

**ARCHIF MENYWOD CYMRU
WOMEN'S ARCHIVE OF WALES**

FINAL REPORT

'VOICES FROM THE FACTORY FLOOR'

**The experiences of women who
worked in the manufacturing industries
in Wales, 1945-1975**

Registered Charity No: 1158204



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SECTION A:

Women's Archive of Wales:

Women's Archive of Wales (WAW) was established in 1997 in order to:

- Raise awareness of the history of women in Wales, and
- Identify and preserve sources relevant to the history of women in Wales.

To this end WAW facilitates the rescuing of sources of women's history and depositing them in county archives and in the National Library of Wales. It organises conferences and events to debate and present the history of women in Wales. It works in partnership with organisations such as Llafur: Welsh People's History Society; West of England and South Wales Women's History Network; and Bangor University - the M.A. Women's Studies course.

Between 2007 and 2009, WAW received a grant from the Heritage Lottery Fund to organise 17 Roadshows throughout Wales, to encourage people to bring documents and photographs pertaining to women's history to show experts and to be evaluated for their historical significance. As a result, many of these documents and photographs were deposited in the relevant archives and the rest (about 1,000 items) were scanned to be displayed on the People's Collection website.

The background to the 'Voices from the Factory Floor' project:

In a meeting of the WAW Executive Committee on 29 June, 2012 it was decided that collecting the experiences of women who had worked in the manufacturing industries in Wales after the Second World War would be an important historical project which WAW could undertake. A Sub-group was established to research the topic further and it was decided to undertake a pilot project to assess its feasibility. This pilot project was conducted during the autumn of 2012: nine women who had worked in nine different factories in south Wales between 1945 and 1975, were recorded. The interviews were transcribed, relevant photographs and documents collected and the interviewees were photographed. At the end of the project a comprehensive package of these materials was presented to the National Screen and Sound

Archive in the National Library of Wales, Aberystwyth. A report was compiled evaluating the project.

Academic Rationale

During the pilot project Professor Deirdre Beddoe delivered a lecture at the 2012 annual conference of WAW at Abergavenny, describing and analysing the significance of the manufacturing industries to the economy of Wales in the period after the Second World War and the key role women played in them. This lecture, and the chapter on the topic in her book: *Out of the Shadows* (Cardiff, UWP, 2000), placed the pilot project on firm academic foundations. It was also noted that very little research had been carried out on this topic to date and that it needed to be undertaken as soon as possible.

THE APPLICATION

Following the success of the pilot project, an application for financial support was sent to the Heritage Lottery Fund in the spring of 2013. This application was based upon the following rationale:

Rationale:

- That the history of women, and especially ordinary women, in Wales has been ignored and neglected in the past. This project would help to fill an important gap in our knowledge of women's lives during the second half of the twentieth century
- That these women played a key role in sustaining and supporting the Welsh economy during the period in question, when the heavy industries - coal and steel especially, were under siege and declining. This project would allow us to appreciate and celebrate their contribution.
- The project would encompass the whole of Wales; it would span a period from the 1940s to the 1970s and it would include a huge range of different factories, large and small, urban and rural, which produced a amazing variety of goods, from textiles and clothes to batteries, from washing machines to explosives.
- That these experiences could only be accessed through oral history (in both Welsh and English), and that this resource would be further enhanced by collecting relevant documents and photographs, thus rescuing and preserving an invaluable archive for the future.
- That this work needed to be done as soon as possible, since most of the manufacturing factories identified had closed; and some of the possible interviewees were over ninety years old and many of the rest long since retired.

The aims of the project:

- To create a national archive of 150 - 200 oral histories, recording the experiences of women who worked in the manufacturing industries in Wales between 1945 and 1975
- To transcribe these interviews
- To collect relevant photographs and documents to be scanned digitally
- To create detailed metadata of all the resources
- To identify and train volunteers to help with the recording and the transcribing
- To create a number of exhibitions of these resources to be placed in suitable venues across Wales.
- To ensure that all the resources collected would be deposited in WAW's name in the National Sound and Screen Archive
- To achieve these aims within a year (2013-14) in accordance with the detailed plan of the project.

To this end we would:

- Appoint two Field Officers to work in north and south Wales.
- Establish a Project Management Group (PMG) to monitor and review the project's progress; The Project Co-ordinator would be a member of this group.
- Identify and train 20-25 volunteers to help with the interviewing and recording.

Finances:

During April 2013 WAW's Executive Committee presented an application for £65,100, based on the aims above, to the Heritage Lottery Fund. This budget would include the costs of recruitment; Field Officers' fees and expenses; money towards the training and expenses of volunteers; equipment; promotion and publicity costs and the costs of evaluations and a final report.

In keeping with HLF's requirements WAW was expected to contribute match-funding of £3,000 towards this budget. Letters requesting sponsorship were written to several manufacturing companies and trade unions. We were successful in gaining the required sponsorship of £3,000 from the Ashley Family Foundation.

The Ashley Family Foundation

An initial application for financial support was sent to the Ashley Family Foundation during the summer of 2013 and as a result we were asked to submit a full application. We did so, on the basis that the project would be of particular interest to the organisation because so many of the women we intended to interview had worked in the rag trade, producing all kinds of clothes and textiles. We would, for example, interview women from the Laura Ashley factories in Carno and Newtown in Mid Wales.

In November we received confirmation that our application had secured a grant of £3,000 and we are truly grateful to the organisation for its support. We have succeeded in recording five women who worked for this company and we will be writing a sub-report for the organisation at the end of the project.

Additional sponsorship:

We succeeded in obtaining further sponsorship from two trade unions:

- £500 from Community Union
- £500 from Unite

This sponsorship was obtained through the direct intervention of Edwina Hart, MBE, AM, the Minister for the Economy, Science and Transport in the Welsh Government.

A donation of £200 was received through Jazz Heritage Wales from the Like an Egg Co. for use of material for a presentation on the Manic Street Preachers.

During our National Conference in 2013, members of WAW also contributed the sum of £933.75 (including Gift Aid) towards ensuring that the project could start promptly. This illustrates their commitment to the project and its aims.

These sponsorships ensured that the project would be on a firm financial footing from the outset.

Non-financial Support:

Non-financial support was received from:

- The National Screen and Sound Archive (advice, a home for the final project)
- People's Collection, Wales (advice and technical training)
- Glamorgan Archives (accommodation for PMG meetings, interviews, the south-east Wales training session and recording speakers)
- The South Wales Miners' Library, Swansea (accommodation for PMG meetings, interviewing, and south-west Wales training session)
- Bangor University (accommodation for the north Wales training session and location for lecture and exhibitions in Annual Conference)
- Exhibition spaces in libraries, archive offices, leisure centres and museums

This has amounted to the equivalent of c. £1,260 in non-cash contribution support.

Our volunteers' time, whether in meetings, training sessions or interviewing and transcribing interviews, is time given in kind too. We can record, with considerable pride, that our volunteers have contributed up to the end of February 2015, 1257 volunteer hours (i.e. 167 days) in kind (the equivalent of £25,050 in cash) towards this project.

Project Management:

A sub-group of six - the Project Management Group (PMG) - from among WAW's Executive Committee members was set up to run this project on behalf of WAW. The current WAW Chair (Jenny Sabine), Secretary (Avril Rolph) and Treasurer (Gail Allen) were members and also three others members, (Rosemary Scadden, Caroline Fairclough and Catrin Stevens) who had run the pilot project. Catrin Stevens agreed to be the Project Co-ordinator. The PMG reported back regularly on the project's progress to the Executive Committee of WAW.

The PMG met six times in 2013-14 (namely August 28, December 12, February 27, May 8, July 16, September 10) and the Field Officers attended these meetings too. These meetings received statistical evidence and narrative accounts to monitor the project's progress; it administered the budget and offered support to the Field Officers in their posts. The members of the PMG spent many volunteer hours taking minutes, administering the finances and providing regular support for the Field Officers. These volunteer hours contributed over 80% of the total 1257 in kind hours spent by volunteers to ensure that the project ran smoothly and met all its targets.

Appointing Field Officers:

The 2013 summer months were spent advertising for Field Officers and doing some background research into the factories which existed in Wales during the period in question. This research showed that about two thirds of these factories were located on large industrial estates in south Wales, especially in the south Wales valleys and in the Swansea and Neath areas. In the north many of the factories were located around Deeside and Wrexham.

Our aim, in our original application to HLF was to appoint two Field Officers, one for north and one for south Wales. However, following the research noted above, it was decided to appoint three officers to serve south-east, south-west and north Wales respectively. The HLF officer agreed with our request to shift the boundaries of the posts in this way. We decided to offer freelance fees to three officers, but to keep to the sum agreed in our application form for the total fee. Since the bulk of the work would be in the south east, half the designated fee was offered to the south-east Wales officer and a quarter each to the south-west and north Wales officers respectively.

58 applications were received for the posts, nine were interviewed and three officers appointed: Catrin Edwards (south-east); Susan Roberts (south-west) a Kate Sullivan (north Wales). All three were very strong candidates with years of work experience and expertise - from producing television programmes, to scripting and translating professionally, and working as researchers and academics. All three were also conversant with women's history in Wales and bilingual. They were therefore ideal for the task of interviewing ordinary women about their lives and work in the

manufacturing industries. They had experience of working freelance and of organising their work independently and professionally. They started work on the project at the end of October 2013. They worked from home.

The first step was to hold a two-day training session for the new staff and to establish consistent and coherent procedures across all three areas. These sessions were held at Glamorgan Archives on 17-18 October, 2013. The sessions were: Women's History by Professor Deirdre Beddoe, Oral History by Rosemary Scadden and Catrin Stevens and on using the equipment and methods of keeping metadata by Berian Elias from The People's Collection Wales.



Kate Sullivan (north Wales Officer; Susan Roberts (south-west) Catrin Edwards (south-east) and Professor Deirdre Beddoe at the staff training session

Implementing the Project:

It was decided from the outset that we would adopt the title '*Lleisiau o Lawry Ffatri* / Voices from the Factory Floor' as the popular title for our new project because it was more manageable than the detailed title: '*Profiadau menywod yn gweithio yn y diwydiannau gweithgynhyrchu yng Nghymru 1945-75* / The experiences of women working in the manufacturing industries in Wales, 1945-1975', in our original application to HLF. It was also easier for the women we would be contacting to understand and it described clearly what we hoped to record. It also works well in both Welsh and English.

Identifying interviewees:

In order to run our pilot project we wrote to Media Wales to ask for assistance in identifying interviewees in south Wales and a letter appeared in several newspapers, including the *South Wales Echo* and the *MerthyrExpress*, in October, 2012. We received eighteen responses and six of the respondents were interviewed for the pilot project. This left 12 possible interviewees for the full project. Participants for the south-west pilot project were identified through personal contacts.

Many different methods were used to try to identify the 150-200 speakers for this project. Letters were sent to newspapers throughout Wales; a poster was designed to advertise the project in the south-east; the officers spoke on radio and television; they researched the internet; talks were given to local history societies and women's groups etc.; regular reports appeared in WAW's newsletter and on its website; advertisements were sent to chapels and churches; stories appeared on social media and personal contacts were exploited to the full.

Some areas proved easy to penetrate than others. There were many speakers who had worked in the Anglo-Celtic factories in Ystradgynlais, Mettoys/ Louis Marx in Fforest-fach; Poliakoff, Treorchy; Nylon Spinners, Pontypool a Courtaulds, Flint. From the standpoint of this last company, which was a very important employer of women in the north-east, we had difficulty in identifying speakers in this area initially but eventually succeeded in carrying out 5 interviews. Likewise, identifying speakers in Newport and in south Pembrokeshire proved challenging but these problems were overcome as the project progressed and received greater publicity. It was decided that we could justify recording a number of speakers some of the larger factories because each speaker had her own story to tell and because they reflected different periods and often fulfilled different roles in their workplaces.

The interviewees received very positive responses on the whole, although, when the age of the possible interviewees is taken into account, unexpected illnesses could sometimes disrupt arrangements and some women would change their minds for personal reasons, after agreeing initially to be recorded.

The Factories:

We identified interviewees from a wide range of different factories, which produced a huge variety of manufactured goods. Textile and clothing factories, such as Slimma, Poliakoff, Kayser Bondor, Courtaulds and Laura Ashley dominated and employed thousands of employees between them but many women also worked in heavier industry: at Morris Motors, Llanelli; Curran's, Cardiff and Cookes Explosives Ltd, Penrhyndeudraeth. Smaller factories, such as the rural creamery at Pont Llanio, Cardiganshire; Deva Dogware, Gwynfe, and the Glyn Ceiriog Woollen Factory also featured. The aim was to encompass as many different factories as possible. The total number of different factories was 208.

Equipment :

Experts from the Oral History Society were contacted for advice regarding the best equipment to purchase. This advice was followed and 5 Marantz PMD661 MK11 digital recording machines and 5 Sony EMCMS907.CE7 microphones were bought, as well as the necessary accessories. This equipment proved to be ideal for the task of recording the project's interviews. Permission was granted by HLF to purchase an extra digital recorder and microphone (the original application was for four of each) to facilitate the work of the third Field Officer.

The Officers used WAW's exhibition boards for their exhibitions, thus avoiding further expenditure.

The Interviews:

A target of 150-200 interviews of women was set at the beginning of this project. This target was divided between the south-east Wales Field Officer - 70 interviews; the south-west Officer - 35 interviews and the north Wales Officer - 35 interviews - a possible total of 140 interviews. (See Section B for details of targets reached) To reach the full target of 200 interviews, volunteers would be trained to contribute between 20 and 60 interviews. This target was reached - with the invaluable contributions of our volunteers in every area, who recorded 54 interviews altogether. We succeeded in completing 210 interviews in total..

Although we concentrated mainly upon interviewing women who worked 'on the line' on the factory floor, it was decided that it would also be beneficial to gather the oral histories of office workers, members of the management staff and of human resources departments. Women from among ethnic minority cultures were also identified, especially in Cardiff, and recorded for the project. We also recorded the reminiscences of an industrial nurse. A number of students who worked during their holidays as temporary workers were also interviewed, because they were able to offer different perspectives from their own experiences. We also asked some men, who worked with the factory women, to chronicle their impressions and they, yet again, have shed a different light on some aspects of life on the factory floor.

From the total number of interviewees, 60 were Welsh speakers and were recorded in Welsh. These came from the north- and the south-west. It was interesting to note that their language was often peppered with English terms when they discussed their work, especially when they referred to technical equipment or working practices, though they were usually unaware of this.

Although the title of the project specifies the period between 1945 and 1975, it was not practically possible, or indeed reasonable, to limit our speakers to these dates, because their times in the workplaces did not coincide neatly with our dates. Thus some speakers take us back to the early 1940s and to the factories during the Second World War, while others draw us forward to the 1980s and the great changes which came about, for example, following the introduction of health and safety regulations, and the equal pay for equal work issues during the decades after 1970. We feel that this has enriched the project and that it gives a more comprehensive picture of women's experiences in the manufacturing industries during the second half of the twentieth century.

We ensured that every interviewee filled in copyright forms which would enable us to use the interviews in strict accordance with their wishes.

Transcriptions:

In order to facilitate the use of the interviews recorded, we decided to transcribe every interview verbatim. However, after about five months of following this procedure, it was decided in a PMG meeting, that this was not always practically possible, because it was so time consuming, and that it would be better to use the time to complete the programme of interviews. Thus it was decided that we would prepare full reports of the interviews and to continue to write verbatim transcriptions of any comments of particular interest or importance. This facilitated the process of preparing transcripts immensely. The transcripts have all been printed in full and they fill 6 A4 lever arch files.

Volunteers:

A target was set, in accordance with HLF's objectives, to use volunteers to help us reach our specified goals. Thus we launched an appeal for volunteers through WAW's newsletter, Annual Conference, website, and through social media and personal contacts. 28 responses were received but due to personal circumstances some had to withdraw. However 18 attended the training courses (see Section B), and instructive sessions were held on oral history, the background of the project and technical training. The target set our volunteers in our original application was to interview between 20 and 60 women, an average of 2 per volunteer seemed reasonable. However our volunteers reached the goal of interviewing 54 speakers between them, thus reaching our target quite comfortably. In this respect the remarkable contribution made by Wena Grant must be noted; she interviewed 11 speakers in north-east Wales between May and August 2014. A good number of these volunteers, and other volunteers, have transcribed their interviews. We would like to thank all our volunteers sincerely; we truly appreciate their support and commitment to the project. They have helped us to fill gaps in our knowledge and to identify new speakers. Their contributions have also added to the total of volunteer time in kind which has been given to the project.



Volunteers trying to master the equipment during the south-west Wales training course:
Wendy Mamara, Eugena Hopkin, Jaci Gruffudd and Catrin Stevens

Scanning photographs and documents

It was decided that we would ask every interviewee whether they had photographs and documents we could copy by scanning digitally. However, they frequently replied, 'You should have asked ten years ago. I've thrown out many old photographs'. This illustrates how fragile these sources are, and how timely this project was, because we succeeded in scanning 400-500 photographs and documents - items which would very probably, have ended up in the bin, were it not for our intervention. Among the photographs it was especially gratifying to find pictures of the women working on the factory floor as well as many photographs of social events, such as Christmas parties. Documents were rarer, but we did find the occasional pay slip or packet or a company booklet.

If an interviewee was willing to donate the photographs or documents to an archive, we had the procedures in place through WAW's Executive Committee. For the scanned copies we filled in information sheets about each copy, which noted who owned the copyright, and also relevant forms for People's Collection Wales. These photographs were used extensively in our exhibitions.

Metadata:

A procedure was adopted, during the staff training course at the beginning of the project, to ensure that the three Field Officers used the same system for their metadata and consistent identity codes were agreed upon: (north: VN ... [Voices North]; south east VSE ... and south west VSW ...) in order to keep a detailed record of the interviews, the transcriptions, the photographs, the documents and all relevant forms. This will greatly facilitate future research into this project.

SECTION B

Field Officers' Reports

South-east Wales: Catrin Edwards

On October 18th 2013, a training course was held for the field officers in *Glamorgan Archives* - two full days of information and enjoyment. Catrin Stevens, the project co-ordinator gave an excellent introduction to the project and Professor Deirdre Beddoe gave an inspirational talk about the history of women working in factories. During these two days, I had an opportunity to start getting to know my fellow-officers, Susan Roberts and Kate Sullivan - the beginning of a fruitful relationship.

Berian Elias from People's Collection, Wales, was responsible for our thorough technical training, and all three of us emerged at the end of the second day clutching a black shiny Marantz digital recording machine, a hunk of heavenly new technology! We were dying to go away and record the mound of interviews awaiting us.

Fortunately, my first interviewee was Rita Spinola of Grangetown. Rita has considerable experience of interviewing and recording members of her own community for the *Grangetown Local History Society* and she was generous with her advice. She spoke fluently and at length about the years she spent working in clothing and leather factories in the capital. After the interview she invited me to visit the history society to talk about the project. I received a fair hearing and an opportunity to organise further interviews with workers from different factories across the city: Frances Francis from the cigar factory, *JR Freeman*, Janet Taylor of *Guest, Keen & Nettlefolds (GKN)* and Jill Williams of *Gripoly Mills*, Sloper Road.

With November almost at an end, it was time to organise the volunteers' training course.



The south-east Wales volunteers' training course: Jayne Sandells (left) and Amy Morris

Six volunteers attended the course at *Glamorgan Archives* on December 6th. They were an intelligent group and they absorbed the principles and requirements of oral

history, the process of setting up the equipment, ready to record, quickly. But although the course went well, I was worried. Weeks would have passed before they would have a chance to use the machines again. What if they had forgotten everything? I set about, with some of the volunteers, Amy Morris, Lauren Orme and Glen Biseker, who are members of the educational animation company *Winding Snake*, to create a booklet on-line and in pdf format. The booklet would be available by email or on-line to remind volunteers how to set up and use the equipment when their turn came. It proved very useful!

Thanks are due to Catrin Stevens, the co-ordinator, for giving me a list of interviewees at the beginning of the project. The initial list was very valuable and it enabled me to interview 13 women during November.

By the beginning of December, it was a different story. It became obvious that several of the interviews which had been arranged for before Christmas would have to be postponed, because of ill health among the interviewees and seasonal panic and visits by family members. Because of the festive rush it wasn't possible to rearrange the interviews until the new year.

After Christmas an invitation was received from Annie Owens, chair of *Gelligaer Historical Society*, to give a talk about the Voices from the Factory Floor project during their annual conference at the end of March. Women's Archive Wales was also offered an exhibition space on the conference day - an opportunity for us to show some of the photographs and stories which had been collected.



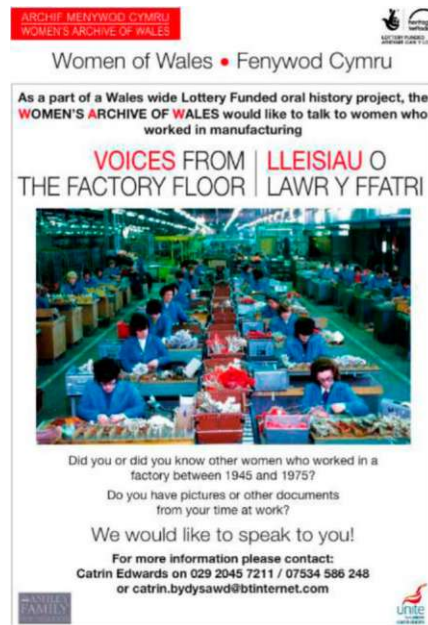
A talk to the Gelligaer Historical Society's Annual Conference at Llancaiach Fawr

The response was exhilarating, with members of the audience responding verbally and agreeing with the reminiscences of the women portrayed. After the talk I was able to talk to a number of those present and my list of former workers to be interviewed grew substantially. I was also invited to talk to the *Fleur de Lys Historical Society* about the project.

The period between the new year and Easter was the most successful and productive regarding interviewing. Altogether 46 interviews were conducted before

Good Friday, including 5 by volunteers - two by Jayne Sandells and one each by Amy Morris, Mandi O'Neill and Beth Jenkins. But by the end of April the original list was petering out and I had to find new contributors. .

I was aware that I hadn't interviewed any women from the Bridgend area or the Maesteg valley in the west and the Newport area in the east. The next step was to raise awareness - with posters and pamphlets - appealing for more contributors.



The posters and leaflets were sent to *Age Concern Cymru* centres in Bridgend and Port Talbot and to Community Centres such as *Awely Mor*, Porthcawl. An appeal and a digital leaflet was placed on *Cymru Gwent's* website and after meeting Rhian Connick, Head of the Women's Institute in Wales, an appeal was sent out in their newsletter. I received several telephone calls emanating directly from this contact.

No black or multi-ethnic women had been identified yet. I contacted Karen Battle, a volunteer at the *Butetown History and Arts Centre* and she arranged a meeting with the older women who meet at *Butetown Social Centre* to play bingo on Tuesday afternoons. A number of them had worked in factories, including Karen's mother, Vera Battle, her sister, Josie Peacock, and Marguerite Barber. I also recorded a trenchant interview with Madeline Sedgwick, which described the racist attitudes in some Cardiff factories in the 1950s.



Madeline Sedgwick who worked in five different factories in Cardiff

The greatest challenge I faced by far throughout the project was how to cope with transcribing 70 interviews, over half a million words, with so many other tasks to be completed. I set out to find volunteers who would be willing to help with the transcribing specifically. Some friends and acquaintances helped, including Joan Ryan, Marged Parry, Glen Biseker, Anne Newman, Rosemary Scadden and Catrin Stevens. I also received support from Richard Marsden from the Extra-mural Department at Cardiff University. Richard sent an advertisement by email to a number of external history students and four of them replied - Isla Sheree Humphreys, Kath Bergamanski, Kim Furness and Margaret Riddett. I prepared a simple leaflet for them to explain how to download the ExpressScribe software and including guidelines on how to transcribe. This volunteer help was all important to enable me to finish the project on time and in sound mind. Many thanks to them!

I was invited to give a talk about the project in the *Llafur, Welsh People's History Society* and Women's Archive of Wales' day school in Arberth on May 17th. This was the first time the two societies had staged a joint event and it was a great opportunity to share our research with an enthusiastic audience of about 60 people. The response to the project was positive following the talk and during the discussion forum at the end of the day.

By the beginning of summer it was time for us to create the Voices from the Factory Floor travelling exhibitions to illustrate the fruits of our labours. The main problem was choosing material from the 80 interviews completed and the 286 photographs taken and collected to depict the work of women in 91 factories in the south-east. Since July, the two exhibitions have travelled to six places in that community - Aberdare Library, Redhouse Arts Centre Merthyr Tydfil, Rhondda Heritage Park, Porthcawl Pavilion, Bargoed Library and Cardiff Central Library.



The south-east Wales exhibition in Cardiff Central Library

The exhibitions include photographs of the interviewees, archive photographs of them in their workplaces, and a number of quotations by them - truly *Voices from the Factory Floor*.

Here are some of the women's voices.



"In the beginning, yes - the machine was frightening, but then we got that we used to run our hands over it when it was going full speed. It was part of us then wasn't it - we'd been on it for so long you know."

Marjorie Evans, Sobell's TV and Radio Factory, Rhigos

Marjorie using the 'Westminster'¹ machine

"We had two overalls and one pair of clogs until they wore out. If we went out in our lunchtime, they could hear us coming a mile away... Everybody knew we were from Corona because of the clogs."

Maureen Jones, Corona pop Factory, Porth, Rhondda



Maureen on the right in her overall



"They thought that was a better job, to be on the teddy bears, than on the other soft toys!"

"So were people promoted to the bear line then?"

"Yes - I think they were."

"But you were never on the bear line?"

"No - I never got that far! I talked too much."

Mary Farr, HG Stone toy Factory, Pontypool

"We'd walk through GECs, and Liners was there and oh the smell of Liners the bone factory! DCL, Chrome Leather, Western Board, Aero Zip, Treforest Sync Printers, and then Robinson's Flooring. Then it was Stuart Singleham, Plastic Engineers, Homertons, and Elliot's Glass... Then by us, there was Rosedales."

Shirley Smith, Burry, Son and Company, Factory. Treforest Industrial Estate



Maisie Taylor on her wedding day, and with her wedding dress today

"When Miss Grunfeldt (the supervisor)... heard I was getting married she said to me, pick out a style that you want ... go and buy your material, and we'll make the dress for you. I was thrilled to bits!"

Maisie Taylor, Hoover's clothes Factory Cardiff



Marion on the left in Hoover's, 1960s

"Once the equality (Equal Pay Act) came in you could feel the bitterness coming in with the men you know. They didn't want us to have equal pay, not by no means. They had to give in in the end... but it wasn't a very pleasant time ... not at all."

Marion Jones, Hoover Factory, Merthyr Tydfil



Betty, Isabel's niece and her friend Sylvia

"My sister.. was already working there and she said to the manager that I was looking for a job and he said 'How old is she?' and she said '14.'

And he says again 'How old is she?'....
'Oh. . . .16!' she said. So anyway I started working in the Mansel Tinplate Works. . .but it was hard going."

Isabel Thomas, Mansel Tinplate Works, Aberafan

"My eyesight was good, I liked sewing and I was fast. I was consistently earning bonuses - so they decided to put me on to black bras. But it wasn't easy sewing black on black so there were a lot of mistakes. I couldn't get as many done and I remember kicking up a fuss about it..."

Luana Dee, Berlei Bras Factory, Merthyr Tydfil



Jill on the right training a young woman

"Rowing! Yeah, it's a bit like rowing. You know how a rower goes - you weave that little bit and pull it back again and it... I loved it - and alright I admit it when I first went in there I thought I'd never stick but I did! I thoroughly loved every minute of it."

Jill Williams, Gripoly Mills, Cardiff

North Wales Field Officer's Report: Kate Sullivan

The main concern in north Wales initially was identifying factories and locating speakers due to the lack of large industrial regions in the area. However, in the event, sources were plentiful and consistent. A number of early contacts came through acquaintances of Catrin Stevens, the project leader, and her connections with Merched y Wawr. Most of the other contacts came through the field officer putting the word out to friends and work colleagues, all of whom provided invaluable assistance and in many instances led to clusters of interviewees, particularly in Caernarfon and Llanrwst. As the project progressed, the process of finding contacts was sustained. The interviewees themselves were very interested in the project and very helpful in putting the field officer in touch with ex-colleagues. This 'knock on' effect continued right up until the summer and the winding down of the project in September 2014.

Given the rural nature of north Wales, the factories themselves tended to be located in urban areas like Caernarfon and Bangor or else in pockets of light industry scattered around the region, e.g. in the Conwy valley, in smaller towns like Bala and Llanrwst, or in 'one off' enterprises like Laura Ashley (textiles) in Carno, and Cookes Explosives Ltd in Penrhyndeudraeth. So the catchment area was large, ranging from Carno across to Caernarfon over to Deeside and down to Wrexham in the north east. The officer, therefore, spent a lot of time on the road and an interview day would be anything between three hours for closer to home to seven or eight hours further afield in places like Flint, Llandudno or Ynys Mon.

Interviewing began soon after the initial training session in October 2013, with two ladies from Ackroyds Pyjamas Factory in Bala. The interview schedule settled down into a pattern of between two and eight interviews a month, mostly turning out to be four or five, or just over one a week on average. The interviews were all done at the interviewees' homes and, due to the travelling distance, usually only one interview was done in a day, although this sometimes became two or even three on occasion, if it proved productive or convenient to do so. Between November 2013 and September 2014, 39 interviews were completed by the officer herself, with a further 11 by the north east Wales volunteer, Wena Grant; 4 by Shan Robinson in Bangor, and 2 by Helen Ellis in Penrhyndeudraeth.

As well as the audio recordings, around 160 photographs were scanned and their details entered into the metadata, along with the information on the interviewees, the factory or, in many cases, factories they worked in, together with related documentation. Transcripts were done of all the interviews, which took the form of a lengthy summary rather than a word for word reproduction. Especially interesting sections were highlighted and illuminating quotes put in full. Transcribing was time consuming, due both to the length of the interviews, which were usually about an hour, sometimes an hour and a half, and also because of the different dialects around the region. Sixteen of the officer's interviews were in English compared to

twenty three in Welsh and the spoken language varied considerably, being particularly distinctive in places like Glyn Ceiriog and Caernarfon. However, as the project wore on, transcribing got quicker, due to practice with both the writing of them and familiarity with the quirks and often slang terms of the language of the interview.

The type of factory was varied in north Wales, as might be expected given the wide area under investigation. The nature of the products produced ranged from textiles, compacts, toys, explosives, aluminium and electrical appliances.

In the summer of 2014 two exhibitions of the photographs collected and extracts from interviews etc were prepared and they toured eight locations across north Wales.



Elaine, an archivist, with the north Wales exhibition at Dolgellau

Below are some of the things factory women said during their interviews:

Health and Safety:



"You had to lip read, it was that loud. When I had my finger stuck, I couldn't make anybody hear me. And this girl happened to look towards me and she come running to me. Only for her, like, it must have been five or ten minutes before I could get anybody's attention."

Nesta Davies, Johnson's Fabrics Factory, Wrexham



"It was a concrete floor and there was dust there, lime from the corsets. A man brought water in, in a watering can, he went around the place like that, watering the floor, to keep the dust down. And it was cold there, there wasn't any heating, or anything, you know. But upstairs there were greenhouse windows upstairs, and in the summer, it was boiling. We used to be cooked alive." (translation)

Dilys Wyn Jones, Corset Factory, Caernarfon

"I was at the tub and there was a bang, and the tub and the chair went sliding down the canteen like that, but not a drop of water spilled out from it. But it went, didn't it. It was heavy wasn't it? And we ran to the window, and Mrs Williams shouted, 'Don't go to the windows, the glass is dangerous.' Four were killed that day, in that cwt. It was a dangerous place, but you never thought about it when you were there." (translation)

Marion Roberts, Cookes Explosives Factory, Penrhyndeudraeth



Cookes Explosives workers

Wages:



"But I think the best thing was getting the first wage, and that in the second week, wasn't it, you worked a 'week in hand,' and being able to take the wage, in the little brown envelope, and go and give the money to Mam." (translation)

Margaret Williams, Corset Factory, Caernarfon

"I remember the first time, the first wage I got, was eleven pounds something for forty hours. But it was a lot of money."
(translation)

Cath Parry, Ackroyds Pyjamas Factory, Bala



"(In Cardwells) I think it was about £1.50 or something like that, and then I had four pound a week in Laura Ashley. And there was only me and my sister there, two machinists."

Mo Lewis, Laura Ashley Factory, Carno

Work experiences:

"I loved it. Everyone was closer, there were 'rough and ready' girls but I liked them, I really liked them. I could listen to their stories, things I never got to hear at home. Good Lord!"
(translation)

Mary Evans, Kaylor Compacts, Caernarfon





Susie Jones receiving a tea set for 35 years' service

"I didn't have any higher or college education but working in the factory was an experience and opened your eyes and there were lovely and clever people in our midst." (translation)

Susie Jones, Cookes Explosives Factory, Penrhyndeudraeth

"In 1964, when I started work, you could get one job in the morning, another one dinner time if you didn't like that one, maybe another one shortly after dinner, and a fourth one before the day was over. It was booming, there was work there for everybody. You never heard of many people on the dole."

Vicky Perfect, Courtaulds Factory, Flint



Vicky Perfect with the famous Courtaulds Graffiti

South-west Wales Officer's Report: Susan Roberts

The target in the south-west was to record 35 interviews, to transcribe each one and to scan photographs from their personal collections which reflected their working life and social occasions. Finding 35 contributors was not the main challenge in this district. The target was easy to reach. (43 interviews were recorded with other names in reserve). The challenge was to find a cross-section of speakers across a very diverse area - from Swansea, Llanelli and Cwm Gwendraeth to Pembrokeshire and Ceredigion, thus encompassing both industrial and rural areas.

There were cultural obstacles when organising the interviews. The target women were mainly working class women. They weren't women who were likely to respond to a radio or newspaper appeal and the formal historical sources such as historical societies did not prove very useful because of their focus upon academic aspects and history which has already been recorded.

In industrial areas such as Cwm Gwendraeth and Llanelli where the history of the working class is important, the emphasis has been on the history of men who worked in the coal industry or in the steel works, and the history of the factories has been ignored. Yet these areas provided a rich vein of speakers. By contacting potential contributors on the ground - by taking advantage of personal and communal contacts, and contacting societies and institutions such as the chapels, Merched y Wawr, centres for the old age and local libraries - the project has succeeded as a community project. In the Swansea area, for example, several women from Townhill who used to work on the Fforest-fach Industrial Estate were identified through the help of Ricky Simpson, community officer for the Phoenix Centre. He became an essential link with TOPIC House (The Older People's Information Centre), where Cynthia Rix, Jean Evans and Catherine "Kitty" Jones came forward as interviewees.

Pembrokeshire proved to be a difficult area to penetrate. But workers from the Slimma Factory in Fishguard were identified through the kind assistance of Hedydd Hughes, *Menter Iaith Sir Benfro*, and the project contacted a literacy and numeracy course in Letterston, run by Frances Allen. Further help was received from the Pembrokeshire County Council day centres' service and Pembroke Dock Lifelong Learning Education Centre to find speakers in Milford Haven and Pembroke Dock.

A list of questions was provided as a guideline for the interviews. The questionnaire was a useful tool to probe the interviewee's memory and to give the interview a structure. Also, as the project evolved, it meant that common comparisons and themes came to the fore. Most of the speakers said that they had enjoyed the experience of sharing their reminiscences very much although they had been quite nervous initially. Most of the interviews were conducted in the speakers' own homes.

The work of transcribing the interviews verbatim proved to be a very laborious process. In order to facilitate this work the management group decided it would be better to transcribe the interviews by writing the interviewees' words in the third

person and to record selected pieces which were of special interest, or which illustrated a specific aspect of their time in the factories, verbatim as quotes.

The administrative work was completed immediately after the interview. Several of the women wished to remain anonymous because they felt they had spoken too openly. Many of them did not have any old photographs but a current photograph was taken of almost every speaker.

Although the initial brief was to interview speakers individually, on several occasions the interviewee felt she wanted 'company' to help her remember. The second interviewee often proved to be an asset, and the easy dialogue between them showed the kind of lifelong friendship which had developed between the speakers.

The actual brief of the project was not always followed either. In Ceredigion a number of interviews were conducted with women who had worked in the milk industry - in the Pont Llanio and Felin-fach Creameries. An interview was also conducted with Enid Thomas, a nurse who started working in the Fisher and Ludlow Factory, Llanelli, c.1978. This threw light upon the kind of medical care the factories provided.

In Carmarthenshire and Ceredigion a high percentage of the contributors were Welsh-speakers, and thus the interviews were conducted in Welsh, although some were worried that their Welsh was not up to standard. In urban areas such as Swansea most of the interviews were in English. Indeed there was a cultural difference as well as a linguistic difference between these. The Welsh speakers were very reluctant to criticise the work or the management, but the non-Welsh speakers less reticent to share their experiences about aspects of the job with which they were unhappy. Interviews were also conducted with temporary workers since they could offer an alternative perspective to the work.

The role of the volunteers in the south-west was critical, especially in the Swansea area. A training day was held at the South Wales Miners' Library and eight volunteers received training:- Avril Rolph, Jenny Sabine, Eugena Hopkin, Jaci Gruffudd, Wendy Marmara, Annet Wiliam, Silva Huws and Catrin Stevens, who recorded 13 interviewees. Seven of the volunteers came from the Swansea area and they were able to provide further information about factories they were familiar with such as Penn Elastic and Mettoys.

From the standpoint of publicity, local publicity was needed to target specific areas and factories. Libraries in the Swansea area were contacted and Leesa Harrison in Fforest-fach Library was especially supportive. The Field Officer made posters to seek out former-workers from Mettoys, Louis Marx, Smiths Crisps ac Addis in particular. Through this method, Patricia Ridd, Margaret Hayes, Grace Beaman and Ann Harrison were identified as speakers. Likewise Pat Perkins in Morrision Library was instrumental in providing access to groups which meet there, such as the local

'Knit & Natter'. Through meeting the group face to face, Margaret Morris and Alison Rees came forward and were persuaded to take part.

Other media were used to promote the project. Social media, such as the Fforest-fach History Forum website was used and 'Pnawn Da,' the S4C magazine programme recorded an interview. Invitations were also received from local societies: Swansea Probus, Pontardawe; Capel Soar Sisterhood, Pontyberem; Joanie Club, Neath; Old Age Society, (Women's section); Knit and Natter, Morryston Library; Old Age Society, Pontyberem; Cwrtsart Fellowship, Briton Ferry; Old Age Club, Pontardawe; Pontardawe Library Group; and Women's Co-operative Guild, Llanelli.

Once more, in the publicity field, the Management Group proved very supportive. Rosemary Scadden sent details of the south-west Wales exhibitions to the *South West Wales Media* and an article appeared in the *Llanelli Star* on 17 September 2014 promoting the exhibition in Llanelli Library and the Furnace Theatre.



Women's role in factories on show

THE Women's Archive of Wales has recently conducted an oral history of women who worked in Welsh factories post 1945 after receiving cash from the Heritage Lottery Fund.

Most of these jobs have now gone to the Far East, so the project was deemed an important piece of work capturing the memories of these women, before they have gone forever.

To conclude the study small exhibitions have been mounted in the geographical areas where the women were working.

The first exhibition took place at Llanelli Library from September 1 to September 12. And now, until September 15, the exhibition will now be at Ffwrnes.

Two exhibitions were tailored for the south-west to be in two different locations at the same time: one travelled Llanelli Library, the Furnace Theatre and Felin-fach Theatre and the other Fforest-fach, Morryston and Ystradgynlais Libraries. The feedback from the staff in these locations was very positive. Speakers such as Patricia Ridd and Margaret Morris had an opportunity to see the fruits of their labour when they visited the exhibitions in Fforest-fach and Morryston Libraries respectively.

The method of recording interviewees for this project proved to be the ideal way of capturing these women's stories, and of promoting an awareness and understanding of their experiences.

Here are some of the women's pearls of wisdom:-

"It was like a jail sentence. You sat in your seat and did the same thing from morning until night. You went to get your dinner, and you came back and did the same thing. And you went home. And it was like, I felt as if I was in a box." (Translation)

Nan Morse, Alan Paine Factory, Ammanford

"...the excitement when they came with the slip, telling you how much bonus you had ... Those were the happiest days of my life. ... I loved every minute of it. I loved the girls, I loved the work, I loved everything about it."

An anonymous speaker, Morris Motors Factory, Llanelli



"But you didn't have time to talk in work ... You couldn't go off the machine to gossip or your target would go out of the window ... It was hard work. Anyone who had worked in a factory like Slimma, wouldn't be afraid of work." (Translation)

Helena Gregson, Slimma Factory, Lampeter

"Everyone was delighted to get a job there because there wasn't anything here ... nothing for women ever ... except going to scrub or something like that. My first pay was one pound two and six. I thought I was wealthy!" (Translation)

Joyce Evans, "Tick Tock" (Anglo Celtic) Factory, Ystradgynlais



"Mettoys was the love of my life. .There was fairness there, there was togetherness there . (But) you had to fight for everything. .All we were concerned about was going in, doing a day's work, coming home, dressing up and going out. End of story. And getting up the following morning and doing exactly the same."

Cynthia Rix, Mettoys Factory, Fforest-fach, Swansea



"I must have enjoyed factory work. I worked in factories from 1961 until '98. I worked all my life, I've never been on the dole. ... Like I said, you could walk out of one job into another."

Patricia Ridd, Corona Factory, Fforest-fach, Swansea



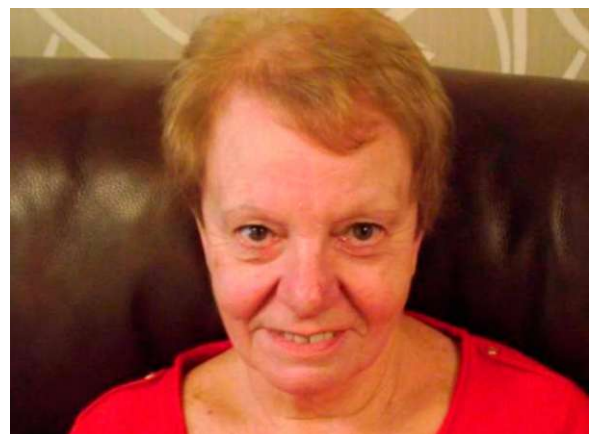
"you got to know all the farms' (milk) ... they became as if they were your children - they became friends. They smelled different at different times of the year. It depended on what they had been fed. If they went out into fresh grass or went to a field to graze rape, the smell was a bit different." (Translation)

Meiryl James, Felin-fach Creamery, Ceredigion

"I finished in school on the Friday and started in the factory on the Monday.

That was the best school I ever had, was going to work in Tick Tock." (Translation)

Moira Morris, "Tick Tock" (Anglo Celtic) Factory, Ystradgynlais



SECTION C

Marketing and Publicity:

A variety of methods were used to draw attention to the project:

- > **Newspapers:** The project attracted considerable publicity through the letters sent by Media Wales to 35 local newspapers throughout Wales appealing for speakers to contact us. Welsh speakers were sought through letters to 45 *papurau bro* and *Y Cymro*. Towards the middle of the project this strategy was re-visited to seek speakers in the north east with letters in the *Daily Post*, the *Wrexham Leader* and the *Deeside Leader*. Regular articles appeared in WAW's newsletters and information was sent to *Merched y Wawr* (an article appeared in *Y Wawr*, (Spring 2014 edition) and in the Women's Institute's magazine. One of the most impressive articles was the full page article 'Hoover women's equal pay led to years of male resentment' written by Rachael Misstear which appeared in the *Western Mail*, 24 July, 2014, and which was instigated by the project's exhibition in Merthyr Tydfil.

- > **Public talks:** Every opportunity was seized upon to present the project to a wider audience. The Field Officers note the talks they have given in their local areas to draw attention to the project (Section B). Here is a list of the main talks and lectures presented:

September 9, 2012: Merched y Wawr's National Residential Weekend, Lampeter (Catrin Stevens)

October 2012: WAW Annual Conference at Abergavenny (Professor Deirdre Beddoe and Catrin Stevens)

October 12, 2013: WAW Annual Conference at Merthyr Tydfil (Catrin Stevens)

February 19, 2014: Y Senedd, Cardiff (Jenny Sabine, Rebecca Ball [HLF], Professor Deirdre Beddoe and Catrin Stevens)

March 29, 2014: Gelligaer Historical Society (Catrin Edwards)

May 17, 2014: WAW Conference with Llafur, Narberth (Catrin Edwards)

June 26, 2014: Co-operative Women's Guild, Llanelli (Susan Roberts and Catrin Stevens)

August 8, 2014: A session by WAW at the National Eisteddfod (Eirlys Lewis, Enid Davies - two former factory girls, volunteer Jaci Gruffudd, and Catrin Stevens with research by Susan Roberts)



Catrin Edwards (South-east Field Officer) delivering a talk to the Gelligaer Historical Society at Llancaiach Fawr

October 4, 2014: WAW Annual Conference, Bangor (Kate Sullivan, with Catrin Edwards and Catrin Stevens)

October 20, 2014: Cymdeithas Gymraeg Llandeilo Ferwallt, Abertawe (Bishopston Welsh Society, Swansea) (Catrin Stevens)

December 2, 2014: HLF Training Course, Cardiff (Catrin Stevens)

- > **Radio and television:** Several invitations were received to talk about the project on radio and television, for example:

August 25, 2013: Radio Wales, Roy Noble programme (Catrin Stevens)

October 2, 2013: Radio Cymru, *Rhaglen Iola Wyn* (Catrin Stevens)

May 2014: S4C *Pnawn Da* (Susan Roberts)

July 31, 2014: Radio Wales, Eleri Sion's programme (Kate Sullivan, Vera Jones and Nesta Davies)

August 8, 2014: BBC Cymru a programme from Carmarthenshire National Eisteddfod (Catrin Stevens)

- > **Social websites:** A BLOG was set up on the WAW website www.womensarchivewales.org, and items were added to it regularly by the Field Officers and others.

Regular Twitter and Facebook messages were sent by Avril Rolph and Caroline Fairclough from the PMG.

- > **Posters:** Catrin Edwards produced colourful posters to advertise the project in the south east (see Section B)
- > **Exhibitions:** In our application to HLF we said we would produce travelling exhibitions towards the end of the project to share our findings with the public. Six exhibitions (two each by the Field Officers) were prepared. A similar format was agreed upon to ensure consistency and coherence across all six exhibitions, which would include a number of original photographs / documents collected during the project; pictures of some of the interviewees; and quotes from the interviews. Suitable venues were chosen, including local libraries, county archives, and social and art centres. Invitations were sent to the local interviewees to visit the exhibition when it was in their area. Visitors were invited to submit comments about the exhibitions in visitors' books.



The six exhibitions side by side at WAW's Annual Conference, 2014

EVALUATIONS:

Two groups were asked to evaluate the project:

Every interviewee was asked to fill in an evaluation form anonymously. Thus 210 forms were distributed and 152 returned, i.e. c. 75%, a very acceptable percentage. These were the questions asked:

	Highest		Lowest		
1. Was the interview organized effectively?	5	4	3	2	1
2. Was the location suitable?	5	4	3	2	1
3. Did you feel comfortable being interviewed?	5	4	3	2	1
4. Were the questions asked suitable?	5	4	3	2	1
5. Did you feel you were given an opportunity to tell you story effectively?					

5 4 3 2 1

6 Did the session last the right amount of time? 5 4 3 2 1

High scores - between 100% and 98% were achieved for each question.

Here are some of the comments made by the English-speaking interviewees:

'A very interesting and nostalgic afternoon. Thank you.'

'Reflecting on my working life reminded me of how dismal and monotonous women's lives were in industry during the fifties and sixties.'

'Very good interview. Covered all aspects and enough time taken to expand on certain details. Enjoyed it.'

'Very interesting to be involved - a rewarding experience.'

'I felt completely comfortable with the interview. I hope my contribution will be of value in the future.'

(ii) The Volunteers:

Every volunteer who helped with the interviewing was asked for her (anonymous) views of the experience and the project. Eleven forms (6 in Welsh / 5 in English) were returned. All the comments received were positive and supportive. Here are the questions asked and some of the responses:

1. *What was your opinion of the training session?*

'Very informative with good "hands on" experience - supporting video accessible via Dropbox after the session.'

2. *How did the arrangements for the actual recording go?*

'Very well. I did one of the interviews at Glamorgan Record Office, which was a lovely quiet venue.'

3. *How would you describe the experience of recording the speakers?*

'Initially a little nerve wracking as it was something I'd not done before but really exciting and I very much enjoyed listening to the experiences of the speakers first hand.'

4. *What is your opinion of this project?*

'Very important to give voice to factory women's experiences not normally considered important.'

'Fantastic and much needed project. Pleasure to be part of it.'

Likewise all volunteers who transcribed interviews were asked their opinions (anonymously). Four (3 English / 1 Welsh) forms were returned. Here are the questions and some responses:

1. *How did the arrangements for the transcribing go?*

'Really well. No problems at all.'

2. *How would you describe the experience of transcribing the interview(s)?*

'Engaging and educational. Glad I did it. There were some interesting people.'

3. *What is your opinion of this project?*

'It is wonderful to be able to hear their stories and for them to be there for future generations. A great project.'

SECTION D

EXTRA PROJECTS

The initial project was completed with all targets met by the end of October 2014. However due to careful management of the budget we had an under-spend of c. £9,000 (including £7,000 contingency) from the main budget of £68,100 (£65,100 from HLF + £3,000 from the Ashley Family Foundation).

We also had an extra £2,000+ from further sponsorship - Unite and Community Unions and WAW members' contributions.

Thus we applied to HLF for permission to spend this unused funding to further enhance the project (see below) and this was agreed by HLF on October 29th, and ratified by WAW's Executive Committee on November 6th, 2014.

The extra projects are:

1. To create a website, incorporating the metadata, transcriptions of all interviews, representative selection of the photographs / documents collected, audio clips and digital stories.

This was undertaken by Kate Sullivan, the north Wales Field Officer, in conjunction with www.technoleg-taliesin.com. See www.factorywomensvoices.wales

2. To translate summaries of the Welsh-language interviews - 60 in all - to ensure that they are accessible to a wider audience and to researchers. This was undertaken by the south-west Wales Field Officer, Susan Roberts. These were incorporated with the original transcriptions and appear on the website too.

3. To prepare 25 audio clips to be incorporated on the website. This was undertaken by Marc Roberts who prepared the audio clips for both the National Eisteddfod and Annual Conference presentations. Transcriptions of the audio clips and translations of them (whether in English or Welsh) were placed on the website too.

4. (i) To create digital exhibitions to be shown e.g. in libraries , museums, archive offices, community centres etc. and on the website.

(ii) To create digital stories from the interviews and photographs collected to be placed on the website and incorporated into the digital exhibitions.

These aspects of the work were undertaken by the south-east Wales Field Officer, Catrin Edwards.

TO COMPLETE THE PROJECT

To draw the project to its conclusion and to celebrate what has been achieved it was decided to hold a special event in Canolfan Soar, Merthyr Tydfil, on Wednesday 25th March, 2015. This would be an opportunity to launch the new website, to present the Final Report to our sponsors and to officers of Women's Archive of Wales, to meet some of our interviewees in this area and to express our thanks to everyone who has contributed to making this exciting project such a success.

ADRODDIAD TERFYNOL

'LLEISIAU O LAWR Y FFATRI'

Profiadau menywod fu'n gweithio yn y diwydiannau gweithgynhyrchu yng Nghymru, 1945-1975

ADRAN A:

Archif Menywod Cymru:

Sefydlwyd Archif Menywod Cymru (AMC) yn 1997 er mwyn:

- Codi ymwybyddiaeth o hanes menywod yng Nghymru, ac
- Adnabod a diogelu ffynonellau perthnasol i hanes menywod yng Nghymru

I'r perwyl hwn mae AMC yn hyrwyddo achub ffynonellau hanes menywod a'u rhoi ar adnau mewn archifdai sirol acyn Llyfrgell Genedlaethol Cymru. Mae'n trefnu cynadleddau a digwyddiadau i drafod a chyflwyno hanes menywod yng Nghymru. Mae'n cydweithio mewn partneriaeth a mudiadau fel Llafur: Cymdeithas Hanes Pobl Cymru; *West of England and South Wales Women's History Network*; a Phrifysgol Bangor - y cwrs M.A. Astudiaethau Menywod.

Rhwng 2007 ac 2009, yn sgil derbyn grant gan Gronfa Dreftadaeth y Loteri, trefnodd AMC 17 o Sioeau ar Daith ar hyd a lled Cymru i annog pobl i ddod i ddangos unrhyw ddogfennau neu ffotograffau oedd ganddynt yn ymwneud a hanes menywod a chael barn arbenigwyr ar eu harwyddocad hanesyddol. O ganlyniad, rhoddwyd nifer o'r dogfennau hyn ar adnau mewn archifdai perthnasol a sganiwyd y gweddill (rhyw 1000 o eitemau) i'w harddangos ar wefan Casgliad y Werin Cymru.

Cefndir y prosiect 'Lleisiau o Lawr y Ffatri':

Mewn cyfarfod o Bwyllgor Gwaith AMC ar 29 Mehefin, 2012 penderfynwyd y byddai casglu profiadau menywod a fu'n gweithio yn y diwydiannau gweithgynhyrchu yng Nghymru wedi'r Ail Ryfel Byd yn brosiect hanesyddol, pwysig y gallai'r Archif ymgymryd ag ef. Yn sgil hynny, sefydlwyd Is-grwp i ymchwilio ymhellach a phenderfynwyd cynnal cynllun peilot i brofi dichonoldeb y pwnc. Cynhaliwyd y cynllun peilot hwnnw yn ystod hydref 2012, pryd y recordiwyd naw menyw a fu'n gweithio mewn naw ffatri wahanol yn ne Cymru, rhwng 1945 ac 1975.

Gwnaethpwyd adysgrifau o'r cyfweiliadau, casglwyd lluniau a dogfennau perthnasol a thynnwyd lluniau'r siaradwyr. Ar derfyn y prosiect cyflwynwyd pecyn cyfansawdd o'r

defnyddiau a gasglwyd i Archif Sgrin a Sain Genedlaethol Cymru yn Llyfrgell Genedlaethol Cymru, Aberystwyth. Paratowyd adroddiad yn gwerthuso'r prosiect.

Rhesymwaith academaidd

Yn ystod cyfnod y cynllun peilot, yng nghynhadledd flynyddol AMC yn y Fenni, 2012, traddododd yr Athro Deirdre Beddoe ddarlith yn disgrifio ac yn dadansoddi arwyddocad y diwydiannau gweithgynhyrchu i economi Cymru yn y cyfnod wedi'r Ail Ryfel Byd a rol allweddol menywod ynddynt. Rhoddodd y ddarlith hon, ynghyd a'i phennod hi ar y pwnc yn ei chyfrol *Out of the Shadows* (Caerdydd, GPC, 2000), y cynllun peilot ar sylfeini academaidd cadarn. Nodwyd yn ogystal nad oedd llawer o waith ymchwil wedi'i wneud i'r pwnc hwn hyd yn hyn a bod gwir angen cyflawni hynny ar fyrder.

Y CAIS

Yn dilyn llwyddiant y cynllun peilot anfonwyd cais am gefnogaeth ariannol i Gronfa Dreftadaeth y Loteri yng ngwanwyn 2013. Seiliwyd y cais hwn ar y rhesymwaith canlynol:

Rhesymwaith:

- Bod hanes menywod, yn enwedig menywod cyffredin, yng Nghymru wedi cael ei anwybyddu a'i esgeuluso yn y gorffennol. Byddai'r prosiect hwn yn gymorth i lenwi bwlch pwysig yn ein gwybodaeth am fywydau menywod yn ystod ail hanner yr ugeinfed ganrif.
- Bod y menywod hyn wedi chwarae rhan allweddol bwysig yn cynnal a chefnogi economi Cymru yn y cyfnod dan sylw, pan oedd y diwydiannau trymion - glo a dur yn arbennig, dan warchae ac yn dirywio. Byddai'r prosiect hwn yn caniatáu inni ddathlu eu cyfraniad a'i werthfawrogi.
- Byddai'r prosiect yn cwmpasu Cymru gyfan, yn rhychwantu cyfnod o'r pedwardegau i'r saithdegau ac yn cynnwys amrywiaeth eang o ffatri'oedd gwahanol, mawr a bach, trefol a gwledig, a oedd yn cynhyrchu amrediad rhyfeddol o nwyddau o decstilau a dillad i fatris, o beiriannau golchi i ffrwydron.
- Mai trwy gyfrwng hanes llafar (yn Gymraeg ac yn Saesneg) yn unig y gellid ymgynraedd at y dystiolaeth hon, a chyplysu hynny a chasglu ffotograffau a dogfennau perthnasol, gan achub a diogelu archifwerthfawr iawn at y dyfodol.
- Bod angen cyflawni'r gwaith hwn ar fyrder, gan fod mwyafrif y ffatnoedd gweithgynhyrchu a adnabuwyd wedi cau; a bod rhai o'r siaradwyr posibl dros eu nawdegau a llawer o'r gweddill wedi hen ymddeol.

Amcanion y prosiect:

- Creu archif genedlaethol o 150 - 200 o hanesion llafar yn cofnodi profiadau menywod a fu'n gweithio yn y diwydiannau gweithgynhyrchu yng Nghymru rhwng 1945-75
- Adysgrifio'r cyfweiliadau hyn
- Casglu ffotograffau a dogfennau perthnasol i'w sganio'n ddigidol
- Creu metadata manwl o'r holl adnoddau
- Adnabod a hyfforddi gwirfoddolwyr i gynorthwyo gyda'r recordio a'r adysgrifio
- Creu nifer o arddangosfeydd o'r adnoddau uchod i'w gosod mewn canolfannau priodol ledled Cymru
- Sicrhau bod yr holl adnoddau a gesglid yn cael eu rhoi ar adnau yn enw AMC yn Archif Sgrin a Sain Genedlaethol Cymru
- Cyflawni'r amcanion hyn o fewn blwyddyn (2013-14) yn unol a chynllun manwl y prosiect.

I'r perwyl hwn byddem yn:

- Penodi dau Swyddog Maes i weithio yng ngogledd a de Cymru.
- Sefydlu Grwp Rheoli Prosiect (GRHP) i fonitro ac adolygu cynnydd y prosiect; byddai Cydlynnydd y Prosiect yn aelod o'r grwp hwn.
- Adnabod a hyfforddi 20-25 o wirfoddolwyr i helpu gyda'r cyfweld a'r cofnodi.

Cyllid:

Yn ystod Ebrill 2013 cyflwynodd Pwyllgor Gwaith AMC gais am £65,100 yn seiliedig ar yr amcanion uchod i Gronfa Dreftadaeth y Loteri. Byddai'r gyllideb hon yn cynnwys costau recriwtio; ffioedd y Swyddogion Maes a'u costau; arian tuag at hyfforddiant a chostau gwirfoddolwyr; offer; costau hyrwyddo a chyhoeddusrwydd; a chostau arfarniadau ac adroddiad terfynol.

Yn unol a gofynion CDL disgwyliid i AMC gyfrannu £3,000 mewn arian at y gyllideb hon. Gwnaethpwyd sawl cais am nawdd trwy ysgrifennu at ffathoedd ac undebau llafur. Llwyddwyd i ddenu'r nawdd angenrheidiol o £3,000 gan yr Ashley Family Foundation.

The Ashley Family Foundation

Anfonwyd cais cychwynnol at yr Ashley Family Foundation yn ystod haf 2013 a gofynnwyd i ni, ar sail hynny, gyflwyno cais llawn. Gwnaethom hynny gan ddadlau y byddai'r prosiect o ddiddordeb arbennig i'r sefydliad oherwydd bod cymaint o'r menywod y bwriadem eu cyfweld wedi gweithio yn y *rag trade* yn cynhyrchu dillad o bob math a thecstilau. Byddem yn cyfweld a menywod fu'n gweithio yn ffatri'oedd Laura Ashley yng Ngharno a'r Drenewydd yng nghanolbarth Cymru.

Cawsom glywed ym mis Tachwedd ein bod wedi sicrhau grant o £3,000 ac rydym yn dra diolchgar i'r sefydliad am ei gefnogaeth. Bellach rydym wedi llwyddo i recordio

pum menyw a fu'n gweithio i'r cwmni hwn a byddwn yn llunio is-adroddiad iddo ar derfyn y prosiect.

Nawdd ychwanegol:

Llwyddwyd i sicrhau nawdd ychwanegol gan ddau undeb llafur:

- £500 gan Community Union
- £500 gan Unite

Sicrhawyd y nawdd hwn trwy gefnogaeth uniongyrchol Edwina Hart, MBE, AC, y Gweinidog dros yr Economi, Gwyddoniaeth a Chludiant yn Llywodraeth Cymru.

Derbyniwyd rhodd o £200 yn ogystal trwy Dreftadaeth Jazz Cymru i dalu am ddefnydd cwmni Like an Egg Co. o ddarn ffilm ar gyfer cyflwyniad ar y Manic Street Preachers.

Ar hyn, yn ystod ein Cynhadledd Flynyddol yn 2013, cyfrannodd aelodau AMC £933.75 (yn cynnwys Rhodd Cymorth) tuag at sicrhau dechrau'r prosiect yn brydlon, gan ddangos eu hymrwymiad i'r prosiect..

O'r herwydd gosodwyd ein prosiect ar seiliau ariannol cadarn o'r dechrau'n deg.

Cefnogaeth mewn da:

Sicrhawyd cefnogaeth mewn da gan:

- Archif Sgrin a Sain Genedlaethol Cymru (cyngor, cartref i'r prosiect terfynol)
- Casgliad y Werin, Cymru (cyngor a hyfforddiant technegol)
- Archifdy Morgannwg (ystafelloedd ar gyfer cyfarfodydd y GRhP, cyfweiliadau, hyfforddiant y de-ddwyrain a recordio siaradwyr)
- Llyfrgell Glowyr De Cymru, Abertawe (ystafell ar gyfer cyfarfodydd y GRhP, cyfweiliad a chwrs hyfforddiant y de-orllewin)
- Prifysgol Bangor (ystafell ar gyfer cwrs hyfforddi'r gogledd a lleoliad ar gyfer arddangosfeydd a darlith yn ein Cynhadledd Flynyddol)
- Gofod ar gyfer arddangosfeydd mewn llyfrgelloedd, archifdai, canolfannau hamdden ac amgueddfeydd

Mae hyn wedi cyfrannu cyfraniad cyfwerth a £1,260 mewn cefnogaeth mewn da.

Cyfrifir gwaith ein gwirfoddolwyr, boed mewn pwyllgor, yn cynnal hyfforddiant, yn cyfweld siaradwyr neu'n adysgrifio, fel amser mewn da hefyd. Rydym yn cofnodi a chryn falchder i'n gwirfoddolwyr gyfrannu, hyd at ddiwedd Chwefror 2015, gyfanswm o 1257 awr (sef 167 diwrnod) o waith gwirfoddol mewn da (cyfwerth a £25,050 mewn arian) tuag at y prosiect hwn.

Rheolaeth y prosiect:

Sefydlwyd is-grwp o chwech o blith Pwyllgor Gwaith AMC, sef y Grwp Rheoli Prosiect (GRhP) i redeg y prosiect hwn ar ran yr Archif. Roedd Cadeirydd (Jenny Sabine), Ysgrifennydd (Avril Rolph) a Thrysorydd (Gail Allen) cyfredol AMC yn aelodau ohono, ynghyd a thair aelod (Rosemary Scadden, Caroline Fairclough a Catrin Stevens) a fu'n rhedeg y cynllun peilot. Cymerodd Catrin Stevens at rol Cydlynnydd y Prosiect. Roedd y GRhP yn adrodd yn ol yn rheolaidd ar gynnydd y prosiect i gyfarfodydd Pwyllgor Gwaith AMC.

Cyfarfu'r GRhP saith o weithiau yn ystod 2013-14 (sef Awst 28, Rhagfyr 12, Chwefror 27, Mai 8, Gorffennaf 16, Medi 10) a mynychodd y Swyddogion Maes y cyfarfodydd hyn hefyd. Roedd y cyfarfodydd hyn yn derbyn adroddiadau ystadegol a naratif rheolaidd i fonitro'r sefyllfaoedd cyfredol, yn gweinyddu'r cyllid ac yn cynnig cefnogaeth gyffredinol i'r swyddogion. Treuliodd aelodau'r GRhP lawer iawn o oriau gwirfoddol yn mynychu'r cyfarfodydd, yn cadw cofnodion, yn gweinyddu'r gyllideb ac yn cynnig y gefnogaeth angenrheidiol i'r swyddogion. Roedd yr oriau gwirfoddol hyn dros 80% o'r 1257 o oriau a gyfrannwyd gan wirfoddolwyr i sicrhau bod y prosiect yn rhedeg yn esmwyth a'i fod yn cwrdd a'i holl dargedau.

Penodi Swyddogion Maes:

Treuliwyd misoedd haf 2013 yn hysbysebu am Swyddogion Maes acyn gwneud ymchwil cefndirol i'r ffatri'oedd a oedd yn bodoli yng Nghymru yn y cyfnod dan sylw. Dangosodd yr ymchwil hwn fod tua dwy ran o dair o'r ffatri'oedd hyn wedi'u lleoli ar ystadau diwydiannol mawr yn ne Cymru, yn arbennig felly yng nghymoedd y de-ddwyrain ac yn ardal Abertawe a Chastell-nedd. Yn y gogledd roedd llawer o'r ffatri'oedd yn ardal Glannau Dyfrdwy a Wrecsam.

Ein bwriad, yn ein cais gwreiddiol i CDL oedd penodi dau Swyddog Maes, y naill i weithio yn y de a'r llall yn y gogledd. Fodd bynnag, yn sgil yr ymchwil uchod, penderfynwyd penodi tri swyddog i wasanaethu'r de-ddwyrain, y de-orllewin a'r gogledd. Cytunodd swyddog CDL a'n cais i newid ffiniau'r swyddi fel hyn. Y penderfyniad oedd cynnig ffioedd llawrydd i dri swyddog gwahanol, gan gadw at y swm a gytunwyd ar gyfer cyflogau yn ein ffurflen gais. Gan fod pen trymaf y gwaith recordio yn mynd i fod yn y de-ddwyrain, penderfynwyd cynnig hanner y ffi ddynodedig i swyddog y de-ddwyrain a chwarter y ffi yr un i'r ddau swyddog arall.

Cafwyd 58 o geisiadau am y swyddi hyn, cafodd naw ymgeisydd eu cyfweld a llwyddwyd i benodi tri swyddog: Catrin Edwards (y de-ddwyrain); Susan Roberts (y de-orllewin) a Kate Sullivan (y gogledd). Roeddent ill tair yn ymgeiswyr cryf iawn, gyda blynyddoedd o brofiad gwaith - o gynhyrchu rhaglenni teledu, i sgrïptio a chyfieithu'n broffesiynol a gweithio fel ymchwilwyr ac academyddion. Roedd y tair hefyd yn hyddysg yn hanes menywod yng Nghymru ac yn ddwyieithog. Roeddent, felly, yn ddelfrydol ar gyfer y gwaith o gyfweld menywod cyffredin am eu bywydau a'u gwaith yn y diwydiannau gweithgynhyrchu. Roedd ganddynt brofiad o weithio'n

llawrydd ac o drefnu'u gwaith yn annibynnol ac yn broffesiynol. Dechreuodd y tair ar eu gwaith ddiwedd Hydref 2013, gan weithio o'u cartrefi.

Y cam cyntaf oedd cynnal sesiwn ddeuddydd i hyfforddi'r staff newydd ac i sefydlu gweithdrefnau cydlynol a chyson ar draws y tair ardal. Cynhaliwyd y sesiynau hyn yn Archifdy Morgannwg ar 17-18 Hydref, 2013. Cafwyd sesiynau ar Hanes Menywod gan yr Athro Deirdre Beddoe, ar Hanes Llafar gan Rosemary Scadden a Catrin Stevens a sesiwn ar yr offer a'r dulliau o gadw metadata gan Berian Elias o Gasgliad y Werin Cymru.



Kate Sullivan (swyddog maes y gogledd) Susan Roberts (y de-orllewin), Catrin Edwards (y de-ddwyrain) a'r Athro Deirdre Beddoe yn ystod yr hyfforddiant staff

Gweithredu'r Prosiect:

Penderfynwyd o'r dechrau y byddem yn mabwysiadu'r teitl 'Lleisiau o Lawr y Ffatri / *Voices from the Factory Floor*' fel teitl poblogaidd ar gyfer ein prosiect newydd gan ei fod yn fwy hwylus na'r teitl manwl: 'Profiadau menywod fu'n gweithio yn y diwydiannau gweithgynhyrchu yng Nghymru, 1945-75 / *The experiences of women who worked in the manufacturing industries in Wales, 1945-1975*' a oedd yn ein cais gwreiddiol i CDL. Y mae hefyd yn fwy dealladwy i'r menywod y gobeithiem eu cyfweled ac yn dweud yn glir beth roddem yn gobeithio ei wneud. At hyn mae'n gweithio'n ardderchog o safbwynt y Gymraeg a'r Saesneg.

Adnabod cyfweleion:

Ar gyfer rhedeg cynllun peilot y prosiect roddem wedi ysgrifennu at Media Wales yn gofyn am gymorth i adnabod cyfweleion yn ne Cymru ac ymddangosodd y llythyr mewn papurau fel y *South Wales Echo* a'r *Merthyr Express* yn Hydref 2012. Cafwyd deunaw galwad ffon yn sgil hyn a chyfwelwyd a chwech o'r rhain ar gyfer y cynllun peilot ei hun. Roedd hyn yn gadael 12 o gyfweleion posibl ar gyfer y prosiect llawn, newydd. Adnabuwyd siaradwyr y de-orllewin trwy gysylltiadau personol o ben i ben.

Defnyddiwyd llu o ddulliau gwahanol i geisio adnabod y 150-200 o siaradwyr ar gyfer y prosiect hwn. Anfonwyd llythyron i bapurau newydd ledled Cymru; cynlluniwyd

posteri yn hysbysebu'r prosiect yn y de-ddwyrain; bu'r swyddogion yn siarad ar y cyfryngau; gwnaethpwyd ymchwil trwy'r rhyngrwyd; traddodwyd sgysiau i gymdeithasau hanes lleol, clybiau henoed, cymdeithasau menywod a.y.b.; cafwyd adroddiadau rheolaidd yng nghylchlythyr AMC ac ar y wefan; hysbysebwyd trwy gapeli ac eglwysi a defnyddiwyd rhwydweithiau cymdeithasol a chysylltiadau anffurfiol personol.

Profodd rhai ardaloedd yn haws eu treiddio nag eraill. Roedd ffynhonnell barod o siaradwyr fu'n gweithio yn FfatrToedd Anglo-Celtic yn Ystradgynlais, Mettoys/ Louis Marx yn Fforest-fach; Poliakoff, Treorci; Nylon Spinners, Pontypwl a Courtaulds, Flint. O safbwynt y cwmni olaf hwn, a fu'n allweddol o safbwynt cyflogi menywod yn y gogledd-ddwyrain, cafwyd cryn drafferth i ddarganfod siaradwyr yn yr ardal hon yn wreiddiol, ond yn y pendraw recordiwyd pum cyfweiliad. Yn yr un modd, roedd darganfod siaradwyr yn ardal Casnewydd yn y de-ddwyrain ac yn ne sir Benfro yn fwy o her na'r disgwyl, ond llwyddwyd i oresgyn y problemau hyn wrth i'r prosiect fynd rhagddo a dod yn fwy hysbys. Penderfynwyd y gellid cyfiawnhau recordio nifer o siaradwyr y rai o'r ffatrioedd mwy gan fod gan bob un ei stori ei hun i'w hadrodd a'u bod yn adlewyrchu cyfnodau gwahanol, ac yn fynych wedi cyflawni swyddogaethau gwahanol yn eu gweithleoedd.

Cafwyd ymateb cadarnhaol ar y cyfan, er, wrth reswm, o ystyried oedran y cyfweleion posibl, gallai anhwylderau annisgwyl darfu ar y paratodau a byddai rhai yn newid eu meddyliau, ar ol cytuno i gael eu recordio, am resymau personol.

Y Ffatrioedd:

Sicrhawyd cyfweleion o amrediad eang o ffatrioedd gwahanol, a oedd yn cynhyrchu amrywiaeth eang iawn o nwyddau. Roedd ffatrioedd tecstilau a gwneud dillad fel Slimma, Poliakoff, Kaiser Bondor, Courtaulds a Laura Ashley yn dominyddu ac yn cyflogi miloedd lawer rhyngddynt ond roedd menywod yn gweithio mewn ffatrioedd diwydiant trwm hefyd: ym Morris Motors, Llanelli; Curran's, Caerdydd; a Cookes Explosives Ltd, Penrhyndeudraeth. At hyn aethpwyd ar drywydd ffatrioedd llai, fel Hufenfa wledig Pont Llanio, Sir Aberteifi; Deva Dogware, Gwynfe; a Ffatri Wlan Glyn Ceiriog. Y nod oedd ceisio cwmpasu cymaint o ffatrioedd amrywiol a phosibl. Cyfanswm y ffatrioedd gwahanol oedd 208.

Yr Offer:

Cysylltwyd ag arbenigwyr ar hanes llafar yng nghymdeithas *Oral History* i ofyn am gyngor ynglyn a'r offer gorau i'w brynu. Dilynwyd y cyngor hwnnw a phrynwyd 5 peiriant recordio digidol Marantz PMD661 MK11 a 5 Meicroffon Sony EMCMS907.CE7, ynghyd ag ategolion angenrheidiol eraill. Profodd y rhain yn ddelfrydol ar gyfer y dasg o gofnodi cyfweiliadau'r prosiect. Caniataodd CDL i ni brynu un recordydd digidol a meicroffon arall (yn ychwanegol at y pedwar yn y cais gwreiddiol) er mwyn hwyluso gwaith y Swyddog Maes ychwanegol.

Defnyddiodd y Swyddogion fyrddau arddangos AMC ar gyfer eu harddangosfeydd gan arbed gwariant pellach.

Y Cyfweiliadau:

Gosodwyd targed o gyfswm a rhwng 150 a 200 o fenywod ar ddechrau'r prosiect. Rhannwyd y targed hwn rhwng Swyddog Maes y de-ddwyrain - 70 cyfweiliad; swyddog y de-orllewin - 35 cyfweiliad a swyddog y gogledd - 35 cyfweiliad - cyfanswm posibl o 140 cyfweiliad. (Gweler Adran B am gyflawniadau'r targedau hyn). I gyrraedd y nod o tua 200 o gyfweiliadau byddai gwirfoddolwyr yn cael eu hyfforddi ac yn cyfrannu rhwng 20 a 60 o gyfweiliadau. Cyrhaeddwyd y targed hwn - gyda chyfraniadau amhrisiadwy gwirfoddolwyr ym mhob rhanbarth a recordiwyd 54 cyfweiliad ganddynt. Llwyddwyd i recordio 210 o gyfweiliadau i gyd.

Er ein bod yn canolbwyntio yn bennaf ar gyfswm menywod a fu'n gweithio 'ar y lein' ar lawr y ffatri, penderfynwyd hefyd y byddai'n fuddiol cael tystiolaeth lafar gweithwyr swyddfa, ac aelodau o'r staff rheoli a'r adrannau adnoddau dynol. Llwyddwyd hefyd i adnabod ac i recordio menywod o leiafrifoedd ethnig, yng Nghaerdydd yn benodol, ac fe'u recordiwyd ar gyfer y prosiect. Recordiwyd atgofion nyrs ddiwydiannol yn ogystal. Recordiwyd nifer o fyfyrwyr a fu'n gweithio yn ystod eu gwyliau neu dros dro yn y ffatri'oedd hyn hefyd, gan eu bod yn cynnig persbectifau gwahanol a dadansoddiadau diddorol o'u profiadau. At hyn, gofynnwyd i rai dynion a fu'n cydweithio a merched y ffatri'oedd, gronico'u hargraffiadau hwythau, a chafwyd ganddynt ddarluniau amgen a gogwyddau gwahanol eto ar fywyd ar lawr y ffatri.

O blith y cyfanswm cyfweiliadau roedd 60 yn siaradwyr Cymraeg a recordiwyd hwy yn eu mamiaith. Deuai'r rhain o'r de-orllewin ac o'r gogledd-orllewin. Roedd yn ddiddorol sylwi bod eu Cymraeg yn fynych yn frith o eiriau Saesneg pan fyddent yn trafod eu gwaith, ac yn enwedig pan fyddent yn cyfeirio at offer technegol neu dechnegau a manylion y gwaith, er nad oeddent hwy yn sylweddoli hynny gan amlaf.

Er bod teitl y prosiect hwn yn cyfeirio at y cyfnod rhwng 1945 a 1975, nid oedd yn ymarferol bosibl, nac yn wir yn synhwyrol, i gyfyngu'n siaradwyr at y dyddiadau hyn, gan nad oedd eu hamserau hwy yn eu gweithleoedd yn cyd-redeg a'n dyddiadau ni. Y mae rhai siaradwyr felly wedi'n tywys yn ol i ddechrau'r 1940au ac i'r ffathoedd adeg yr Ail Ryfel Byd, ac eraill wedi'n harwain ymlaen at yr wythdegau a'r newidiadau mawr mewn materion yn ymwneud a rheoliadau iechyd a diogelwch er enghraifft, a thai cyfartal am waith cyfartal, a welwyd yn ystod y degawdau wedi 1970. Teimlwn fod hyn wedi cyfoethogi'r prosiect ac yn cynnig darlun mwy cynhwysfawr o brofiadau menywod yn y diwydiannau gweithgynhyrchu yn ail hanner yr ugeinfed ganrif.

Roeddem yn sicrhau bod pob cyfweilai yn llenwi ffurflen hawlfraint a fyddai'n caniatáu 1 ni ddefnyddio'r cyfweiliad yn unol a'u dymuniad hwy yn unig.

Adysgrifau:

Er hwyluso defnyddio'r cyfweiliadau a recordiwyd, penderfynwyd trawsysgrifio pob cyfweiliad air am air. Fodd bynnag, ar ol pum mis o ddilyn y trywydd hwn, penderfynwyd mewn pwyllgor o'r GRhP nad oedd hyn yn ymarferol bosibl gan ei fod yn llyncu amser ac y byddai'n rheitiach ei ddefnyddio i gwblhau rhaglen y cyfweiliadau. O'r herwydd cytunwyd y byddem yn llunio adysgrifau neu adroddiadau llawn o'r cyfweiliadau, gan gofnodi darnau arbennig o ddiddorol air am air o hyd. Hwylusodd hyn y broses o baratoi adysgrifau yn fawr. Mae'r adysgrifau hyn wedi'u hargraffu yn llawn ac yn llenwi 6 ffeil A4 swmpus.

Gwirfoddolwyr:

Gosodwyd nod, yn unol ag amcanion CDL, i ddefnyddio gwirfoddolwyr i'n helpu i gyrraedd ein targedau. Felly aethpwyd ati trwy gylchlythyron AMC, ein Cynhadledd Flynyddol, ein gwefan, gwefannau cymdeithasol a thrwy gysylltiadau personol i apelio am gymorth. Ymatebodd 28 ond oherwydd amgylchiadau personol bu'n rhaid i rai dynnu'n ol. Fodd bynnag, mynychodd 18 ein cyrsiau hyfforddi (gweler Adran B), a chafwyd sesiynau buddiol ar hanes llafar, cefndir y prosiect a hyfforddiant technegol. Y nod a osodwyd i'r gwirfoddolwyr yn ein cais gwreiddiol oedd iddynt gyfweled c.20-60 o fenywod, cyfartaledd o 2 yr un oedd y gobaith. Fodd bynnag llwyddodd ein gwirfoddolwyr i gyfweled 54 o siaradwyr gan gyrraedd y nod yn gyfforddus. Yn hyn o beth rhaid nodi cyfraniad amhrisiadwy Wena Grant, a recordiodd 11 o siaradwyr y gogledd-ddwyrain rhwng Mai ac Awst 2014. Mawr yw ein dyled iddi. Mae cyfran dda o'r gwirfoddolwyr hyn a gwirfoddolwyr eraill wedi adysgrifio cyfweiliadau'r prosiect hefyd. Hoffem ddiolch yn ddiffuant i bob un o'n gwirfoddolwyr; rydym yn gwerthfawrogi'u cymorth a'u hymrwymiad yn fawr iawn. Maent wedi ein helpu i lenwi bylchau ac i adnabod siaradwyr newydd i'r prosiect. Mae eu cyfraniadau wedi ychwanegu'n sylweddol at gyfanswm yr oriau a'r amser mewn da a dreuliyd ar y prosiect hwn.



Kate Sullivan (Swyddog Maes y gogledd) yn hyfforddi gwirfoddolwyr y gogledd - Wena Grant, Val Wakefield (cefn), Shan Robinson a Sue Trevelyan-Jones

Sganio ffotograffau a dogfennau

Penderfynwyd y byddem yn gofyn i bob cyfwelai a oedd ganddynt ffotograffau a dogfennau y gallem eu cop'i'o trwy eu sganio yn ddigidol. Clywsom droeon, er hynny, 'Dylech fod wedi gofyn ryw ddeng mlynedd yng nghynt, dwi wedi taflu llawer o hen luniau.' Dengys hyn pa morfregus yw'r defnyddiau hyn a pha mor amserol oedd y prosiect hwn, oherwydd llwyddwyd i sganio 400-500 o luniau a dogfennau - eitemau a fyddai, mae'n bosibl, wedi mynd i'r bin sbwriel heb ein hymyrraeth. Ymhlith y ffotograffau roedd hi'n amheuthun darganfod lluniau o fenywod ar lawr y ffatri yn ogystal a llu o ffotograffau o ddigwyddiadau cymdeithasol, fel part'i'on Nadolig. Roedd dogfennau yn brinnach ond cafwyd ambell slip neu becyn pae a llawlyfrau cwmni'au arbennig.

Petai cyfwelai yn fodlon rhoi'r ffotograffau a'r dogfennau hyn ar adnau i archifdy, roedd gennym ein gweithdrefnau yn eu lie, trwy Bwyllgor Gwaith AMC. O safbwynt y sganiau, roeddem yn llenwi ffurflenni gwybodaeth am bob un, a oedd yn nodi pwy oedd perchen yr hawlfraint, ynghyd a ffurflenni perthnasol Casgliad y Werin Cymru. Defnyddiwyd y lluniau yn helaeth yn ein harddangosfeydd.

Metadata:

Sefydlwyd cyfundrefn yn ystod y cwrs hyfforddi staff ar ddechrau'r prosiect, i sicrhau bod y tair Swyddog Maes yn defnyddio'r un system ar gyfer eu metadata a chytunwyd ar godau adnabod cyson (gogledd: VN ... [Voices North]; de-ddwyrain VSE ... a de-orllewin VSW ...) i gadw cofnod manwl o'r cyfweiliadau, yr adysgrifau, y ffotograffau, y dogfennau a'r ffurflenni perthnasol. Bydd hyn yn hwyluso unrhyw ymchwil i'r prosiect yn y dyfodol yn fawr.

ADRAN B

Adroddiadau'r Swyddogion Maes

Adroddiad Swyddog Maes y De-ddwyrain: Catrin Edwards

Ar Hydref 18fed 2013, cynhaliwyd cwrs hyfforddi ar ein cyfer ni'r swyddogion yn *Archif Morgannwg* - dau ddiwrnod llawn gwybodaeth a difyrrwch. Cafwyd cyflwyniad penigamp gan gydlynnydd y prosiect Catrin Stevens, a sgwrs ysbrydoledig am hanes a gwaith menywod yn y ffatrioedd gan yr Athro Deirdre Beddoe. Yn ystod y deuddydd, cefais gyfle i ddechrau dod i adnabod fy nghyd-swyddogion, Susan Roberts a Kate Sullivan, a chychwyn ar berthynas ffrwythlon.

Berian Elias o *Gasgliady Werin, Cymru* oedd yn gyfrifol am ein hyfforddiant technegol trylwyr, a daeth y tair ohonom mas i'r goleuni ar ddiwedd yr ail ddiwrnod yn gafael mewn peiriant recordio digidol Marantz sgleiniog du, cwlfyn o dechnoleg newydd sbon nefolaidd! 'Roeddem yn ysu i fynd ymaith a chychwyn recordio'r mynydd o gyfweiliadau oedd o'n blaenau.

Yn ffodus iawn, 'roedd fy nghyfweliad cyntaf gyda Rita Spinola o Grangetown. Mae Rita wedi hen arfer cyfweld ag aelodau o'i chymuned a'u recordio ar gyfer *Cymdeithas Hanes Lleol Grangetown* ac 'roedd hi'n hael iawn ei chyngor. Siaradodd yn huawdl a thoreithiog am y blynyddoedd y bu'n gweithio yn ffatrioedd dillad a lledr y brifddinas. Ar ol y cyfweliad cefais wahoddiad ganddi i ymweld a'r gymdeithas hanes i siarad am y prosiect. Cefais wrandawriad da a chyfle i drefnu recordio mwy o gyfweiliadau gyda rhai o'r aelodau a fu'n gweithio mewn ffatrioedd ar draws y brifddinas - Frances Francis o ffatri sigars *JR Freeman*, Janet Taylor o *Guest, Keen & Nettlefolds (GKN)* a Jill Williams o *Gripoly Mills*, Sloper Road.

Gyda mis Tachwedd yn prysur ddiplannu, 'roedd hi'n bryd trefnu'r cwrs hyfforddi ar gyfer y gwirfoddolwyr.



Cwrs hyfforddi gwirfoddolwry de-ddwyrain: Jayne Sandells (arychwith) ac Amy Morris

Daeth chwech ohonynt i *Archif Morgannwg* ar Ragfyr 6ed. 'Roeddent yn griw deallus ac yn gyflym i deall hanfodion a gofynion hanes llafar, y broses o gysylltu'r

offer a bod yn barod i recordio. Ond er i'r cwrs fynd yn dda iawn, 'roeddwn i'n pryderu. Byddai wythnosau wedi mynd heibio cyn iddynt gael cyfle i ddefnyddio'r peiriannau eto. Beth petaent wedi anghofio'r cwbl? Es i ati, gyda rhai o'r gwirfoddolwyr, Amy Morris, Lauren Orme a Glen Biseker, sy'n aelodau o gwmi animeiddio addysgiadol *Winding Snake*, i greu 'llawlyfr' ar-lein ac arffurf pdf. Byddai'r llyfryn ar gael drwy e-bost neu ar-lein i atgoffa'r gwirfoddolwyr sut i osod a defnyddio'r offer pan ddelai eu cyfle. Profodd i fod yn ddefnyddiol iawn!

Diolch i Catrin Stevens, y cydlynnydd, am roi rhestr o gyfweleion i fi ar ddechrau'r prosiect. Bu'r blaenrestr yn werthfawr iawn ac fe alluogodd i fi gyfweled a 13 o fenywod yn ystod mis Tachwedd.

Erbyn dechrau Rhagfyr, 'roedd hi'n stori wahanol. Daeth hi'n amlwg y byddai'n rhaid gohirio nifer o'r cyfweiliadau a drefnwyd cyn y Nadolig, oherwydd salwch ymysg y cyfweleion ynghyd a phanig tymhorol ac ymweliadau gan aelodau o'u teuluoedd. Oherwydd prysurdeb yr wyl ni fu'n bosib adrefnu cyfweiliadau tan y flwyddyn newydd.

Wedi'r Nadolig daeth gwahoddiad gan Annie Owens, cadeirydd *Cymdeithas Hanesyddol Gelli-gaer*, i siarad am brosiect *Leisiau o Lawry Ffatri* yn ei chynhadledd flynyddol ar ddiwedd mis Mawrth. Cynigwyd lie hefyd i *Archif Menywod Cymru* osod stondin ar ddiwrnod y gynhadledd - cyfle i ni arddangos rhai o'r lluniau a'r hanesion a gasglwyd.



Sgwrs i Gynhadledd Flynyddol Cymdeithas Hanesyddol Gelli-gaeryn Llancaeath Fawr

'Roedd yr ymateb yn wefreiddiol, gydag aelodau o'r gynulleidfa'n porthi ac yn cytuno gydag atgofion y menywod a bortreadwyd. Ar ol y sgwrs cefais gyfle i siarad a nifer ohonynt ac ychwanegwyd yn helaeth at fy rhestr o gyn-weithwyr i'w cyfweled. Yn ogystal, derbyniais wahoddiad i fynd i *Gymdeithas Hanesyddol Fleurde Lys* i siarad am y prosiect.

Y cyfnod rhwng y flwyddyn newydd a'r Pasg oedd y cyfnod mwyaf llewyrchus a chynhyrchiol o ran cyfweiliadau. Recordiwyd 46 o gyfweiliadau i gyd cyn Gwener y Groglith yn cynnwys 5 gan y gwirfoddolwyr - dau gan Jayne Sandells ac un yr un

gan Amy Morris, Mandi O'Neill a Beth Jenkins. Ond erbyn diwedd mis Ebrill, 'roedd y rhestr wreiddiol yn dirwyn i ben a finne'n gorfod chwilio am gyfranwyr newydd.


'Roeddwn yn ymwybodol mod i heb gyfweid a menywod o ardal Pen-y-bont a chymoedd Maesteg yn y gorllewin ac ardal Casnewydd yn y dwyrain. Y cam cyntaf oedd creu cyhoeddusrwydd - posterï a phamffledi - yn apelio am fwy o gyfranwyr.

ARCHIF MENYWOD CYMRU
WOMEN'S ARCHIVE OF WALES

Fenywod Cymru • Women of Wales

Mae ARCHIF MENYWOD CYMRU eisïau siarad gyda menywod fu'n gweithio mewn ffatrioedd fel rhan o'u prosiect hanes Malar a Ariennir Gan y Loteri

11EISIAU 01 VOICES FROM
IAWR Y FFATRI I THE FACTORY FLOOR



Fuoch chi'n gweithio neu ydych chi'n adnabod menywod fu'n gweithio mewn ffatrioedd rhwng 1945 a 1975?
Oes gaddnoch chi ffotograffau neu ddogfennau eraill o'r cyfnod fuoch chi'n gweithio mewn ffatri?

Hoffwn i siarad gyda chi!
Am fwy o wybodaeth cysylltwch A:
Catrin Edwards ar 029 2045 7211 / 07534 586 248
ID n e U catrin.bydysawd@btinternet.com /

L f a j j t e

MM AAM Menywod Cymru yn MMX NMM-MKand Aanh. Wan II - cygnatid .eddy masoo DM 100074

Anfonwyd y posterï a'r taflenni at ganolfannau *Age Concern Cymru* ym Mhen-y-bont a Phort Talbot ac i Ganolfannau Cymunedol fel *Awely Mor*, Porthcawl. Rhoddwyd apel a thaflen ddigidol ar wefan *Age Cymru Gwent* ac ar ol cwrdd a siarad a Rhian Connick, Pennaeth *Sefydliady Merched* yng Nghymru, danfonwyd apel mas yn eu cylchlythyr. Cefais nifer o alwadau ffon yn deillio'n uniongyrchol o'r cysylltiad hwn.

Nid oedd unrhyw fenywod duon neu o dras gymysg wedi dod i'r fei. Cysylltais a Karen Battle sy'n gwirfoddoli yng *Nghanolfan Hanes a ChelfButetown* a threfnodd fy mod i'n cwrdd a'r menywod hyn sy'n ymgynnull yng *Nghanolfan Gymdeithasol Butetown* i chwarae bingo ar brynhawn Mawrth. 'Roedd nifer ohonynt wedi gweithio mewn ffathoedd, yn cynnwys mam Karen, Vera Battle, ei chwaer Josie Peacock, a Marguerite Barber. Yn ogystal, recordiais gyfweiliad hynod o dreiddgar gan Madeline Sedgwick, yn son am agweddau hiliol rhai o ffathoedd Caerdydd yn yr 1950au.



Madeline Sedgwick, fu'n gweithio mewn pum ffatri wahanol yng Nghaerdydd

Yr anhawster mwyaf a wynebais o bell ffordd yn ystod y prosiect oedd sut i ddod i ben a thrawsysgrifio 70 o gyfweiliadau, dros hanner miliwn o eiriau, a chymaint o bethau eraill angen eu gwneud. Es ati i ddarganfod gwirfoddolwyr a oedd yn fodlon cynorthwyo gyda'r trawsysgrifio yn benodol. Daeth ambell i ffrind a chydnabod i'r adwy yn cynnwys Joan Ryan, Marged Parry, Glen Biseker, Anne Newman, Rosemary Scadden a Catrin Stevens. Yn ogystal cefais gymorth gan Richard Marsden o Adran Astudiaethau Allanol Prifysgol Caerdydd. Danfonodd Richard hysbyseb ar e-bost at nifer o'i fyfyrwyr hanes allanol a daeth pedair ohonynt nol ata'i - Isla Sheree Humphreys, Kath Bergamanski, Kim Furness a Margaret Riddett. Lluniais daflen syml ar eu cyfer yn egluro sut i lawrlwytho meddalwedd ExpressScribe ac yn cynnwys canllawiau ar sut i drawsysgrifio. 'Roedd cymorth y gwirfoddolwyr yma'n hollbwysig a'u cyfraniad yn fy ngalluogi innau i orffen y prosiect mewn pryd ac yn fy llawn bwyll. Diolch iddynt!

Daeth gwahoddiad i siarad am y prosiect yn ysgol undydd *Llafur- Cymdeithas Hanes Pobl Cymru* ac *Archif Menywod Cymru* yn Arberth ar Fai 17eg. Dyma'r tro cyntaf i'r ddau fudiad lwyfannu digwyddiad ar y cyd ac 'roedd e'n gyfle gwych arall i rannu ein hymchwil gyda chynulleidfa frwdfrydig o tua 60 o bobl. Cafwyd ymateb cadarnhaol i'r prosiect yn dilyn y sgwrs ac yn y fforwm drafod ar ddiwedd y dydd.

Erbyn dechrau'r haf, 'roedd hi'n bryd i ni greu arddangosfeydd teithiol *Lleisiau o Lawr y Ffatri* er mwyn arddangos ffrwyth ein llafur. Y broblem fwyaf oedd dethol deunydd o'r 80 cyfweiliad a gyflawnwyd a'r 286 o luniau a dynnwyd ac a gasglwyd yn portreadu gwaith y menywod mewn 91 o ffatri'oedd yn y de-ddwyrain. Ers canol mis Gorffennaf, mae'r ddwy arddangosfa wedi teithio i chwe man yn y gymuned honno - Llyfrgell Aberdar, Canolfan Gelfyddydau Redhouse Merthyr Tudful, Canolfan Dreftadaeth y Rhondda, Pafiliwn Porthcawl, Llyfrgell Bargod a Llyfrgell Ganolog Caerdydd.



Arddangosfa'rde-ddwyrain yn Llyfrgell Ganolog Caerdydd

Mae'r arddangosfeydd yn cynnwys lluniau o'r cyfweleion, lluniau archif ohonynt yn eu manau gwaith, a nifer o ddyfyniadau ganddynt - *Lleisiau o Lawr y Ffatri* yn wir.

Dyma leisiau rhai o'r menywod:



"I ddechrau, o'dd - o'dd y peiriant yn codi ofon arnon ni, ond wedyn bydden ni'n rhedeg ein dwylo drosto fe pan o'dd e'n mynd ffwl pelt... O'dd e'n rhan ohonon ni wedyn on'd o'dd e - o'n ni wedi bod arno fe gyhyd." (cyfieithiad)

Marjorie Evans, Ffatri Sobell's TV and Radio, Rhigos

Marjorie yn defnyddio'rpeiriant 'Westminster'

"O'dd dwy oferol 'da ni ac un par o glocsie. Os elen ni mas amser cinio, o'n nhw'n gallu clywed ni'n dod filltir bant... O'n nhw i gyd yn gwbod bod ni'n dod o **Corona**, oherwydd y clocsie." (Cyfieithiad)

Maureen Jones, ffatri bop Corona, Porth, Rhondda

Maureen arydde yn ei hoferol



"O'n nhw'n meddwl bod hi'n welljob, i fod aryledi bers, nag arytois erill."

"Felly bydde pobl yn cael 'promotion' i linell y tedi bers 'te?"

"Bydden, dwi'n meddwl y bydden nhw"

"Ond fuoch chi 'riod ar y tedi bers?"

"Na - gyrhaeddes i ddim morbell a 'ny. O'n i'n siarad gormod!" (Cyfieithiad)

Mary Farr, Ffatri deganau HG Stone, Pont-y-pwl

"Fydden ni'n cerdded drwy GECs a Liners ac o.. y gwynt o'dd yn dod o Liners y ffatri esgyrn! DCL, Chrome Leather, Western Board, Aero Zip, Trefforest Sync Printers, ac wedyn Robinson's Flooring. Wedyn Stuart Singleham, Plastic Engineers, Homertons, a Elliot's Glass... A wedyn ar ein pwys ni o'dd Rosedales." (Cyfieithiad)

Shirley Smith, Ffatri Burry, Son & Company, Stad Ddiwydiannol Trefforest



Maisie Taylor ar ddiwrnod ei phriodas a chyda'i gwisg briodas heddiw

"Pan glywodd Miss Grunfeldt (yr oruwchwylwraig) bo fi'n priodi, wedodd hi 'Dewiswch chi'r steil chi'n moyn a phrynwch y defnydd, ac fe wnewn ni'r ffrog i chi.' O'n i wrth fy modd!" (Cyfieithiad)

Maisie Taylor, Ffatri ddillad Horrock's, Caerdydd



Marion aychwith yn Hoover, 1960au

"Pan ddath cydraddoldeb (Deddf Cyflog Cyfartal), allech chi dimlo chwerwdery dynion tuag atoch chi, chi'n gwbod. O'n nhw ddim yn moyn i ni gael pai cyfartal... ddim mewn unrhyw ffordd. O'dd rhaid iddyn nhw roi miwn yn y diwedd... ond o'dd e ddim yn amser neis... ddim o gwbl." (Cyfieithiad)

Marion Jones, Ffatri Hoover, Merthyr Tudful



Betty, nith Isabel, a 'i ffrind Sylvia

"Wedodd 'n whar i o'dd yn gwitho 'na ar y pryd, wrth y rheolwr mod i'n edrych am waith, a wedodd e 'Faint yw 'i hoedran hi?'

'14' wedodd hi... 'Faint yw 'i hoedran hi?' wedodd e 'to. 'O... 16!' wedodd hi. Felly dechreues i witho yn gwaith tun y Mansel.. ond o'dd e'n galed iawn." (Cyfieithiad)

Isabel Thomas, Gwaith tunplat y Mansel, Aberafan

"O'dd 'ngolwg i'n dda, o'n i'n lico gwinio ac o'n i'n gyflym. O'n i'n ennill bonws drwy'r amser.... Felly rhoion nhw fi ar y bras du. Ond o'dd e ddim yn rhwydd gwinio du ar ddu ac o'dd lot o gamsyniade. O'n i'n methu gwneud cymaint ag arfer a wy'n cofio cwyno'n ofnadw am y peth...!" (Cyfieithiad)

Luana Dee, Ffatri Berlei Bras, Merthyr Tudful



Jill arydde'n hyfforddi menyw ifarte

"Rhwyfo! Ydy, mae e dipyn bach fel rhwyfo. Chi'n gwbod fel ma rhwyfwryn neud - chi'n gweu tipyn bach ac yn 'i dynnu e nol 'to... O'n i'n dwlu arno fe. Wy'n cyfadde mod i'n meddwl na fydden i'n gallu diodde fe am hir ond fe wnes i! O'n i'n dwlu ar bob muned." (Cyfieithiad)

Jill Williams, Gripoly Mills, Caerdydd

Adroddiad Swyddog Maes y Gogledd: Kate Sullivan

Ar y dechrau'r prif bryder yng ngogledd Cymru oedd adnabod ffatrioedd a darganfod siaradwyr, oherwydd diffyg rhanbarthau diwydiannol mawr yn yr ardal. Fodd bynnag, fel y digwyddodd hi, roedd digon o ffynonellau a rheiny'n rhai cyson. Cafwyd nifer o enwau cychwynnol trwy gysylltiadau Catrin Stevens, cydlynnydd y prosiect, a'i hymwneud a Merched y Wawr. Daeth mwyafrif y cysylltiadau eraill trwy i'r swyddog maes holi ffrindiau a chyd-weithwyr. Cafwyd cymorth amhrisiadwy ganddynt ac mewn sawl achos arweiniodd hyn at glystyrau o gyfweleion, yn enwedig yng Nghaernarfon a Llanrwst. Fel yr aeth y prosiect rhagddo, cynhaliwyd y broses o gael hyd i gysylltiadau yn foddhaol. Roedd gan y cyfweleion eu hunain ddiddordeb mawr yn y prosiect a chynorthwyon nhw'r swyddog maes yn fawr i gysylltu a chyn-gydweithwyr. Parhaodd cysylltu o ben i ben fel hyn yn effeithiol tan yr haf a dirwyn y prosiect i ben ym mis Medi 2014.

Oherwydd naturwledig gogledd Cymru, tueddai'r ffathoedd fod wedi'u lleoli mewn ardaloedd trefol fel Caernarfon neu Fangor neu ynte mewn pocedi o ddiwydiant ysgafn ledled y rhanbarth, e.e. yn nyffryn Conwy, mewn trefi llai fel y Bala a Llanrwst, neu mewn mentrau unigol fel Laura Ashley (tecstilau) yng Ngharno, a Cookes Explosives Ltd ym Mhenrhyndeudraeth. Felly roedd y dalgylch yn eang, yn cyrraedd o Garno i Gaernarfon, draw i Lannau Dyfrdwy ac i lawr at Wrecsam yn y gogledd ddwyrain. O'r herwydd treuliodd y swyddog lawer o amser ar y ffordd a gallai diwrnod cyfweld bara o rhwng tair awr ar gyfer y rhai nes at gartref i saith i wyth awr pan oeddwn yn teithio i lefydd fel y Flint, Llandudno neu Ynys Mon.

Dechreuwyd cyfweld yn fuan wedi'r sesiwn hyfforddiant cychwynnol yn Hydref 2013, gyda dwy fenyw o Ffatri Ackroyds Pyjamas yn y Bala. Daeth y rhaglen gyfweld i drefn gyda phatrwm o rhwng dau i wyth cyfweliad y mis, gan amlaf ceid pedwar neu bump, neu ychydig dros un yr wythnos ar gyfartaledd. Cynhaliwyd pob cyfweliad yng nghartrefi'r siaradwyr ac oherwydd y pellter teithio, dim ond un cyfweliad y dydd oedd y norm, er weithiau ai hyn yn ddau a hyd yn oed tri chyfweliad, os oedd hynny'n arbennig o gynhyrchiol a chyfleus. Rhwng Tachwedd 2013 a Medi 2014, cwblhawyd 39 cyfweliad gan y swyddog ei hun, gydag 11 pellach gan Wena Grant, gwirfoddolwraig yn y gogledd ddwyrain, 4 gan Shan Robinson ym Mangor, a 2 gan Helen Ellis ym Mhenrhyndeudraeth.

Yn ogystal a gwneud y cyfweliadau sain, sganiwyd tua 160 o ffotograffau a chofnodwyd eu manylion yn y metadata, ynghyd a'r wybodaeth am y cyfweleion, y ffatri neu, mewn sawl achos, y ffathoedd y gweithient ynddynt, ynghyd a dogfennaeth berthnasol. Gwnaethpwyd adysgrifau o'r holl gyfweliadau, sef crynodebau hir, yn hytrach na thrawsysgrifau air am air. Tynnwyd sylw arbennig at sylwadau diddorol iawn a chynhwyswyd dyfyniadau dadlennol yn llawn. Roedd adysgrifio yn llyncu amser, oherwydd hyd y cyfweliadau, a oedd gan amlaf yn awr o hyd, weithiau'n awr a hanner, a hefyd oherwydd tafodieithoedd gwahanol o fewn y rhanbarth. Roedd un ar bymtheg o gyfweliadau'r swyddog yn Saesneg, o'u cymharu a thri ar hugain yn Gymraeg, ac roedd yr iaith lafar yn amrywio'n fawr, ac yn

arbennig o gryf mewn llefydd fel Glyn Ceiriog a Chaernarfon. Fodd bynnag, wrth i'r prosiect fynd rhagddo, roedd modd adysgrifio'n gynt, wrth ddod yn gyfarwydd a'u hysgrifennu ac a chwirciau, a throeon a thermau slang, iaith y cyfweiliad.

Roedd y math o ffatri'oedd yn amrywio yng ngogledd Cymru, fel y gellid disgwyl o ystyried yr ardal eang dan sylw. Roedd natur y cynnyrch yn amrywio o decstilau, i gompactau, teganau, ffrwydron, alwminiwm ac offer trydanol.

Yn ystod haf 2014 paratowyd dwy arddangosfa o'rffotograffau a gasglwyd a detholiadau o'r cyfweiliadau a.y.b. a bu ar daith mewn wyth lleoliad ledled gogledd Cymru.



Elaine, archifydd, gydag arddangosfa gogledd Cymru yn Nolgellau

Dyma ddyfyniadau o rai o sylwadau merched y ffathoedd o'r cyfweiliadau:

lechyd a Diogelwch:



"Roedd yn rhaid i chi ddarllen gwefusa, roedd hi mor swnllyd. Pan aeth fy mys yn sownd, doeddwn i ddim yn gallu cael unrhyw un i nghlywed i. A digwyddodd y ferch 'ma edrych tuag ata i a rheddodd ata i. Heblaw amdani hi, felly, mae'n rhaid ei bod yn bump i ddeg munud cyn i mi lwyddo i dynnu sylw unrhyw un." (Cyfieithiad)

Nesta Davies, Ffatri Johnson's Fabrics, Wreccsam



"Llawr concrit oedd o, ac oedd 'na llwch yna, calch oddi wrth y *corsets*. A dyn yn dod a dwr i mewn, mewn *watering can*. Wedyn oedd o'n mynd rownd y lie fel 'na a watero'r llawr, er mwyn cadw'r llwch i lawr. Ac oedd hi'n oer yno, doedd 'na ddim *heating*, na dim byd, 'sti. Ond i fyny'r grisiau, oedd 'na ffenestri ty gwydr i fyny'r grisiau a pan oedd hi'n haf, oedd hi'n berwi. Oedden ni'n cael ein cwcio'n fyw."

Dilys Wyn Jones, Ffatri Gorsedau, Caernarfon

"On i wrth y crwc, a dyma 'na glee, a dyma'r crwc, a'r gadair 'ma, yn llithran ar hyd y cantTn fel 'na, a dim dropyn o ddwr yn disgyn ohoni, ond mi ath, 'te? Oedd o'n drwm, doedd? A dyma ni i gyd yn rhedeg am y ffenestr, a Mrs Williams yn gweiddi "Peidiwch a mynd i'r ffenestri, mae'n beryg - gwydrau. Cafodd pedwar eu lladd y diwrnod hwnnw, yn y cwt 'na. Roedd o'n lie peryglus ond doeddech chi ddim ym meddwl am hynny pan oeddech chi yno."

Marion Roberts, Ffatri Cookes Explosives, Penrhyndeudraeth



Gweithwyr Cookes Explosives

Cyflogau:



"Ond dw i'n meddwl mai'r peth mwyaf braf oedd cael y cyflog cyntaf, a honno'r ail wythnos, ond oedd, *work a week in hand* oeddech chi, a chael mynd efo'r cyflog, yn yr enfelop bach brown, 'te, a mynd i roi'r pres i Mam."

Margaret Williams. Ffatri Gorsedau, Caernarfon

"Dw i'n cofio y tro cyntaf, y cyflog cyntaf ges i, oedd un ar ddeg punt a rhywbeth am bedwar deg awr. Ond oedd o'n lot o bres."

**Cath Parry, Ffatri Ackroyds
Pyjamas, Y Bala**



"(Yn Cardwells) dwi'n meddwl mai £1.50 neu rywbeth fel yna oedd o, ac yna ron i'n cael pedair punt yr wythnos yn Laura Ashley. A dim ond fi a fy chwaer oedd yno, dwy beiriannydd."
(Cyfieithiad)

**Mo Lewis, Ffatri Laura Ashley,
Carno**

Profiadau byd gwaith:

"On i'n wrth fy modd yna. Odd pawb mwy at ei gilydd, odd 'na genod *rough and ready* ond on i'n licio nhw, on i'n rili licio nhw. On i'n cael gwranddo ar eu hanesion nhw, pethau on i ddim yn cael clywed adre, Arglwydd!"

**Mary Evans, Kaylor Compacts,
Caernarfon**





Susie Jones yn derbyn set o lestri te am 35 mlynedd o wasanaeth

"Ni chefais ysgol uwch na choleg ond bu gweithio yn y gwaith yn brofiad ac yn agoriad llygad ac roedd cymeriadau annwyl a chlyfar i'w canfod yn ein mysg."

**Susie Jones, Ffatri Cookes
Explosives, Penrhyndeudraeth**

"Yn 1964, pan ddechreuais i weithio, gallwn i gael un job yn y bore, un arall amser cinio os nad oeddech yn hoffi'r un yna, un arall yn syth ar ol cinio falle, a phedwaredd cyn diwedd y dydd. Roedd hi'n ffynnu, roedd gwaith i bawb. Fyddech chi byth yn clywed am lawer o bobl ar y dol." (Cyfieithiad)

Vicky Perfect, Ffatri Courtaulds, y Fflint

*urtauOfs'girls The CoMfuutc¹
s'Gkfs T- CourtaulWirfs*

Vicky Perfect gyda Graffiti enwog Courtaulds

Adroddiad Swyddog Maes y De-orllewin: Susan Roberts

Y targed yn y de-orllewin oedd recordio 35 o gyfweiliadau, trawsysgrifio pob cyfweiliad a sganio lluniau o'u casgliadau personol yn ymwneud a'u bywyd gwaith ac o achlysuron cymdeithasol. Nid dod o hyd i 35 o gyfranwyr oedd y brif her yn y rhanbarth hwn. Roedd y targed yn un hawdd ei gyrraedd. (Recordiwyd 43 o gyfweiliadau gyda nifer o enwau wrth gefn.) Yr her oedd darganfod croestoriad o siaradwyr ar draws dalgylch amrywiol iawn - o Abertawe, Llanelli, a Chwm Gwendraeth i Sir Benfro a Cheredigion, ac felly yn cynnwys ardaloedd diwydiannol ac ardaloedd gwledig.

Roedd yna rwystrau diwylliannol wrth drefnu cyfweiliadau. Menywod dosbarth gweithiol oedd y menywod targed ar y cyfan. Nid oeddynt yn fenywod a oedd yn debygol o ymateb i apel radio neu bapur newydd ac ni phrofodd ffynonellau hanesyddol ffurfiol fel cymdeithasau hanes yn ddefnyddiol iawn, oherwydd bod eu ffocws ar agweddau academiaidd a hanes sydd eisoes wedi'i gofnodi.

Mewn ardaloedd diwydiannol fel Cwm Gwendraeth a Llanelli lie mae hanes y dosbarth gweithiol yn bwysig mae'r pwyslais wedi bod ar hanes dynion yn y maes glo a'r gweithfeydd dur, a hanes y ffatri'oedd wedi cael ei gladdu. Ond fe brofodd yr ardaloedd hyn yn wythiennau cyfoethog o siaradwyr. Trwy gysylltu a chyfranwyr potensial ar lawr gwlad - wrth fanteisio ar gysylltiadau personol a chymunedol, a chysylltu a chymdeithasau a sefydliadau fel y capeli, Merched y Wawr, canolfannau'r hen oed, a llyfrgelloedd lleol - mae'r prosiect wedi llwyddo fel prosiect cymunedol. Yn ardal Abertawe, er enghraifft cafwyd hyd i nifer o fenywod o Townhill a fu'n gweithio ar ystad ddiwydiannol Fforest-fach trwy help Ricky Simpson, swyddog cymunedol Canolfan y Phoenix. Profodd yn ddolen gyswllt hanfodol gyda TOPIC House (*The Older People's Information Centre*), lie daethpwyd o hyd i Cynthia Rix, Jean Evans a Catherine "Kitty" Jones.

Profodd Sir Benfro yn dalcen caled. Ond llwyddwyd i ddod o hyd i siaradwyr a fu'n gweithio yn ffatri Slimma, Abergwaun gyda help caredig Hedydd Hughes ym Menter Iaith Sir Benfro, a chysylltodd y prosiect a chwrs llythrennedd a rhifedd yn Nhreletert, a oedd yn cael ei redeg gan Frances Allen. Hefyd, cafwyd help gan wasanaeth canolfannau dydd Cyngor Sir Benfro a chanolfan Addysg Gydol Oes Doc Penfro i ddarganfod siaradwyr yn Aberdaugleddau a Doc Penfro.

Darparwyd rhestr o gwestiynau fel canllaw i'r cyfweiliadau. Roedd yr holiadur yn arf defnyddiol i brocio cofy cyfwelai ac yn rhoi strwythur i'r holi. Hefyd, fel roedd y prosiect yn esblygu roedd yn golygu bod cymariaethau a themau cyffredin yn amlygu'u hunain. Dywedodd mwyafrif y siaradwyr eu bod wedi mwynhau'n fawr iawn y profiad o rannu eu hatgofion, er eu bod yn teimlo'n nerfus o flaen llaw. Recordiwyd y rhan fwyaf o'r cyfweiliadau yng nghartrefi'r cyfweleion.

Profodd y gwaith o drawsysgrifio'r cyfweiliadau air am air yn broses llafurddwys. Er mwyn hwyluso'r gwaith hwnnw penderfynodd y Grwp Rheoli y byddai'n well

adysgrifio'r cyfweliadau gan gofnodi geiriau'r cyfwelai yn y trydydd person a nodi darnau dethol a oedd o ddiddordeb mawr, neu'n mynegi agwedd arbennig o'u hamser yn y ffatri'oedd, air am air ar ffurf dyfyniadau.

Cwblhawyd gwaith gweinyddol y cyfweliadau yn syth ar ol recordio. Roedd sawl un o'r menywod eisiau aros yn ddiennw gan eu bod yn teimlo eu bod wedi dweud gormod. Nid oedd lluniau gan nifer helaeth o'r cyfweleion ond tynnwyd portread cyfredol o bron bob un siaradwraig.

Er mai'r briff cychwynnol oedd cyfweld a menywod yn unigol, ar sawl achlysur teimlai'r cyfwelai ei bod hi eisiau 'cwmni' a help i gofio. Profodd yr ail gyfwelai yn gaffaeliad droeon, ac roedd y ddeialog rhyngddynt yn dangos y math o gyfeillgarwch gydol oes a oedd wedi datblygu rhwng y siaradwyr.

Ni lynwyd at y briffyn llythrennol bob tro. Yng Ngheredigion cynhaliwyd nifer o gyfweliadau gyda menywod oedd wedi bod yn gweithio yn y diwydiant Ilaeth - yn ffatri laeth Pont Llanio a Hufenfa Felin-fach. At hyn recordiwyd cyfweliad gydag Enid Thomas, nyrs a ddechreuodd weithio yn ffatri Fisher and Ludlow, Llanelli, tuag 1978 er mwyn dangos y math o ofal meddygol a oedd ar gael yn y ffatrioedd.

Yn Sir Gaerfyrddin a Cheredigion roedd canran uchel o'n cyfranwyr yn siaradwyr Cymraeg, felly cynhaliwyd y cyfweliadau yn y Gymraeg, er bod rhai ohonynt yn poeni am safon eu hiaith. Mewn ardal drefol fel Abertawe, Saesneg oedd iaith mwyafrif y cyfweliadau. Yn cyd-fynd a'r gwahaniaeth ieithyddol roedd gwahaniaethau diwylliannol, gyda'r siaradwyr Cymraeg yn amharod iawn i feirniadu'r gwaith neu'r rheolwyr, a'r merched di-Gymraeg yn fwy parod i rannu profiadau ar agweddau nad oeddynt yn hapus yn eu cylch. Recordiwyd cyfweliadau gyda gweithwyr dros dro hefyd gan eu bod yn gallu cynnig persbectif amgen ar y gwaith.

Bu rol y gwirfoddolwyr yn y de-orllewin yn holl bwysig, yn arbennig yn ardal Abertawe. Cynhaliwyd diwrnod o hyfforddiant yn Llyfrgell y Glowyr a chafodd wyth gwirfoddolwraig eu hyfforddi:-Avril Rolph, Jenny Sabine, Eugena Hopkin, Jaci Gruffudd, Wendy Marmara, Annest Wiliam, Silva Huws a Catrin Stevens, a recordiodd 13 o gyfweleion. Roedd saith ohonynt yn dod o ardal Abertawe ac roeddynt yn gallu cynnig gwybodaeth bellach am ffatrioedd a oedd yn adnabyddus iddynt fel Penn Elastic a Mettoys.

O ran y cyhoeddusrwydd roedd angen cyhoeddusrwydd lleol i dargeddi ardaloedd a ffatri'oedd arbennig. Cysylltwyd a llyfrgelloedd yn ardal Abertawe a bu Leesa Harrison yn Llyfrgell Fforest-fach yn gefnogol iawn. Crewyd posteri gan y Swyddog Maes yn gofyn am gyn-weithwyr o Mettoys, Louis Marx, Smiths Crisps ac Addis yn arbennig. Yn y ffordd yma, llwyddwyd i ddarganfod Patricia Ridd, Margaret Hayes, Grace Beaman ac Ann Harrison. Yn yr un modd bu Pat Perkins yn Llyfrgell Treforys yn allweddol trwy roi mynediad i grwpiau'n cyfarfod yno, fel y '*Knit & Natter*' lleol. Trwy siarad gyda'r grwp wyneb yn wyneb daethpwyd o hyd i Margaret Morris ac Alison Rees, acfe'u darbwyllyd i gymryd rhan.

Manteisiwyd ar gyfryngau eraill i hyrwyddo'r prosiect. Defnyddiwyd cyfryngau cymdeithasol fel gwefan Fforwm Hanes Fforest-fach a gwnaethpwyd cyfweiliad ar raglen gylchgrawn 'Pnawn Da' ar S4C. At hyn derbyniwyd gwahoddiadau gan sawl cymdeithas leol i siarad am y prosiect: Swansea Probus, Pontardawe; Chwiorydd Capel Soar, Pontyberem; Joanie Club, Castell Nedd; Cymdeithas yr Hen Oed Fforest-fach (Adran y Menywod); *Knit and Natter*, Llyfrgell Treforys; Cymdeithas yr Hen Oed, Pontyberem; Cwrtsart Fellowship, Llansawel; Grwp Llyfrgell Pontardawe; Clwb yr Hen Oed, Pontardawe; Gild Cydweithredol y Merched, Llanelli.

Ym maes cyhoeddusrwydd, unwaith eto, fe brofodd y pwyllgor rheoli yn gefnogol tu hwnt. Danfonodd Rosemary Scadden fanylion am arddangosfeydd y de-orllewin at y *South West Wales Media* ac ymddangosodd erthygl yn y *Llanelli Star* ar 17 Medi, 2014 yn hysbysebu'r arddangosfa yn Llyfrgell Llanelli a Theatr y Ffwrnes.



Women's role in factories on show

THE Women's Archive of Wales has recently conducted an oral history of women who worked in Welsh factories post 1945 after receiving cash from the Heritage Lottery Fund.

Most of these jobs have now gone to the Far East, so the project was deemed an important piece of work capturing the memories of these women, before they have gone forever.

To conclude the study small exhibitions have been mounted in the geographical areas where the women were working.

The first exhibition took place at Llanelli Library from September 1 to September 12. And now, until September 15, the exhibition will now be at Ffwrnes.

Cynhaliwyd dwy arddangosfa yn y de-orllewin mewn dau leoliad gwahanol, ar yr un pryd: un yn Llyfrgell Llanelli, Theatr y Ffwrnes Llanelli a Theatr Felin-fach a'r llall yn Llyfrgelloedd Fforest-fach, Treforys ac Ystradgynlais. Roedd yr adborth gan y staff yn y lleoliadau hyn yn bositif iawn. Cafodd siaradwyr fel Patricia Ridd a Margaret Morris gyfle i weld ffrwyth eu llafur wrth ymweld ag arddangosfeydd Fforest-fach a Threforys.

Profodd ein dull o recordio cyfweiliadau yn ffordd ddelfrydol i gofnodi hanesion ein menywod, a hybu ymwybyddiaeth a dealltwriaeth o'u profiadau.

Dyma rai o berlau r menywod:-

"O'dd e fel *jail sentence*... O'ch chi'n eistedd yn eich set ac yn neud yr un peth o fore gwyn tan nos. O'ch chi'n mynd i ga'l cino, ac o'ch chi'n dod nol a neud yr un peth. Ac o'ch chi'n mynd gatre. Ac oedd e fel, o'n i'n teimlo fel sen i mewn boc."

Nan Morse Alan Paine Rhydaman

"...y cyffro pan o'n nhw'n dod rownd 'da'r slip, yn gweud 'tho ti faint o fonws o'dd 'da ti... Rheina o'dd dyddie hapusa' 'mywyd i. O'n i'n joio bob munud. O'n i'n dwlu ar y merched, dwlu ar y gwaith, o'n i'n dwlu ar bopeth 'na." (Cyfieithiad)

Gweithwraig Ddi-enw, Morris Motors, Llanelli



"Ond o'dd dim amser 'da chi i siarad a pobol 'na ... allech chi byth a mynd offy mashTn i gloncan ne bydde'ch target chi mas trw'r ffenest... O'dd e'n waith caled. O'dd unrhyw un sydd wedi bod yn gwitho yn ffactri fel Slimma, o'dd dim ofan gwaith arnyn nhw."

**Helena Gregson, Ffatri Slimma,
Llanbedr Pont Steffan**

"O'dd pawb wrth eu bodd i ga'l swydd 'na achos o'dd dim byd 'ma...dim byd i ferched erioed....arwahan i fynd i sgrwbo neu rywbeth fel'na. *One pound two and six* o'dd 'y 'nghyflog cynta' i. O'n i'n meddwl bo fi'n gyfoethog!"

Joyce Evans, Ffatri "Tic Toe" (Anglo Celtic) Ystradgynlais



"O'n i'n dwlu ar Mettoys... .O'n nhw'n deg ac o'dd pawb 'da'i gilydd... Ond o'dd rhaid ymladd am bopeth...Y cyfan o'n ni eisiau o'dd mynd mewn, gwneud diwrnod o waith, dod adref, gwishgo lan a mynd ma's, codi'r bore wedyn a gwneud yn gwmws yr un peth 'to...." (Cyfieithiad)

**Cynthia Rix, Ffatri Mettoys,
Fforest-fach, Abertawe**

"Ma'n rhaid 'mod i wedi mwynhau gwaith ffatri. Gweithiais i mewn ffatrioedd o 1961 tan 1998, trwy gydol fy mywyd, wy' erioed wedi bod ar y clwt. Fel wedes i, o't ti'n gallu gadael un swydd a cherdded mewn i un arall yn syth." (Cyfieithiad)

Patricia Ridd, Ffatri Corona, Fforest-fach, Abertawe



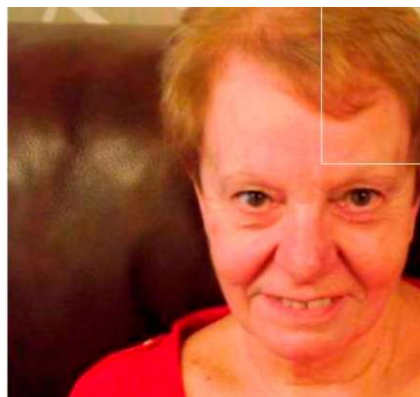
"chi'n dod i nabod [llaeth] y ffermydd 'ma i gyd,... on nhw'n dod fel 'sen nhw'n blant i chi - yn ffrindie. O'dd wahanol wynt 'da nhwarwahanol adeg o'rflwyddyn. Mae'n dibynnu beth on nhw'n cal 'u ffido. Os on nhw ma's mewn porfa ffresh neu'n mynd i ga i bori rep, odd y smel dipyn yn wahanol."

Meiryl James, Hufenfa Felin-fach, Ceredigion

"O'n i'n cwpla ysgol ar y dydd Gwener ac o'n i'n dechre yn y ffactori ar y dydd Llun.

'Na'rysgol ore erio'd, o'dd mynd i witho'n Tic Toe."

Moira Morris Ffatri Tic Toe (Anglo Celtic), Ystradgynlais



ADRAN C

Marchnata a Chyhoedduswydd:

Defnyddiwyd amrywiol ddulliau i ddenu sylw at y prosiect:

- > **Papurau newydd:** Cafodd y prosiect gryn gyhoedduswydd trwy'r llythyrau a anfonwyd trwy *Media Wales* i 35 o bapurau lleol ledled Cymru yn apelio am siaradwyr i gysylltu a ni. Apeliwyd am siaradwyr Cymraeg trwy lythyron i 45 o bapurau bro a *Y Cymro*. Yna, tua hanner y ffordd trwy'r prosiect, ail-ddefnyddiwyd y strategaeth hon i gael hyd i siaradwyr ar gyfer y gogledd-ddwyrain a chyhoeddwyd llythyron yn apelio am gymorth yn y *Daily Post*, y *Wrexham Leader* a'r *Deeside Leader*. At hyn ysgrifennwyd erthyglau cyson yng Nghylchlythyrau AMC ac anfonwyd gwybodaeth i Ferched y Wawr (cyhoeddwyd yn *Y Wawr*, Mawrth 2014) ac i gylchgrawn Sefydliad y Merched. Un o'r erthyglau mwyaf trawiadol oedd erthygl tudalen gyfan gan Rachael Misstear '*Hoover women's equal pay led to years of male resentment*' yn *Western Mail*, 24 Gorffennaf, 2014, a symbylwyd gan arddangosfa'r prosiect ym Merthyr Tudful.
- > **Sgyrsiau cyhoeddus:** Manteisiwyd ar bob cyfle i gyflwyno'r prosiect i gynulleidfaoedd gwahanol. Noda'r Swyddogion Maes y sgyrsiau a gyflwynon nhw yn eu hardaloedd i dynnu sylw at y prosiect (ADRAN B). Dyma restr o'r prif sgyrsiau a'r darlithoedd a gyflwynwyd:

Medi 9, 2012: Penwythnos Preswyl Cenedlaethol Merched y Wawr, Llanbedr Pont Steffan (Catrin Stevens)

Hydref 2012: Cynhadledd Flynyddol AMC yn y Fenni (Yr Athro Deirdre Beddoe a Catrin Stevens)

Hydref 12, 2013: Cynhadledd Flynyddol AMC ym Merthyr Tudful (Catrin Stevens)

Chwefror 19, 2014: Y Senedd, Caerdydd (Jenny Sabine, Rebecca Ball [CDL], yr Athro Deirdre Beddoe a Catrin Stevens)

Mawrth 29, 2014: Cymdeithas Hanes Gelli-gaer (Catrin Edwards)

Mai 17, 2014: Cynhadledd AMC ar y cyd a chymdeithas Llafur, Arberth (Catrin Edwards)

Mehafin 26, 2014: Co-operative Women's Guild, Llanelli (Susan Roberts a Catrin Stevens)

Awst 8, 2014: Sesiwn gan AMC yn yr Eisteddfod Genedlaethol (Eirlys Lewis, Enid Davies - dwy gyn-weithwraig, Jaci Gruffudd - gwirfoddolwraig, a Catrin Stevens gydag ymchwil gan Susan Roberts)



Panel o siaradwyr yn Eisteddfod Genedlaethol Sir Gar, Awst 2014: Jaci Gruffudd (gwirfoddolwraig), Eirlys Lewis ac Enid Davies (cyn-weithwyr ffatri)

Hydref4, 2014: Cynhadledd Flynyddol AMC, Bangor (Kate Sullivan, Catrin Edwards a Catrin Stevens)

Hydref20, 2014: Cymdeithas Gymraeg Llandeilo Ferwallt, Abertawe (Catrin Stevens)

Rhagfyr2, 2014: Cwrs Hyfforddi CDL, Caerdydd (Catrin Stevens)

> **Radio a theledu:** Cafwyd sawl gwahoddiad i drafod y prosiect ar y radio a'r teledu, er enghraifft:

Awst 25, 2013: Radio Wales, rhaglen Roy Noble (Catrin Stevens)

Hydref 2, 2013: Radio Cymru, rhaglen Iola Wyn (Catrin Stevens)

Mai 2014: S4C Pnawn Da (Susan Roberts)

Gorffennaf 31, 2014: Radio Wales, rhaglen Eleri Sion (Kate Sullivan, Vera Jones a Nesta Davies)

Awst 8, 2014: BBC Cymru rhaglen o Eisteddfod Sir Gar (Catrin Stevens)

> **Gwefannau cymdeithasol:** Sefydlwyd BLOG arwefan AMC: www.womensarchivewales.org, ac ychwanegwyd ato gan y Swyddogion Maes ac eraill yn rheolaidd. Anfonwyd negeseuon ar Trydar a Gweplyfr gan Avril Rolph a Caroline Fairclough o'r GRhP yn gyson.

- > **Posterï:** Cynhyrchodd Catrin Edwards bosterï lliwgar i hysbysebu'r prosiect yn y de-ddwyrain (gweler Adran B)

- > **Arddangosfeydd:** Yn ein cais i CDL nodwyd y byddem yn cynhyrchu arddangosfeydd teithiol tua therfyn y prosiect i rannu'n darganfyddiadau gyda'r cyhoedd. Llwyddwyd i baratoi chwe arddangosfa (dwy gan bod Swyddog Maes). Penderfynwyd arfformat cyffelyb i sicrhau cysondeb ar draws y y chwe arddangosfa, yn cynnwys nifer o ffotograffau / dogfennau gwreiddiol a gasglwyd; lluniau o'n siaradwyr, a dyfyniadau o'r cyfweiliadau. Dewiswyd lleoliadau addas megis llyfrgelloedd lleol, archifdai sirol, canolfannau cymdeithasol a chelf. Anfonwyd gwahoddiadau at gyfweleion lleol yn tynnu'u sylw at yr arddangosfeydd a fyddai yn eu hardaloedd. Gwahoddwyd sylwadau gan ymwelwyr am yr arddangosfeydd trwy lyfrau ymwelwyr.



Y chwe arddangosfa ochr yn ochr yng Nghynhadledd Flynyddol AMC, 2014

ARFARNIADAU:

Penderfynwyd gofyn i ddwy garfan werthuso'r prosiect:

(i) Y Cyfweleion:

Gofynnwyd i bod siaradwraig(wr) lenwi ffurflen werthuso yn ddiennw. Felly dosbarthwyd 210 ffurflen a dychwelwyd 153, seft tua 75%, canran dderbyniol iawn. Dyma'r cwesytynau a ofynnwyd:

	Uchaf				Isaf
1. Oedd y trefniadau ar gyfer y cyfweiliad yn effeithiol?	5	4	3	2	1
2. Oedd y lleoliad yn addas?	5	4	3	2	1
3. Oeddech chi'n gyfforddus yn cael eich holi?	5	4	3	2	1
4. Oedd y cwesytynau a holwyd yn addas?	5	4	3	2	1

5. Oeddech chi'n teimlo i chi gael cyfle i adrodd eich hanes yn effeithiol?

5 4 3 2 1

6. Oedd y sesiwn o'r hyd iawn?

5 4 3 2 1

Sgoriwyd yn uchel ar gyfer pob cwestiwn - o 100% i 98% ym mhob achos.

Dyma flas o'r sylwadau a derbyniwyd gan y cyfweleion Cymraeg:

'Mwynhad mawr oedd cael sgwrsio am y gorffennol a gwybod bydd yr hanes ar gof a chadw.'

'Wedi joio mas draw. Oedd hyn wedi dod a atgofion hapus oedd wedi digwydd blynyddoedd nol yn fy mywyd, pethach o ni wedi anghofio amdano nes dechre sharad.'

'Y swyddog wedi llwyddo i wneud imi deimlo'n gartrefol.'

'Roeddwn wedi mwynhau yn fawr iawn mynd yn nol dros yr amser hapus iawn yn y chwe degau.'

'Profiad ardderchog.'

(ii) Y Gwirfoddolwyr:

Gofynnwyd i bob gwirfoddolwraig fu'n cynorthwyo gyda'r cyfweld gynnig eu sylwadau (yn ddiennw) ar y profiad a'r prosiect. Dychwelwyd un ar ddeg ffurflen (6 yn Gymraeg a 5 yn Saesneg). Roedd pob sylw a dderbyniwyd yn gadarnhaol a chefnogol. Dyma flas ar y cwestiynau a rhai o'r sylwadau:

1. *Beth oedd eich barn am y sesiwn hyfforddiant?*

'Roedd y sesiwn hyfforddiant wedi ei gyflwyno yn ddealladwy ac yn effeithiol ac o fudd mawr i mi'n bersonol yn enwedig yr agwedd ymarferol.'

2. *Sut aeth y trefniadau ar gyfer recordio?*

'Hawdd trefnu apwyntiadau a dim traffethion o gwbl efo'r trefniadau - pawb yn edrych ymlaen at y sesiwn.'

3. *Sut fyddech chi'n disgrifio'r profiad o recordio'r siaradwr(wyr)?*

'Yn fraint cael clywed yr hanesion, wnes i fwynhau'r profiad yn fawr iawn, roedden nhw yn ateb yn gwbl agored a llawn a gwnaeth hynny'r gwaith yn bleser pur.'

4. *Beth yw eich barn am y prosiect hwn?*

'Prosiect gwerthfawr a diddorol. Roedd y profiad o wrando ar hanes y merched yn un positif o ochr y siaradwyr ac o ochr y gwrandawr. Wedi llwyddo i roi llais i ferched anweledig. Bydd ymchwilwry dyfodol yn ein dyled.'

Yn yr un modd gofynnwyd i'r gwirfoddolwyrfu'n adysgrifo'n unig lenwi holiaduron gwerthuso. Dychwelwyd pedair ffurflen (3 Saesneg/1 Gymraeg). Dyma'r cwestiynau a rhai ymatebion:

1. *Sut aeth y trefniadau ar gyfer adysgrifio?*

'Cafodd y cyfarwyddiadau eu hegluro'n glir, ac aeth y trefniadau'n hawdd.'

2. *Sutfyddech chi'n disgrifio'r profiad o adysgrifio'r cyfweiliadau?*

'Dysgais i lawer am fywydau menywod yn y gorffennol.'

3. *Beth yw eich barn am y prosiect hwn?*

' Mae'n bwysig cael cofnod o adeg o hanes sy'n ami yn cael ei hanwybyddu.'

ADRAN CH

PROSIECTAU YCHWANEGOL

Cwblhawyd y prosiect gwreiddiol, gan gyrraedd yr holl dargedau erbyn diwedd Hydref 2014. Fodd bynnag, oherwydd i ni reoli'r gyllideb yn ofalus, roedd gennym danwariant o tua £9,000 (yn cynnwys £7,000 o arian wrth gefn) o'r brif gyllideb o £68,100 (£65,100 gan CDL + £3,000 oddi wrth yr Ashley Family Foundation).

At hyn roedd gennym £2,000+ yn ychwanegol o'r nawdd pellach - undebau Unite a Community Union a chyfraniadau aelodau AMC.

Felly gofynnwyd am ganiatad i CDL i wario'r cyllid dros ben i roi gwerth ychwanegol i'r prosiect (gweler isod) a chytunodd CDL y gellid gwneud hynny ar Hydref 29ain. Cadarnhawyd hynny gan Bwyllgor Rheoli AMC ar Dachwedd 6ed, 2014.

Dyma'r prosiectau ychwanegol:

1. Creu gwefan, yn ymgorffori'r metadata, adysgrifau yr holl gyfweiliadau, detholiad cynrychioliadol o'rffotograffau / dogfennau a gasglwyd, clipiau awdio a stori'au digidol.

Ymgwymerwyd a'r gwaith hwn gan Kate Sullivan, Swyddog Maes y gogledd, ar y cyd a www.technoleg-taliesin.com. Gweler www.lleisiaumenywodffatri.cymru

2. Cyfieithu crynodebau o'r cyfweiliadau Cymraeg - 60 cyfweiliad i gyd - i'w gwneud yn hygyrch i gynulleidfa ehangach ac ymchwilwyr. Ymgwymerwyd a'r gwaith hwn gan Swyddog Maes y de-orllewin, Susan Roberts. Ymgorfforwyd y rhain gyda'r adysgrifau gwreiddiol a rhoddwyd hwy ar y wefan hefyd.

3. Paratoi 25 clip awdio i'w rhoi ar y wefan. Ymgwymerwyd a'r gwaith hwn gan Marc Roberts a baratodd y clipiau awdio ar gyfer cyflwyniadau'r Eisteddfod Genedlaethol a'r Gynhadledd Flynyddol yn ogystal. Mae adysgrifiadau o'r clipiau awdio a chyfieithiadau ohonynt (boed o'r Gymraeg neu'r Saesneg) ar y wefan hefyd.

4. (i) Creu arddangosfa ddigidol i'w harddangos e.e. mewn llyfrgelloedd, archifdai, amgueddfeydd, canolfannau cymdeithasol a.y.b. ac ar y wefan.

(ii) Creu stori'au digidol o'r cyfweiliadau a'r lluniau a gasglwyd i'w rhoi ar y wefan a'u hymgorffori yn yr arddangosfa ddigidol

Ymgwymerwyd a'r ddwy elfen hon o'r gwaith gan Swyddog Maes y de-ddwyrain, Catrin Edwards.

CWBLHAU'R PROSIECT

I ddirwyn y prosiect i ben ac i ddathlu'r hyn a gyflawnwyd penderfynwyd cynnal digwyddiad arbennig yng Nghanolfan Soar, Merthyr Tudful, ar ddydd Mercher 25ain Mawrth, 2015. Dyma gyfle i lansio'r wefan newydd, i gyflwyno'r Adroddiad Terfynol i'n noddwyr ac i swyddogion Archif Menywod Cymru, i gwrdd a nifer o'r siaradwyr yn yr ardal hon ac i ddiolch i bawb a gyfrannodd tuag at wneud y prosiect cyffrous hwn yn un mor llwyddiannus.

**ARCHIF MENYWOD CYMRU
WOMEN'S ARCHIVE OF WALES**

ADRODDIAD TERFYNOL

'LLEISIAU O LAWYR Y FFATRI'

**Profiadau menywod fu'n gweithio yn y
diwydiannau gweithgynhyrchu yng
Nghymru, 1945-1975**

Busen Gofrestr edigR hŷ 1 6-8206

