

The main aim of the CYTGORD project is to study and analyse the Gender Pay Gap issue in Wales. Women in Wales are still treated as second class citizens as far as pay is concerned, and our project aims to tackle that discrepancy by working in conjunction with many companies and organisations throughout Wales, UK and Europe in order to collect information on pay issues and reasons for gender segregation so that we may formulate guidance, toolkits and develop models of good practice in relation to reducing the gender pay gap in Wales.

The nature of the gender pay gap issue in Wales will be examined by following various objectives:

- Looking at the history and background of pay gap and gender equality
- Formalising joint working in Wales on the issues of the gender pay gap and gender stereotyping in the labour market
- Examining the promotion and pro-activity of economic participation of women
- Looking at practical guidance for mainstreaming
- Studying examples from the rest of the UK and Europe

The results collated will benefit a number of people, including:

- employers
- training and education providers
- policy makers in all sectors
- women
- women and men lone parents

The results will be published and distributed in order to ensure the sustainability of the work by encouraging individuals and organisations alike to implement good practice and adopt positive action for mainstreaming.

The results will also be available on relevant websites and circulated through various networks including the UK/Irish Network as well as on various EU websites in order to reach as vast and varied an audience as possible.

Although the growth of women in the Welsh economy is encouraging and that equality on the whole has improved through various positive action and good practice the gender pay gap still exists in Wales. As an organisation we aim to identify, quantify and help address the pay gap issue in Wales and to share models of good practice throughout Wales, the UK and Europe.