesneg yw eu hiaith gyntaf, ac i sicrhau bod goroeswyr o'r holl gymunedau ledled Cymru'n gallu cael mynediad i gymorth a gwasanaethau wedi'u teilwra'n briodol, gan gynnwys y rheiny o gymunedau Du, Asiaidd a Lleiafrifoedd Ethnig (BAME). Nid yw'r gymuned 'BAME' yng Nghymru'n grŵp homogenaidd - mae'n rhaid i bolisiâu adlewyrchu a gallu addasu i anghenion unigryw pob cymuned.

## **ii. Sicrhau bod yr holl fenywod yn ddiogel yn y gwaith**

Mae'n hanfodol bod menywod sy'n cael eu cyflogi'n cael eu diogelu rhag niwed ar draws yr holl sectorau yng Nghymru. Mae'n rhaid i'r cyflogwyr nad ydynt yn gallu sicrhau diogelwch yr holl staff, gan gynnwys menywod beichiog, gydymffurfio â deddfwriaeth lechyd a Diogelwch gyfredol. Dylai Cyfarpar Diogelu Personol (PPE) gael ei ddefnyddio yn yr achosion eithafol. Mae'n debyg nad oes unrhyw PPE yn gweddud cyrff menywod yn briodol, oherwydd y dyluniad gwrywaidd. Mae'n rhaid i PPE ar gyfer pob math o gorff fod ar gael pan fydd ei angen. Rydym hefyd yn galw am estyniad i'r asesiad risg dwy haen i weithwyr BAME gael ei gyflwyno i'r holl weithwyr, nid yn unig i'r rheiny yn y sectorau lechyd a Gofal Cymdeithasol ar frys.

Mae menywod BAME yn gweithio mewn niferoedd anghymesur mewn swyddi cyflog isel<sup>1</sup>, rheng flaen, yn y sector ieched a gofal<sup>2</sup>, y sector glanhau a manwerthu. Mae'n rhaid i bleidiau gwleidyddol amlinellu sut byddant yn sicrhau y bydd Llywodraeth Cymru nesaf yn creu amgylchedd diogel i weithio ynddo. Mae menywod BAME yn teimlo fel na allant herio amodau gwaith anniogel oherwydd nad ydynt yn gallu peryglu colli eu swyddi cyflog isel.

Am flynyddoedd, mae pobl anabl wedi bod yn galw am arferion gwaith hyblyg i'w galluogi i weithio gartref<sup>3</sup>. I lawer o bobl, gwrthodwyd y cais hwn nes y cyflwynwyd y cyfyngiadau symud. Mae'n rhaid i weithwyr allu parhau i weithio gartref, gyda diwylliannau bod yn bresennol yn cael ei herio a'i ddileu. Os yw menywod yn gweithio gartref neu o weithleoedd allanol, mae'n rhaid i bolisiau fod ar wait hi sicrhau bod ieched menywod yn cael ei ddiogelu gan gyflogwyr. Gallwch weld mwy o drafodaethau ar ieched menywod yn adran iii isod.

I rai, gall gweithleoedd fod yn lleoedd arbennig o bwysig, yn gorfforol neu'n ddigidol, ac mae hyn arbennig o wir i oroeswyr traus yn erbyn menywod. Mae'n rhaid i bolisiau sy'n diogelu staff gael eu haddasu'n briodol i weithio gartref a dylai'r staff gael eu hyfforddi i adnabod gorfodaeth, bwlio a cham-drin naill ai pob sy'n cyd-fyw â hwy (megis partner agos) neu gydweithiwr, gyda pholisiau traus yn erbyn menywod priodol ar waith mewn gweithleoedd.

<sup>1</sup> [https://chwaraeeteg.com/wp-content/uploads/2019/08/TGC-Barriers-to-BAME-Women\\_Summary-Report.pdf](https://chwaraeeteg.com/wp-content/uploads/2019/08/TGC-Barriers-to-BAME-Women_Summary-Report.pdf)

<sup>2</sup> <https://seneddresearch.blog/2020/04/15/coronavirus-equality-issues/>

<sup>3</sup> <http://www.disabilitywales.org/home-working-during-the-covid-19-crisis/>

## Rydym yn gal war Lywodraeth Cymru nesaf i wneud y canlynol:

- Sicrhau bod y gwaith yn ddiogel a bod darpariaethau rhagweithiol megis PPE yn briodol i'r holl aelodau staff, gan gynnwys menywod.
- Gweithredu system profi ac olrhain eang ar gyfer COVID-19 i sicrhau bod yr holl weithwyr yn ddiogel.
- Sicrhau nad yw menywod beichiog yn cael eu gorfodi i weithio dan amodau anniofel, gyda mwy o risg o ddal COVID-19. Mae'n rhaid gweithredu canllawiau i ddiogelu'r holl fenywod beichiog sy'n gweithio sy'n teimlo'n anniofel yn y gwaith.
- Sicrhau bod arferion a pholisiau gwaith yn cael eu diweddar ar draws gweithluoedd Cymru i alluogi gweithwyr i ddewis gweithio gartref gyda chymorth priodol gan gael eu diogelu dan bolisiau gwaith a gallu cael mynediad i gyfleoedd personol a phroffesiynol ar ôl y pandemig.
- Sicrhau bod cyflogwyr yn cael eu hannog i ail-fframio eu polisiau aflonyddwch rhywiol yn y gweithle. Nid yn unig y mae dwywaith y baich ar y rheiny sy'n profi cyswllt corfforol dieisiau, ond mae'n rhaid i gyflogwyr hefyd fod yn ymwybodol o'r ffurfliau ar aflonyddwch rhywiol nad ydynt yn gorfforol a allai ddigwydd.
- Ehangu'r asesiad risg dwy haen i weithwyr BAME gael ei gyflwyno i'r holl weithwyr, nid y rheiny yn y sectorau lechyd a Gofal Cymdeithasol<sup>4</sup> yn unig ar frys.

### iii. Blaenorriaethu iechyd menywod

Mae COVID-19 yn bandemig iechyd byd-eang, ac mae'r cyfyngiadau sydd wedi dod yn ei sgil wedi atgyfnerthu anghydraddoldebau iechyd sydd eisoes yn bodoli a wynebir gan fenywod yng Nghymru. Os na fyddwn yn mynd i'r afael â hyn wrth i ni symud y tu hwnt i gyfyngiadau'r pandemig, effeithir ar iechyd menywod ymhellach. Mae'r anghydraddoldebau hyn wedi cael eu nodi yn ein Cerdyn Sgorio Ffeministaidd ar gyfer 2020, a luniwyd yn y misoedd cyn pandemig y coronafeirws. Mae'r Cerdyn Sgorio Ffeministaidd yn nodi manylion sut mae'n rhaid i Lywodraeth Cymru sicrhau nad yw iechyd menywod gydol oes yn bwnc tabŵ.

<sup>4</sup> <https://gov.wales/launching-risk-assessment-support-bame-workers>

Mae mynediad i wasanaethau iechyd menywod ledled Cymru'n frith ac yn anghyson<sup>5</sup>; mae'n rhaid gwella hyn yn sylweddol, fel blaenoriaeth, erbyn Llywodraeth Cymru nesaf. Mae'n rhaid i fenywod gael mynediad i'r gwasanaethau gofal iechyd mwyaf priodol o safon mewn modd amserol.

Yn gynnar yn ystod y pandemig COVID-19, gwnaethom ysgrifennu at y Gweinidog lechyd yn galw ar Lywodraeth Cymru i alluogi gwasanaethau erthylu cynnar gael eu caffael drwy dele-offerynnau ac offerynnau fideo-gynadledda a gofyn am ddiwygio awdurdodiad erthyliadau fel bod modd cymryd meddyginaethau sy'n terfynu beichiogrwydd yn y cartref. Mae'n hanfodol bod yr arfer hwn yn parhau wrth symud ymlaen. Gwnaethom hefyd alw am newid i'r angen am ddu feddyg i awdurdodi terfynu beichiogrwydd. Dylai un llofnod gan weithiwr proffesiynol megis bydwraig, nyrs neu feddyg fod yn ddigon, yn hytrach na dau lofnod gan feddygon yn unig. Mae ein galw am y darpariaethau hyn yn ymestyn y tu hwnt i'r argyfwng COVID-19.

### Rydym yn galw ar Lywodraeth Cymru nesaf i wneud y canlynol:

- Sicrhau parhad telefeddyginaeth ar gyfer ymgynghoriadau erthyliadau.
- Dylai awdurdodi erthyliadau ofyn am un llofnod yn unig, ac nid dau, gan weithiwr iechyd proffesiynol, e.e. nyrs, bydwraig neu feddyg (nid meddygon yn unig).
- Buddsoddi mewn ymchwil o safon i iechyd a thriniaeth menywod a sicrhau bod treialon clinigol yng Nghymru'n cynnwys rhaniad 50:50 rhwng dynion a menywod (ac eithrio gweithdrefnau meddygol i fenywod/dynion yn unig)
- Sicrhau bod 'Llesiant Mislifol Gyadol Oes' yn elfen orfodol y cwricwlwm ysgol.
- Sicrhau bod y menopos yn destun ymgyrch lechyd Cyhoeddus Cymru benodol<sup>6</sup>.
- Agor Unedau Mamau a Babanod arbenigol yng Nghymru.

<sup>5</sup> Ibid.

<sup>6</sup> <http://www.ftww.co.uk/wp-content/uploads/2019/07/FTWW-Making-the-Case-for-Better-Menopause-Services-in-Wales-Report.pdf>

- Sicrhau bod darpariaeth gwasanaeth diagnostig a rheoli ar gyfer endometriosis ledled Cymru, sy'n cynnwys darpariaeth nyrssy arbenigol ar bob bwrdd iechyd<sup>7</sup>.
- Agor o leiaf dau glinig erythliad naturiol dynodedig yng Nghymru<sup>8</sup>.
- Sicrhau bod yr holl ymarferwyr gofal iechyd sy'n dod wyneb yn wyneb â chleifion yn derbyn hyfforddiant gorfodol sy'n cynnwys cyflyrau iechyd penodol a
- Phrosesau sy'n ymwneud ag anghenion iechyd pobl â nodweddion gwarchodedig.
- Sicrhau bod cyd-gynhyrchu dyluniad a chyflawniad gwasanaeth, gan gynnwys gwybodaeth ac adnoddau, yn flaenoriaeth, gan gadw at ysbryd Deddf y Gwasanaethau a Llesiant (Cymru) 2014 a Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.

#### **iv. Mynd i'r afael â thlodi yng Nghymru ar frys**

Mae'r argyfwng iechyd cyhoeddus COVID-19 yn bygwth troi'n argyfwng economaidd enfawr. Mae'n hanfodol bod Llywodraeth Cymru nesaf a'r holl bleidiau gwleidyddol yn ymrwymedig i sicrhau nad yw mwy o fenywod, dynion a phlant yng Nghymru'n disgyn islaw'r ffin tlodi. Mae'n hanfodol gweithredu ar yr wybodaeth fod y pandemig COVID-19 yn cyd-fynd â goblygiadau economaidd enfawr posib y bydd Brexit yn eu cael ar Gymru a lliniaru'r rhain yn benodol, ac nid yn unig, drwy lens y pandemig COVID-19.

Ern ad ydym eto'n gwybod y graddau llawn y mae'r argyfwng COVID-19 wedi effeithio ar lefelau tlodi yng Nghymru, mae ystadegau'n dangos wrth fynd i mewn i'r pandemig, fod Cymru eisoes yn dioddef o'r cynnydd mwyaf yn y gyfradd anweithgaredd economaidd yn y DU, sef 2.3%.<sup>9</sup> Mae hawliadau Credyd Cynhwysol wedi cynyddu'n aruthrol yng Nghymru yn ystod y pandemig, gyda thros 122,000 o hawliadau unigol am Gredyd Cynhwysol rhwng 1 Mawrth 2020 a 12 Mai 2020.<sup>10</sup> Yn ystod y brig, gwnaeth yr

<sup>7</sup> <https://gov.wales/sites/default/files/publications/2019-03/endometriosis-care-in-wales-provision-care-pathway-workforce-planning-and-quality-and-outcome-measures.pdf>

<sup>8</sup> <http://www.ftww.co.uk/wp-content/uploads/2018/09/Miscarriage-report-FINAL.pdf>

<sup>9</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/regionallabourmarket/may2020>

<sup>10</sup> <https://committees.parliament.uk/publications/1232/documents/10384/default/>

Adran Gwaith a Phensiynau dderbyn mwy na chwe mil o hawliadau newydd y dydd wrth i effeithiau'r 'cyfyngiadau symud' effeithio ar aelwydydd.<sup>11</sup>

Rydym hefyd yn gwybod, yn storiol, fod mwy o ofal di-dâl yn cael ei roi wrth i unigolion gefnogi aelodau'r teulu a ffrindiau a allai fod yn gwarchod eu hunain neu'n hunan-yndysu. Mae'r gofal ychwanegol hwn yn debygol o gael ei roi mewn ffordd anghymesur gan fenywod. Mae'r elusen cronfa fwyd, Trussell Trust, wedi adrodd ei ffigurau diweddaraf, sy'n dangos mai mis Ebrill oedd mis prysuraf yr elusen ledled y DU, gyda chynnydd o 89% o'r holl bobl sy'n cael eu bwydo gan yr elusen yng Nghymru, a chynnydd o 101% yn cael eu bwydo, o gymharu â mis Ebrill 2019.

Mae iechyd a gofal cymdeithasol yn chwarae'r rôl yn nhodi menywod yng Nghymru. Mae menywod â chyflyrau a namau iechyd sydd eisoes yn bodoli ymhliith y mwyaf tebygol o fod mewn tlodi yng Nghymru. Mae angen mesurau ataliol ar wait hi atal y menywod hyn rhag mynd i tlodi a chefnogir rheiny sydd eisoes mewn tlodi.

Rydym yn gal war Lywodraeth Cymru nesaf i weithredu Incwm Sylfaenol Cynhwysol fel ffordd o fynd i'r afael â tlodi yng Nghymru a pharhau gyda'r gwaith o ddechrau dyletswydd cymdeithasol-economaidd cyn gynted â phosib. Rydym yn atseini galwadau gwrth-blaid gwrthdlodi Cymru i Lywodraeth Cymru nesaf fynd i'r afael â tlodi a'r argyfwng amgylcheddol ar frys.

Rydym yn atseini'r galwadau gwrthblaid gwrth-dlodi Cymru i Lywodraeth Cymru nesaf fynd i'r afael â tlodi a'r argyfwng amgylcheddol drwy wneud y canlynol:

- Llunio strategaeth taclo tlodi sy'n cyflawni safon addas o fyw i bawb wrth fyw o fewn ein cyfyngiadau amgylcheddol.
- Adolygu effeithiolrwydd Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) i sicrhau bod gan bawb yng Nghymru safon addas o fyw gan fyw o fewn ein cyfyngiadau amgylcheddol. Mae hyn yn cynnwys sgwrs genedlaethol gyda chenhedloedd cyfredol ac yn y dyfodol.
- Canolbwytio polisiau economaidd ar economeg llesiant i fynd i'r afael â'n hargyfwng tlodi ac amgylcheddol<sup>12</sup>.

<sup>11</sup> <https://www.itv.com/news/wales/2020-05-22/universal-credit-claims-up-120-000-in-wales-since-coronavirus-outbreak/>

<sup>12</sup> <https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620979/rr-welsh-doughnut-2020-sustainability-social-justice-010320-en.pdf?sequence=1>

## Rydym hefyd yn galw ar y pleidiau gwleidyddol i wneud y canlynol:

- Cydnabod profiadau byw menywod anabl a'r effaith y gall cyflyrau megis byw gydag afiechyd neu namau eu cael mewn perthynas â menywod mewn tlodi a rhoi mesurau ataliol ar waith i atal y menywod hyn rhag mynd i dlodi gan weithredu hefyd i godi'r rheiny sydd eisoes mewn tlodi allan ohono.
- Sicrhau nad yw strategaethau adfer ar ôl COVID-19 yn cysgodi neu'n disodli strategaethau ôl-Brexit, ond yn hytrach yn gweithio gyda'i gilydd.
- Gweithredu Incwm Sylfaenol Cynhwysol fel ffordd o fynd i'r afael â thlodi yng Nghymru.

## 2. DARPARIAETHAU GOFAL PLANT A GOFALU O SAFON I BAWB

Mae angen darpariaeth gofal plant ar fenywod yng Nghymru sy'n cynnig gofal plant fforddiadwy, hygyrch ac o safon i'r holl blant o chwe mis oed, yn debyg i ddarpariaethau a gynigiwyd i weithwyr allweddol yn ystod cyfnod cyfyngiadau symud cyntaf y pandemig COVID-19, ni waeth statws cyflogaeth rhieni. Mae'n rhaid i bleidiau gwleidyddol hefyd roi darpariaethau ar wait hi ddiogelu a gwella meithrinfeidd ledled Cymru.

Gall uchelgeisiau, cyflawniadau ac iechyd menywod gael eu tocio drwy ddiffyg gofal plant a gofal cymdeithasol fforddiadwy a hyblyg. Roedd menywod 45 i 54 oed ddwywaith mor debygol â gofalwyr eraill i leihau eu horiau gwaith o ganlyniad i gyfrifoldebau gofalu. Mae menywod yn cymryd cyfrifoldeb anghymesur dros ofal plant di-dâl ac mae'r anghydraddoldeb hwn wedi'i nodi fel factor cyfrannol at y bwlch cyflog rhyw.

Mae gofal cymdeithasol yn sector hynod werthfawr i weithio yn ddi. Mae'n darparu gwasanaethau hanfodol i bobl, hen ac ifanc, y mae angen cymorth arnynt, gan gyfrannu'n sylweddol at yr economi. Eto i gyd, mae'r sector gofal yn parhau i gynnwys nodweddion cyflogau isel ac oriau ansicr. Yng Nghymru, mae 80% o'r bobl sy'n cael eu cyflogi mewn 'gweithgareddau iechyd dynol a gwaith cymdeithasol' yn fenywod. Mae angen brys i ddatblygu datrysiau polisi i'r gweithlu gofal cymdeithasol sy'n cydnabod ac sy'n adlewyrchu ei werth economaidd gwirioneddol.

Mae'n rhaid i ofalwyr, cyflogedig a di-dâl, gael eu gwobrwyd briodol. Mae'n rhaid i seibiant i ofalwyr fod yn flaenoriaeth i Lywodraeth Cymru'r dyfodol, yn arbennig oherwydd y straen dwys, ychwanegol y mae gofalwyr cyflogedig a di-dâl wedi bod oddi tano oherwydd y pandemig COVID-19. Mae'n rhaid i gymdeithas Cymru werthfawrogi

### Address

WEN Wales  
c/o International House  
10 Churchill Way  
Cardiff  
CF10 2HE

### Contact

admin@wenwales.org.uk  
wenwales.org.uk

### Info

Charity Number:  
1145706  
Company Number:  
07891533

gwaith menywod, gyda gweithwyr rheng flaen yn cael eu talu'n deg wrth i'r genedl adfer ar ôl y pandemig.

**Rydym yn galw ar bleidiau gwleidyddol i wneud y canlynol:**

- Cynnig gofal plant fforddiadwy a hygrych i'r holl blant o chwe mis oed (gan gynnwys plant anabl a phlant ag anghenion dysgu ychwanegol), i'r holl rieni, gan gynnwys rhieni nad ydynt yn gweithio .
- Casglu data cydraddoldeb cadarn fel rhan o werthuso a monitro'r Cynnig Gofal Plant i sicrhau cydraddoldeb mynediad a chymhwysedd.
- Ymrwymo i ddarparu canolfannau gofal plant i deuluoedd ceiswyr lloches.
- Datblygu cynlluniau presennol i sicrhau bod yr holl weithwyr gofal yng Nghymru'n cael eu talu'n deg ac yn cael mynediad i hyfforddiant a llwybrau clir am ddatblygiad gyrrfa os ydynt am wneud hynny.
- Dyrannu arian i roi dewis o wasanaethau seibiant o safon a monitor gwariant yr awdurdod lleol ar ofal seibiant a gwerthuso effeithiolrwydd yr ariannu.

### **3. CWOTÂU RHYW CYFREITHIOL A CHAMAU GWEITHREDU CADARNHAOL AR GYFER MWY O AMRYWIAETH**

Mewn dros ugain mlynedd o ddatganoli, mae holl aelodau benywaidd y Senedd wedi bod yn wyn. Mae amrywiaeth, yn gyffredinol, wedi bod yn gyfyngedig iawn, er bod diffyg data yn gwneud monitro'n anodd. Nid yw cyflawni cydraddoldeb rhyw yn Senedd Cymru'n ddigon. Nid oes cydraddoldeb rhy heb gydraddoldeb i holl fenywod. Rydym yn annog yr holl bleidiau gwleidyddol i ddefnyddio camau gweithredu cadarnhaol i fynd i'r afael â rhwystrau penodol y mae grwpiau o fenywod sy'n cael eu tangynrychioli'n eu hwynebu. Mae'n rhaid i bleidiau gwleidyddol ymrwymo i weithredu Adran 106 Deddf Cydraddoldeb (UK) 2010; cyhoeddi data ymgeiswyr i alluogi monitor, camau gweithredu cadarnhaol ac atebolrwydd. Er bod y pŵer i wneud hyn gan yr Ysgrifennydd Gwladol, rydym yn gofyn i bleidiau ymrwymo i ofyn i'r Ysgrifennydd Gwladol ddechrau'r ddyletswydd hon ar gyfer etholiadau'r Senedd neu drosglwyddo'r pwerau i wneud hyn i weinidog Cymru, argymhelliaid yn unol â rhai'r Panel Arbenigol ar Ddiwygio Etholiadol y Cynulliad.

Mae angen i'n sefydliadau gwleidyddol groesawu menywod o gymunedau sy'n cael eu tangynrychioli, gan gynnwys menywod croenliw, menywod anabl, menywod o'r gymuned lesbiaidd, deurywiol a thrawsrywiol a menywod dosbarth gweithiol. Mae'n

**Address**

WEN Wales  
c/o International House  
10 Churchill Way  
Cardiff  
CF10 2HE

**Contact**

admin@wenwales.org.uk  
wenwales.org.uk

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bwysig cydnabod bod menywod â nodweddion gwarchodedig gwahanol yn wynebu rhwystrau gwahanol, ac mae llawer o'r nodweddion yn rhyngdorri, gan gynyddu'r rhwystrau y mae darpar ymgeiswyr yn eu hwynebu. Mae angen defnyddio dull rhyngadrannol.

Ni ddylai unrhyw bolisiau a chamau gweithredu cadarnhaol a gymerir i gynyddu amrywiaeth cynrychiolaeth wleidyddol drin menywod sy'n cael eu tangynrychioli fel grŵp homogenaidd. Mae'n rhaid i gymorth a darpariaethau gael eu teilwra i bob darpar ymgeisydd i ddiddymu rhwystrau'n effeithiol i swydd etholedig. Rydym yn cefnogi ymrwymiadau presennol gan Lywodraeth Cymru i sicrhau bod y Gronfa Mynediad i Swydd Etholedig ar gael i ymgeiswyr anabl ar gyfer etholiadau llywodraeth leol 2022, ac mae hynny'n cael ei dreialu i fenywod anabl o fis Rhagfyr 2020, cyn etholiadau'r Senedd. Rydym yn galw am gronfa debyg i gefnogi ymgeiswyr yn ariannol o grwpiau eraill sy'n cael eu tangynrychioli.

Rydym yn galw ar gwotâu rhyw cyfreithiol i gael eu gorfodi ar draws systemau gwleidyddol Cymru. Rydym yn siomedig nad yw Deddf Cydraddoldeb (UK) 2010 yn caniatáu am gwotau i gynyddu amrywiaeth ethnig sefydliadau gwleidyddol ledled Cymru'n benodol. Nid yw Adran 159 Deddf Cydraddoldeb (UK) 2010 yn caniatáu am gamau gweithredu cadarnhaol, megis hyfforddiant, mentora a chymorth ariannol penodol i grwpiau sy'n cael eu tangynrychioli neu i bleidiau ddewis ymgeisydd o grŵp sy'n cael ei dangynrychioli pan fo dau ymgeisydd "mor gymwys â'i gilydd". Rydym yn galw ar yr holl bleidiau gwleidyddol i ddefnyddio camau gweithredu cadarnhaol i gynyddu nifer y menywod o grwpiau ethnig sy'n cael eu hethol yn y maes gwleidyddiaeth yng Nghymru'n ddramatig.

Er bod 48% o AS yn fenywod, roedd 42% o AS etholedig ar ddechrau'r pumed Senedd yn fenywod<sup>13</sup> oherwydd y defnydd o restrau byr benywaidd, cyfeillio (Llafur Cymru) a sipio (Plaid Cymru).<sup>14</sup> 35% yn unig o AS Cymru sy'n fenywod. Dim ond 28% o gynghorwyr yng Nghymru sy'n fenywod.<sup>15</sup> Nid yw cefnogi dadl feritocratiaeth mewn cymdeithas anghyfartal yn ddemocrataidd ac ychydig yn unig mae'n ei wneud i grynhau ein democratiaeth.

<sup>13</sup> <https://www.electoral-reform.org.uk/latest-news-and-research/publications/new-voices-how-welsh-politics-can-begin-to-reflect-wales/>

<sup>14</sup> <https://www.electoral-reform.org.uk/latest-news-and-research/publications/new-voices-how-welsh-politics-can-begin-to-reflect-wales/>

<sup>15</sup> <https://chwaraeteg.com/wp-content/uploads/2020/01/State-of-the-Nation-2020.pdf>

### **Rydym yn gal war yr holl bleidiau gwleidyddol i wneud y canlynol:**

- Cyhoeddi cynlluniau camau gweithredu cadarnhaol a thargedau cyflawni i ymgeiswyr a gwleidyddion etholedig.
- Gwneud ymrwymiad i gwotau rhyw cyfreithiol y neu fanifestos ar gyfer etholiadau 2021.
- Galw am y defnydd o gwotau rhyw mewn deddfwriaeth sydd ar ddod ar ddiwygio'r Senedd a mecanweithiau cyfreithiol eraill i hyrwyddo amrywiaeth ymgeiswyr a gwleidyddion etholedig ar draws systemau gwleidyddol Cymru.
- Cyhoeddi data amrywiaeth ymgeiswyr yn wirfoddol ar gyfer etholiadau llywodraeth leol, Senedd Cymru a Senedd y DU a gofyn am weithredu adran 106 Deddf Cydraddoldeb (UK) 2010 drwy'r Ysgrifennydd Gwladol, nail ai drwy ddechrau'r ddyletswydd yn etholiadau'r Senedd neu drosglwyddo'r pwerau i wneud hynny i Wleidyddion Cymru, gan annog gweithrediad llawn adran 106 ledled y DU.
- Cyflwyno Arian Mynediad i Swydd Etholedig i gefnogi pobl anabl sy'n sefyll mewn etholiadau llywodraeth leol. Dylai cronfeydd tebyg fod ar gael i ymgeiswyr o grwpiau eraill sy'n cael eu tangynrychioli, megis ond nid yn gyfyngedig i fenywod du, menywod LGBT+ a menywod dosbarth gweithiol.
- Mae'n rhaid i ddulliau i wella amrywiaeth menywod mewn gwleidyddiaeth yng Nghymru ar bob lefel ddilyn dull ryngdoriadol, wedi'i arwain gan anghenion unigolion.

## **4. CYNNWYS CEDAW YN NEDDFWRIAETH A PHOLISI CYMRU**

Cyfamod ryngwladol yw Confensiwn y Cenhedloedd Unedig ar Wahardd Pob Math o Wahaniaethu yn Erbyn Menywod (CEDAW)<sup>16</sup> sy'n aml yn cael ei ddisgrifio fel bil hawliau menywod ryngwladol. Cafodd ei gymeradwyo gan Lywodraeth y DU ym 1986, ond wnaeth byth gael ei gynnwys yng nghyfraith ddomestig. Mae CEDAW yn nodi manylion hawliau dynol menywod, gan gynnwys:

<sup>16</sup> <https://www.un.org/womenwatch/daw/cedaw/>

- Cydraddoldeb mewn gwleidyddiaeth a bywyd cyhoeddus
- Cydraddoldeb economaidd
- Hawliau diwylliannol
- Hawliau cymdeithasol
- Hawliau sifil.<sup>17</sup>

Byddai ymgorffori CEDAW yn ei wneud yn offeryn cyfreithiol i fenywod unigol yn y DU, a allai ei ddefnyddio i fynd ag achos i'r llys ar sail torri eu hawliau dan CEDAW. Er nad oes gennym bwerau datganoledig yng Nghymru i gynnwys CEDAW yn llawn, byddai mabwysiadu'r egwyddorion ym mholisi a deddfwriaeth Cymru ynghylch materion datganoledig yn cryfhau hawliau menywod a merched.

#### **Rydym yn gal war yr holl bleidiau gwleidyddol i wneud y canlynol:**

- Ymrwymo i gynnwys Confensiwn y CU ar gyfer Gwahardd Pob Math o Wahaniaeth yn Erbyn Menywod ym mholisiau a chyfraith Cymru o ran materion datganoledig.
- Sicrhau bod Aelodau'r Senedd yn codi CEDAW mewn dadleuon a chwestiynau yn y Senedd a defnyddio CEDAW fel y fframwaith i wella hawliau menywod yng Nghymru.

## **5. GWARCHOD HAWLIAU MENYWOD AR ÔL BREXIT**

Mae llawer o hawliau cyfreithiol menywod ar hyn o bryd wedi'u sylfeini gan gyfraith yr UE a byddant dan fygythiad ar ôl Brexit. Cyflog cyfartal am waith cyfartal oedd un o egwyddorion sylfaenol yr UE, a gafodd ei gynnwys yng Nghyfamod Rhufain 1957, ac o'r dechrau mae egwyddorion cydraddoldeb a dim gwahaniaethu wedi cael eu hymgorffori yn neddfwriaeth, polisi ac ariannu'r UE a'u cefnogi gan asiantaethau a rhwydweithiau'r UE. Mae cyfreithiau'r UE yn hyrwyddo ac yn diogelu hawliau menywod mewn sawl maes, gan gynnwys hawliau gweithwyr rhan-amser, hawliau menywod beichiog a diogelu menywod a merched sy'n profi traïs.

Fel y mae'r Confensiwn y CU ar gyfer Gwahardd Pob Math o Wahaniaethu yn erbyn Menywod (CEDAW) wedi'i nodi yn ei arsylwadau diweddar, dylai'r DU sicrhau bod 'newidiadau yn y dyfodol o ran darpariaethau cyfreithiol yn golygu dirywiad yn niogelwch hawliau menywod a mabwysiadu mesurau i sicrhau bod deddfwriaeth ddomestig yn cadw ar yr un cyflymder â datblygiad hawliau menywod yn yr Undeb Ewropeaidd.'

<sup>17</sup> Am fwy o fanylion am erthyglau CEDAW gweler: <https://www.un.org/womenwatch/daw/cedaw/>

**Yn unol â phum amcan y Grŵp Menywod yn Ewrop (Cymru) [isod: y Rhwydwaith], rydym yn galw ar bleidiau gwleidyddol i fabwysiadu'r argymhellion a nodir isod:**

- **Amcan 1:** Deddfwriaeth: Sicrhau nad yw deddfwriaeth i ddiogelu hawliau menywod ac sy'n datblygu cydraddoldeb rhyw yn cael ei gwanhau yng nghydestun Brexit, ond yn cael ei chryfhau yn y pen draw i wella diogelwch menywod a hyrwyddo cydraddoldeb rhyw. Mae hyn yn cynnwys diogelu menywod o gefndiroedd amrywiol a gwarchodedig.
- **Amcan 2:** Ariannu: Sicrhau nad yw Brexit yn golygu colli arian ar gyfer prosiectau cymdeithasol yng Nghymru. Mae'n rhaid i arian yn y dyfodol gefnogi prosiectau sy'n benodol i fenywod yn ogystal â phrosiectau cymdeithasol eraill lle mae amcanion trawstoriadol yn cael eu hymgorffori (gan gynnwys cyfle cyfartal a chydraddoldeb rhyw).
- **Amcan 3:** Cynhwysiad cymdeithasol: Sicrhau nad yw Brexit yn arwain at eithriad cymdeithasol menywod o ganlyniad i doriadau gwario cyhoeddus. Mae'n rhaid i benderfyniadau gwario cyhoeddus fod yn sensitive i'r rhywiau a bod yn seiliedig ar anghenion gan adlewyrchu arwyddocâd penodol gwasanaethau cyhoeddus i fenywod, gan gynnwys y rheiny sy'n cefnogi dioddefwyr tra is sy'n seiliedig ar ryw a'r rheiny sy'n gweithio tuag at ei atal.
- **Amcan 4:** Mynediad: Sicrhau bod sefydliadau'r gymdeithas sifil yn cynnal mynediad ac ymgysylltiad â rhwydweithiau Ewropeaidd. Mae'r rhwydwaith am sicrhau bod sefydliadau cymdeithas sifil Cymru'n cynnal mynediad ac ymgysylltiad â rhwydweithiau Ewropeaidd a'u bod yn cael eu cefnogi'n llawn i barhau â'u cyfranogiad yn y rhwydweithiau hyn. Mae hyn yn cynnwys cymorth ariannol ac argaeledd data cymharol.
- **Amcan 5:** Cynrychioliad: Hyrwyddo cynrychioliad menywod a diddordebau menywod wrth wneud penderfyniadau Brexit. Mae'r rhwydwaith am weld amrywiaeth o fenywod yn cael eu cynrychioli er mwyn cydnabod anghenion a phrofiadau gwahanol menywod, gan gynnwys y rheiny o gefndiroedd amrywiol â nodweddion gwarchodedig.

**Address**

WEN Wales  
c/o International House  
10 Churchill Way  
Cardiff  
CF10 2HE

**Contact**

admin@wenwales.org.uk  
wenwales.org.uk

**Info**

Charity Number:  
1145706  
Company Number:  
07891533

## CEFNOGIR Y MANIFESTO HWN GAN:

Catherine Fookes – Cyfarwyddwr, **Rhwydwaith Cydraddoldeb Menywod (RhCM) Cymru**

Leila Usmani – Gweithiwr Datblygu Prosiectau, **Cynghrair Hil Cymru**

Deborah Shaffer – Sylfaenydd, **FTWW: Triniaeth Deg i Fenywod Cymru**

Rocio Cifuentes – Cyfarwyddwr, **Tîm Lleiafrifoedd Ethnig a Chymorth Ieuengtid Cymru**

Sara Kirkpatrick – Prif Weithredwr, **Cymorth i Ferched Cymru**

Lynne Tedik – Cynrychiolydd **Soroptimydion Rhyngwladol Rhanbarth De Cymru**

Morgan Fackrell – Prif Weithredwr, **Cymorth i Ferched Caerdydd**

Ele Hicks – Rheolwr Polisi, **Diverse Cymru**

Frances J Beecher – Prif Weithredwr, **Llamau**

Sarah Rees – Rheolwr Ymgyrchoedd Cymru, **Pregnant Then Screwed**

Rhian Davies – Prif Weithredwr, **Anabledd Cymru**

Cerys Furlong – Prif Weithredwr, **Chwarae Teg**

Jackie Jones – **Cyn ASE**

Jackie Jones – Llywydd, **Soroptimydion Rhyngwladol, Caerdydd a'r Cyffiniau**

Eleri Evans – **Cynulliad Merched Cymru**

Joy Kent, Chair – **Cynon Taf Community Housing Group**

Chrissie Nicholls – Ymgynghorydd, **Nicholls Free Range Business Services**

Dr Rachel Minto – Darlithydd, **Cardiff University**

Alicja Zalesinska – Cyfarwyddwr, **Tai Pawb**

### Address

WEN Wales  
c/o International House  
10 Churchill Way  
Cardiff  
CF10 2HE

### Contact

admin@wenwales.org.uk  
wenwales.org.uk

### Info

Charity Number:  
1145706  
Company Number:  
07891533

## MANIFESTO FOR CLOSING THE GAP ON GENDER INEQUALITY IN WALES, NOVEMBER 2020

The Women's Equality Network (WEN) Wales and the organisations listed below call on all political parties and candidates to put gender equality and women's rights at the heart of the 2021 Senedd election.

### IN THIS MANIFESTO WE CALL:

- on all political parties and candidates to commit to advancing women's rights and achieving gender equality for all women in Wales
- for action in five key areas, including equal representation, mitigating the disproportionate impact of the COVID-19 pandemic on women's lives and ensuring women's rights are protected post-Brexit

### 5 KEY AREAS FOR ACTION:

1. COVID-19 AND WOMEN'S RIGHTS
2. HIGH-QUALITY CHILDCARE & CARING PROVISIONS FOR ALL
3. LEGALLY BINDING GENDER QUOTAS & POSITIVE ACTION FOR INCREASED DIVERSITY
4. ENSHRINE CEDAW INTO WELSH LEGISLATION & POLICY
5. WOMEN'S RIGHTS PROTECTED POST-BREXIT

#### Address

WEN Wales  
c/o International House  
10 Churchill Way  
Cardiff  
CF10 2HE

#### Contact

[admin@wenwales.org.uk](mailto:admin@wenwales.org.uk)

[wenwales.org.uk](http://wenwales.org.uk)

#### Info

Charity Number:  
1145706  
Company Number:  
07891533

## 1. COVID-19 AND WOMEN'S RIGHTS

We call for all political parties to commit to measuring the impact and mitigating the consequences and effects of COVID-19 on women in Wales so that gender equality and women's rights is not detrimentally impacted by the pandemic. Political parties must commit resources to recovering from the COVID-19 pandemic, including initiatives to 'build back better', rather than reinstate the status quo when this does not serve all women and is detrimental to gender equality.

**Political Parties must:**

- ensure women are safe at home
- ensure women are safe at work
- prioritise women's health
- urgently tackle poverty in Wales

*i. Ensuring women are safe at home*

The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 has placed the eradication of all forms of violence against women in Wales as a priority for current and future Welsh Governments. Access to specialist VAWDASV support services, including refuge provisions, the promotion of information around access to specialist services and the accountability of abusers – including work with police forces across Wales – has never been more needed.

The COVID-19 pandemic has further highlighted that home is not a safe place for many women and children across Wales who live with the everyday realities of domestic abuse, sexual violence, online abuse, stalking and harassment, forced marriage, so-called honour based abuse and female genital mutilation (FGM). Disabled women, including those living with long-term ill health, are at high risk of domestic abuse.<sup>18</sup> Women's health is therefore a priority which we discuss further in section iii.

To ensure all women and their children have access to a place of safety and to help mitigate the shockwaves of COVID-19 we call for the following commitments from political parties in their manifestos for the 2021 Senedd Cymru elections.

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<sup>18</sup> <https://www.welshwomensaid.org.uk/wp-content/uploads/2019/04/WWA-and-Disability-Wales-2019-report-Final-ENG.pdf>

## **Under the next Welsh Government:**

- Violence against women, domestic abuse and sexual violence must remain a strategic priority. Funding to the violence against women specialist sector must reflect the increased demand for specialist services following 'lockdowns' during the COVID-19 pandemic and ensure that no survivor is turned away from specialist VAWDASV services due to lack of provision. COVID-19 has demonstrated that now more than ever specialist services need to be in receipt of secure and sustainable funding for prevention, protection and support with a commitment to ending VAWDASV, not just managing a crisis response.
- A fund must be developed that can be used to support survivors with No Recourse to Public Funds and insecure immigration status so that all women have equal access to protection, safety and support. We believe strongly that No Recourse to Public Funds should be abolished.
- Decisions around the distribution of provisions need to recognise the specific forms which violence against disabled women may take, particularly where the primary 'carer' is the perpetrator; accessible information on violence against women, domestic abuse and sexual violence should be available in a range of formats; and publicity campaigns aimed at tackling domestic abuse should include disabled people and diversity across different forms of impairments in different communities, recognising that disabled people are not a homogenous group.
- Our communities must be supported to challenge VAWDASV in all its forms, encouraging active bystanders and ensuring survivors know that support exists and how to access it.
- Adequate provisions must be funded to support survivors for whom Welsh or English are not their first language, and to ensure that survivors from all communities across Wales are able to access appropriately tailored support and services, including those from all Black, Asian and minority ethnic (BAME) communities. The so-called 'BAME community' in Wales is not a homogenous group – policies must reflect and be able to adapt to the unique needs of each community.

### **Address**

WEN Wales  
c/o International House  
10 Churchill Way  
Cardiff  
CF10 2HE

### **Contact**

[admin@wenwales.org.uk](mailto:admin@wenwales.org.uk)

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Charity Number:  
1145706  
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07891533

## **ii. Ensuring women are safe at work**

It is imperative that women in employment are protected from harm across all working sectors in Wales. Employers that cannot ensure the safety of all staff, including pregnant women, must comply with current Health & Safety legislation. Personal Protective Equipment (PPE) should be used as a last resort. PPE reportedly does not fit many women's bodies appropriately<sup>19</sup>, because of a default male design. Appropriate PPE for all body-types must be available when needed. We also call for the extension of the two-tier risk assessment for BAME workers to be rolled out to all workers, not just those in the Health and Social Care sectors<sup>20</sup> as a matter of urgency.

BAME women disproportionately work in low-paid<sup>21</sup>, front-line jobs, from the health and care sector<sup>22</sup>, cleaning sector and retail. Political parties must outline how they will ensure that the next Welsh Government creates a safe environment to work in. Many BAME women feel that they cannot challenge unsafe working conditions as they cannot risk losing low-paid jobs.

For years, disabled people have been calling for flexible work practices to enable them to work from home<sup>23</sup>. For many, this request was denied until lockdown was imposed. Workers must be allowed to continue to work-from-home, with cultures of presenteeism challenged and broken down. Whether women are working from home or from external workplaces, policies must be in place to ensure that women's health is protected by employers. Further discussion on women's health can be found in the section iii below.

For some, workplaces are particularly important spaces to be part of, whether physically or digitally, and this can be especially the case for survivors of violence against women. Policies that protect staff must be appropriately adapted to home-based working and staff trained to recognise coercion, bullying and abuse of either a cohabiters (such as an intimate partner) or colleague, with appropriate violence against women policies in place within workplaces.

<sup>19</sup> <https://www.tuc.org.uk/sites/default/files/PPEandwomenguidance.pdf>

<sup>20</sup> <https://gov.wales/launching-risk-assessment-support-bame-workers>

<sup>21</sup> [https://chwaraeteg.com/wp-content/uploads/2019/08/TGC-Barriers-to-BAME-Women\\_Summary-Report.pdf](https://chwaraeteg.com/wp-content/uploads/2019/08/TGC-Barriers-to-BAME-Women_Summary-Report.pdf)

<sup>22</sup> <https://seneddresearch.blog/2020/04/15/coronavirus-equality-issues/>

<sup>23</sup> <http://www.disabilitywales.org/home-working-during-the-covid-19-crisis/>

## We call on the next Welsh Government to:

- ensure that work is safe and that protective provisions such as PPE are appropriate for all members of staff, including women.
- implement widespread testing and tracing for COVID-19 to ensure that all workers are safe.
- ensure that pregnant women are not forced to work in unsafe conditions, with increased risk of contracting COVID-19. Guidance must be implemented to protect all working pregnant women who feel unsafe at work.
- ensure work practices and policies are updated across Wales' workforces to allow workers to choose to work-from-home with appropriate support while still being protected under work policies and able to access personal and professional development opportunities, post-pandemic.
- ensure that employers are encouraged to reframe their sexual harassment workplace policies. Not only is there a 'double-burden' on those that experience unwanted physical contact, but employers must also be aware of the non-physical forms of sexual harassment which may occur.
- extend the two-tier risk assessment for BAME workers to be rolled out to all workers, not just those in the Health and Social Care sectors<sup>24</sup> as a matter of urgency

### iii. Prioritise women's health

While COVID-19 is a global health pandemic, the restrictions that have come with it have compounded pre-existing health inequalities faced by women in Wales. If not adequately addressed as we move beyond pandemic restrictions, women's health will be impacted further. These inequalities have been laid out in our 2020 Feminist Scorecard<sup>25</sup>, which was written in the months prior to the coronavirus outbreak. The Feminist Scorecard details how the Welsh Government must improve to ensure that women's health through the life course is no longer a taboo subject.

Access to women's health services across Wales are currently patchy and inconsistent<sup>26</sup>; this must be drastically improved upon, as a priority, by the next Welsh

<sup>24</sup> <https://gov.wales/launching-risk-assessment-support-bame-workers>

<sup>25</sup> <https://wenwales.org.uk/wp-content/uploads/2020/04/Feminist-Scorecard-Report-2020-Eng.pdf>

<sup>26</sup> Ibid.

Government. Women must have access to high quality and the most appropriate healthcare services in a timely manner.

Early in the COVID-19 pandemic, we wrote to the Health Minister to call for Welsh Government to enable early abortion services to be procured via tele and video conference tools and called for reform regarding the authorisation of abortions so that medicines that terminate pregnancy could be taken at home. It is essential that this practice continues going forward. We also called for a change to the need for two doctors' signatures to authorise the termination of pregnancy. One signature from a professional such as a midwife, nurse or doctor should suffice, rather than two signatures, exclusively from doctors. Our call for these provisions extends well beyond the COVID-19 crisis.

**We call on the next Welsh Government to:**

- ensure the continuation of telemedicine for abortion consultations.
- the authorisation of abortions should require one signature, not two, from a health profession, e.g. a nurse, midwife, or doctor (not doctors exclusively).
- invest in high quality research into women's health and treatment and ensure that Wales-based clinical trials have a 50:50 between women and men (excluding medical procedures exclusively for women/men)
- make 'Menstrual Well-being Throughout the Life Course' a mandatory element of the school curriculum.
- make menopause the subject of a dedicated Public Health Wales campaign<sup>27</sup>.
- open specialist Mother and Baby Units (MBU) in Wales.
- ensure the provision of a pan-Wales diagnostic and management service for endometriosis, which includes the provision of specialist nurses in every health board<sup>28</sup>.

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<sup>27</sup> <http://www.ftww.co.uk/wp-content/uploads/2019/07/FTWW-Making-the-Case-for-Better-Menopause-Services-in-Wales-Report.pdf>

<sup>28</sup> <https://gov.wales/sites/default/files/publications/2019-03/endometriosis-care-in-wales-provision-care-pathway-workforce-planning-and-quality-and-outcome-measures.pdf>

- open at least two dedicated recurrent miscarriage clinics in Wales<sup>29</sup>.
- ensure all patient facing healthcare practitioners receive mandatory training to include specific health conditions and
- processes related to the health needs of people with protected characteristics.
- make co-production of service design and delivery, including information and resources, a priority, in keeping with the spirit of the Social Services & Well-being (Wales) Act 2014 and the Well-being of Future Generations (Wales) Act 2015.

#### **iv. Urgently tackling poverty in Wales**

The COVID-19 public health crisis threatens to become a massive economic crisis. It is essential that the next Welsh Government and all political parties are committed to ensuring that more women, men and children in Wales do not fall below the poverty line. It is essential to act on the knowledge that the COVID-19 pandemic coincides with the potential massive economic implications that Brexit will have on Wales and to mitigate these specifically, and not exclusively through the lens of the COVID-19 pandemic.

While we do not yet know the full extent of how the COVID-19 crisis has impacted levels of poverty in Wales, statistic show that leading into the pandemic, Wales was already suffering from the largest increase in the economic inactivity rate in the UK, at 2.3%.<sup>30</sup> Universal Credit claims have soared in Wales during the pandemic, with over 122,000 individual claims for Universal Credit from 1<sup>st</sup> March to 12<sup>th</sup> May 2020.<sup>31</sup> At its peak, the Department of Work and Pensions received more than six thousand new claims per day as the effects of ‘lockdown’ took their toll on households.<sup>32</sup>

We also know anecdotally that more unpaid care is being given as individuals support vulnerable family members and friends who may be shielding or self-isolating. This additional care is likely to be given disproportionately by women<sup>33</sup>. The foodbank charity Trussell Trust has reported its latest figures, which show that April was the

<sup>29</sup> <http://www.ftww.co.uk/wp-content/uploads/2018/09/Miscarriage-report-FINAL.pdf>

<sup>30</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/regionallabourmarket/may2020>

<sup>31</sup> <https://committees.parliament.uk/publications/1232/documents/10384/default/>

<sup>32</sup> <https://www.itv.com/news/wales/2020-05-22/universal-credit-claims-up-120-000-in-wales-since-coronavirus-outbreak/>

<sup>33</sup> <https://blogs.unicef.org/evidence-for-action/caring-in-the-time-of-covid-19-gender-unpaid-care-work-and-social-protection/>

charity's busiest month ever across the UK, with an increase of 89% of all people fed by the charity in Wales, with an increase of 101% children fed, compared to April 2019.<sup>34</sup>

Health and social care plays a role in women's poverty in Wales.<sup>35</sup> Women with pre-existing health conditions and impairments are amongst the most likely to be in poverty in Wales<sup>36 37</sup>. There needs to be both preventative measures in place to stop these women falling into poverty and support for those already in poverty.

We call for the next Welsh Government to implement a Universal Basic Income<sup>38</sup> as a way of tackling poverty in Wales and continue the work of commencing the socio-economic duty as soon as possible. We echo the Wales' anti-poverty coalition calls for the next Welsh Government to urgently tackle the poverty and environmental crises.

We echo the Wales' anti-poverty coalition calls for the next Welsh Government to urgently tackle the poverty by and environmental crises by:

- producing a tackling poverty strategy which delivers a decent standard of living for everyone whilst living within our environmental limits.
- reviewing the effectiveness of the Well-being of Future Generations (Wales) Act to ensure that everyone in Wales has a decent standard of living whilst living within our environmental limits. This includes a national conversation with our current and future generations.
- focusing economic policies on wellbeing economics to address our poverty and environmental crisis<sup>39</sup>.

### **We also call for political parties:**

- to recognise the lived experiences of disabled women and the impact that conditions such as living with ill-health or impairments can have in relation to women being in poverty and put in place preventative measures to stop these

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<sup>34</sup> <https://www.trusselltrust.org/wp-content/uploads/sites/2/2020/06/APRIL-Data-briefing-external.pdf>

<sup>35</sup> Chwarae Teg & Bevan Foundation, 2019. Trapped. Poverty amongst women in Wales today, <https://chwaraeteg.com/wp-content/uploads/2020/05/Trapped-Poverty-amongst-women-in-Wales-today.pdf>

<sup>36</sup> <https://senedd.wales/laid%20documents/cr-l10252/cr-l10252-e.pdf>

<sup>37</sup> <https://wbg.org.uk/analysis/2018-wbg-briefing-disabled-women-and-austerity/>

<sup>38</sup> <https://en.unesco.org/inclusivepolicylab/news/can-universal-basic-income-solve-global-inequalities>

<sup>39</sup> <https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620979/rr-welsh-doughnut-2020-sustainability-social-justice-010320-en.pdf?sequence=1>

women falling into poverty, while also acting to lift those already in poverty out of it.

- ensure that COVID-19 recovery strategies do not overshadow or replace post-Brexit strategies, but rather work alongside one another.
- implement a Universal Basic Income as a way of tackling poverty in Wales.

## 2. HIGH-QUALITY CHILDCARE & CARING PROVISIONS FOR ALL

Women in Wales need a childcare provision that offers affordable, accessible and high-quality childcare for all children from six months, similar to provisions offered to key workers during the first lockdown of the COVID-19 pandemic, regardless of the employment status of parents. Political parties must also put provisions in place to protect and enhance nurseries across Wales.

Women's ambitions, achievements and health can be curtailed by a lack of affordable and flexible childcare and social care. Women aged 45-54 were over twice as likely as other carers to have reduced their working hours as a result of caring responsibilities.<sup>40</sup> Women disproportionately take responsibility for unpaid child care and this inequality has been identified as a contributory factor to the gender pay gap.<sup>41</sup>

Social care is an enormously valuable sector to work in. It provides vital services for people, young and old, who need support, while also substantially contributing to the economy. Nevertheless, the care sector continues to be characterised by low wages and insecure hours. In Wales, 80% of the people employed in 'human health and social work activities' are women.<sup>42</sup> There is an urgent need to develop policy solutions for the social care workforce that recognise and reflect its true economic value.

Carers, both paid and unpaid, must be properly rewarded. Respite for carers must be a priority for the future Welsh Government, particularly given the intense, additional strain that both paid and unpaid carers have been under due to the COVID-19 pandemic. Welsh society must value women's work, with front-line workers paid fairly as the nation recovers from the pandemic.

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<sup>40</sup> Employers for Carers and Carers UK (2015) Caring and isolation in the workplace

<sup>41</sup> Gender Pay Gap, Second report of session 2015-16, Women and Equalities Committee, House of Commons.

<sup>42</sup> Annual Population Survey, July 2018-June 2019: <https://gov.wales/annual-populationsurvey>

**We are calling for political parties to:**

- offer affordable and accessible childcare for all children from six months (including disabled children and children with additional learning needs), to all parents, including to non-working parents.
- collect robust equality data as part of the evaluation and monitoring of the Childcare Offer to ensure equality of access and eligibility.
- commit to providing childcare hubs for asylum seeker families.
- progress existing plans to ensure all care workers in Wales are paid fairly and have access to training and clear routes for career progression if they want it.
- allocate funding to give carers a choice of quality respite services and monitor local authority spending on respite care and evaluation of the effectiveness of the funding.

### **3. LEGALLY BINDING GENDER QUOTAS & POSITIVE ACTION FOR INCREASED DIVERSITY**

In over twenty years of devolution, all women Members of the Senedd have been White. Diversity, in general, has been very limited, though the lack of data makes monitoring this difficult. Achieving gender parity in the Welsh Parliament is not enough. There is no gender equality without equality for all women. We urge all political parties to use positive action to address specific obstacles that unrepresented, protected groups of women encounter. Political parties must commit to the enactment of Section 106 of the Equality Act (UK) 2010; publishing candidate diversity data to allow for monitoring, positive action and accountability. While the power to do so resides with the Secretary of State, we ask that parties commit to asking the Secretary of State to commence this duty for Senedd elections or transfer the powers to do so to Welsh Minister, a recommendation in line with those of the Expert Panel on Assembly Electoral Reform.<sup>43</sup>

Our political institutions need to welcome women from under-represented communities include women of colour, disabled women, women from the lesbian, bisexual and trans community and working class women. It is important to recognise that women with different protected characteristics face different barriers, and many

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<sup>43</sup><https://senedd.wales/NAfW%20Documents/About%20the%20Assembly%20section%20documents/Expert%20Panel%20on%20Assembly%20Electoral%20Reform/A%20Parliament%20that%20Works%20for%20Wales.pdf>

of these characteristics intersect, increasing barriers that potential candidates face. An intersectional<sup>44</sup> approach is needed.

Any policies and positive actions taken to increase the diversity of political representation must not treat ‘under-represented’ women as a homogenous group. Support and provisions must be tailored to each prospective candidate to effectively remove barriers to elected office. We support current commitments from Welsh Government to ensure that an Access to Elected Office Fund is available for disabled candidates for the 2022 local government elections, and that it is being piloted for disabled women from December 2020, ahead of the Senedd elections. We call for a similar fund to financially support candidates from other under-represented groups.

We call for legally binding gender quotas to be enforced across Welsh political systems. We are disappointed that the Equality Act (UK) 2010 does not allow for quotas to specifically increase the ethnic diversity of political institutions across Wales. Section 159 of the Equality Act (UK) 2010 does allow for positive action, such as specific training, mentoring and financial support for under-represented groups or for parties to choose a candidate from an under-represented group when two or more candidates are “as qualified as each other”<sup>45</sup>. We call for all political parties to use positive action to dramatically increase the number of women from a diversity of ethnic groups elected in Welsh politics.

While 48% of MSs are women, 42% of elected MSs at the beginning of the 5<sup>th</sup> Assembly were women<sup>46</sup> which is due to the use of all-female shortlists, twinning (Welsh Labour) and zipping (Plaid Cymru).<sup>47</sup> Just 35% of Welsh MPs are women. Only 28% of councillors in Wales are women.<sup>48</sup> Supporting a ‘meritocracy’ argument in an unequal society is not democratic and does little to strengthen our democracy.

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<sup>44</sup> In Chwarae Teg’s Gender Equality Review Phase Two Deeds Not Words Report (2019) the term Intersectionality is defined as follows: ‘By Intersectionality we mean recognising the way in which power structures based on factors such as gender, race, sexuality, disability, class, age and faith interact with each other and create inequalities, discrimination and oppression. Crucially, it is about understanding the way in which characteristics, such as gender, race or class, can interact and produce unique and often multiple experiences and disadvantage in specific situations. One single form of discrimination cannot and should not be understood in isolation from another. A truly intersectional approach ensures that this does not happen.’ <https://chwaraeteg.com/wp-content/uploads/2019/09/Deeds-Not-Word-full-report.pdf>

<sup>45</sup> <http://www.legislation.gov.uk/ukpga/2010/15/section/158>

<sup>46</sup> <https://www.electoral-reform.org.uk/latest-news-and-research/publications/new-voices-how-welsh-politics-can-begin-to-reflect-wales/>

<sup>47</sup> <https://www.electoral-reform.org.uk/latest-news-and-research/publications/new-voices-how-welsh-politics-can-begin-to-reflect-wales/>

<sup>48</sup> <https://chwaraeteg.com/wp-content/uploads/2020/01/State-of-the-Nation-2020.pdf>

### We are calling for political parties to:

- publish positive action plans and diversity targets for candidates and elected politicians.
- make a commitment to legally binding gender quotas in their manifestos for the 2021 elections.
- call for the use of gender quotas in forthcoming legislation on the reform of the Senedd and other legal mechanisms to promote diversity of candidates and elected politicians across Wales' political systems.
- voluntarily publish candidate diversity data for local government, Welsh Parliament and UK Parliament elections and request the enactment of section 106 of the Equality Act (UK) 2010 through the Secretary of State, either through commencing the duty in Senedd elections or transferring the powers to do so to Welsh Ministers, while encouraging the full enactment of Section 106 throughout the UK.
- introduce an Access to Elected Office Funding to support disabled people standing in the local government elections. Similar funds should also be available for candidates from other underrepresented groups, such as but not limited to, women of colour, LGBT+ women and working-class women.
- approaches to enhance the diversity of women in politics in Wales at all levels must follow an intersectional approach, led by the needs of individuals.

## 4. ENSHRINE CEDAW INTO WELSH LEGISLATION & POLICY

The United Nations' Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)<sup>49</sup> is an international treaty that is often described as an international bill of rights for women. It was ratified by the UK Government in 1986, but never enshrined into domestic law. CEDAW details women's human rights, including:

<sup>49</sup> <https://www.un.org/womenwatch/daw/cedaw/>

- parity in politics & public life
- economic equality
- cultural rights
- social rights
- civil rights.<sup>50</sup>

Incorporating CEDAW would make it a legal tool for individual women in the UK, who could use it to take a case to court on the bases of a breach of their rights under CEDAW. While we do not have devolved powers in Wales to fully incorporate CEDAW, adopting the principles into Welsh policies and legislation regarding devolved matters would strengthen women and girls' rights.

#### **We are calling for political parties to:**

- commit to the incorporation of the UN Convention for the Elimination of all forms of Discrimination against Women (CEDAW) into Welsh policies and law with regards to devolved matters.
- ensure Members of the Senedd raise CEDAW in debates & questions in the Senedd and to use CEDAW as a framework to enhance women's rights in Wales.

## **5. WOMEN'S RIGHTS PROTECTED POST-BREXIT**

Many hard-won women's legal rights are currently underpinned by EU law and will be under threat post-Brexit. Equal pay for equal work was one of the EU's founding principles, included in the 1957 Treaty of Rome, and from this beginning the principles of equality and non-discrimination have been embedded in EU legislation, policy, funding and supported by EU agencies and networks. EU laws promote and protect women's rights in several areas, including the rights of part-time workers, the rights of pregnant women, and protections for women and girls who experience violence.

As the UN Committee for the Convention for the Elimination of all forms of Discrimination against Women's (CEDAW) has noted in its recent concluding observations, the UK should ensure that 'future changes in legal provisions do not constitute a retrogression in the protection of women's rights and adopt measures to ensure that its domestic legislation keeps pace with progress on women's rights in the European Union.'<sup>51</sup>

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<sup>50</sup> For further details on the articles of CEDAW see: <https://www.un.org/womenwatch/daw/cedaw/>

<sup>51</sup> Concluding observations on the eighth periodic report of the United Kingdom of Great Britain and Northern Ireland – Advance unedited version. CEDAW, March 2019.

**In line with the five objectives of the Women in Europe (Wales) Group [below: the Network], we are calling for political parties to adopt the recommendations laid out below:**

- **Objective 1:** Legislation: To ensure legislation to protect women's rights and advance gender equality is not weakened in the context of Brexit, but is ultimately strengthened to improve the protection of women and the promotion of gender equality. This includes protections for women from diverse and protected characteristic backgrounds.
- **Objective 2:** Funding: To ensure Brexit does not result in a loss of funding for social projects in Wales. Future funding must support women-specific projects as well as other social projects in which cross-cutting objectives are embedded (including equal opportunities and gender equality).
- **Objective 3:** Social inclusion: To ensure Brexit does not lead to the social exclusion of women as a result of public spending cuts. Public spending decisions must be gender-sensitive and needs-based and reflect the particular significance of public services to women, including those that support the victims of gender-based violence and those that work towards its prevention.
- **Objective 4:** Access: To ensure Welsh civil society organisations maintain access and engagement with European networks. The Network wants to ensure Welsh civil society organisations maintain access and engagement with European networks and are fully supported to continue their participation with these networks. This includes both financial support and the availability of comparative data.
- **Objective 5:** Representation: To promote the representation of women and women's interests in decision-making around Brexit. The Network wants to see a diversity of women reflected in recognition of the different needs and experiences of women, including those from diverse and protected characteristic backgrounds.

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[https://tbinternet.ohchr.org/\\_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fGBR%2fCO%2f8&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fGBR%2fCO%2f8&Lang=en)

**Address**

WEN Wales  
c/o International House  
10 Churchill Way  
Cardiff  
CF10 2HE

**Contact**

admin@wenwales.org.uk  
wenwales.org.uk

**Info**

Charity Number:  
1145706  
Company Number:  
07891533

## THIS MANIFESTO IS ENDORSED BY:

Catherine Fookes – Director, **Women's Equality Network (WEN) Wales**

Leila Usmani – Project Development Worker, **Race Alliance Wales**

Deborah Shaffer – Founder, **FTWW: Fair Treatment for the Women of Wales**

Rocio Cifuentes – Director, **Ethnic Minorities and Youth Support Team (EYST) Wales**

Sara Kirkpatrick – Chief Executive, **Welsh Women's Aid**

Lynne Tedik – Representative for **Soroptimist International Wales South Region**

Morgan Fackrell – Chief Executive, **Cardiff Women's Aid**

Ele Hicks – Policy Manager, **Diverse Cymru**

Frances J Beecher – Chief Executive, **Llamau**

Sarah Rees – Campaign Manager for Wales, **Pregnant Then Screwed**

Rhian Davies – Chief Executive, **Disability Wales**

Cerys Furlong – Chief Executive, **Chwarae Teg**

Jackie Jones – **Former MEP**

Jackie Jones – President, **Soroptimists International, Cardiff and District**

Eleri Evans – **Wales Assembly of Women**

Joy Kent, Chair – **Cynon Taf Community Housing Group**

Chrissie Nicholls – Consultant, **Nicholls Free Range Business Services**

Dr Rachel Minto – Lecturer, **Cardiff University**

Alicja Zalesinska – Director, **Tai Pawb**

### Address

WEN Wales  
c/o International House  
10 Churchill Way  
Cardiff  
CF10 2HE

### Contact

admin@wenwales.org.uk  
wenwales.org.uk

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