

CONGRESS 2021

GENERAL COUNCIL REPORT



Foreword

I am proud to provide the foreword to this General Council Report ahead of a Wales TUC Congress that will be like no other that has gone before it. No one would have imagined when we last met in Llandudno three years ago that we would be meeting in these circumstances.

And yet, despite the enormous upheavals and challenges that we and our members have faced since 2018 and in the last year in particular, there can be no question that this is a moment of great opportunity for the Welsh trade union movement.

In the face of appalling difficulties and great heartfelt losses, our movement has repeatedly demonstrated its ability to fight for workers, to achieve change in our workplaces, and to influence the decisions that impact people's working lives across the country.

As we are hopefully now emerging from the Covid 19 crisis, there is a renewed recognition not just in Wales but across the world that we can simply no longer tolerate the endless chipping away at terms and conditions for workers that we've seen in recent decades.

The tide is turning and we must now be leading those public conversations about organising and campaigning for equitable and urgent reform, whether that's finally fixing the scandalous treatment of our care workers, bringing privatised services back into public ownership, tackling precarious and insecure work in the wider economy or saying no to racist, discriminative, intersectional, structural inequalities.

Throughout this report you can see the solid foundations that we've now laid. The Wales TUC has transformed itself in the last 12 months in order to continue to provide our skills and training support to Wales's workers,

access to education and essential online resources, as well as continuing to campaign on issues like the need for a strong new social partnership and public procurement legislation as well as a green recovery and just transition with worker voices up front.

I would like to extend my thanks to members of the Wales TUC General Council for the support that they have provided and the effective and pragmatic way that they have responded to the challenges we have faced.

During my time as General Secretary we have also re-established a much greater and more active role for the Wales TUC Executive Committee, ensuring all sectors and affiliates can reach into the heart of Welsh Government decision making and access a wider level of engagement with employer groups.

I would like also to give my sincere thanks to the members of that Committee who have gone above and beyond in their commitment to making our social partnership engagement with the Welsh Government as impactful as possible, pushing hard to ensure all workers and communities in Wales are supported and protected during the pandemic.

And, finally, I would like to pay special tribute to the President, my Deputies and Team of the Wales TUC who have worked tirelessly, giving their all to secure the achievements and progress that is detailed in the following pages.



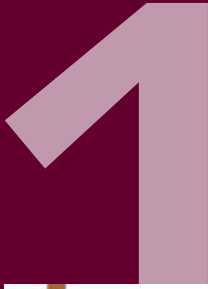
A stylized, handwritten signature in black ink.

Shavanah Taj
General Secretary
Wales TUC

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Section 1

Policy

Social partnership

“We have taken significant steps to strengthen sectoral and cross-sectoral social partnership arrangements”

In the last three years we have taken significant steps to strengthen sectoral and cross-sectoral social partnership arrangements as we have remained committed to this way of working with employers and government. The culmination of this is the [Social Partnership and Public Procurement Bill](#), which should introduce a social partnership duty for many of Wales's public bodies and a Fair Work duty which Welsh Government must comply with. It has also resulted in the Social Partnership Council, a cross-sector social partnership arrangement which has been meeting fortnightly during the pandemic and will be put on a statutory footing once the bill becomes law. We now need to consider how we need to prepare for this new law as a union side, as it requires a high level of input from unions.

The [Workforce Partnership Council](#) (WPC) continues to work to improve public sector workers' experiences through cross-public sector partnership, with unions securing several important agreements in the last three years. Chief among these is an [agreement on the acceptable use of non-guaranteed hours arrangements](#), which includes casual and zero-hour contracts. Through the WPC, we have agreed with health boards, local councils and Welsh Government employers that casual and

zero-hour staff should be offered a permanent or temporary contract after 12 weeks, if there is a continuing need. Union branches can now support workers on precarious contracts to access secure work. The WPC has issued a [best practice guide](#) to support this work.

Work is underway to make it easier for workers to move from one public sector to another. A WPC report on workforce [mobility within public services](#) found differences in terms and conditions of employment, and lack of suitable opportunities. A long-term project is in place to address this, including via a continuous service protocol between public sector employers.

The WPC is also developing a set of principles on digitalisation that support the involvement, participation and consultation of staff and trade unions when new digital and data methodologies and new technologies are introduced. This follows the recommendations of a WPC report on [the future of work and the impact of innovative technology on the workforce](#) and will build upon the principles of the [Partnership and Managing Change Agreement](#) which requires state employers to use best endeavours to ensure employment continuity whenever changes are made which affect the workforce. It also requires employers to consult trade unions at the earliest appropriate opportunity and before any irreversible decisions are made.

The WPC has also produced joint statements on [paid leave for staff experiencing domestic abuse](#) and on [managing asbestos in public buildings](#).

“The Workforce Partnership Council continues to work to improve public sector workers’ experiences through cross-public sector partnership, with unions securing several important agreements in the last three years.”

Beyond the WPC, establishing the [Social Care Fair Work Forum](#) in September last year has been a very important step to address the quality of work issues in the outsourced sector. Bringing together unions, employers, government and commissioners, [the forum is exploring issues](#) like;

- pay,
- progression,
- health and safety for the independent sector workforce,
- how sectoral collective bargaining could operate.

There is also welcome trade union involvement in the [Decarbonisation Strategy Panel](#), which will determine how the public sector deals with the challenge to decarbonise.

The [Council for Economic Development](#) is still the main mechanism for private sector social partnership working. Meeting three times a year, it continues to be a useful forum to consider major policy decisions and economic trends. Social partnership working in the private sector more generally is far more ad hoc and challenging in relation to certain policy areas. Often, the union density in a sector tends to reflect how much attention is paid to the workforce by government, when we would argue that the opposite should be the case – non-unionised workers are inherently more vulnerable. More broadly, we are very pleased that there is now a social partnership arrangement to look at how our private sector responds to the climate

emergency, but would have welcomed a greater focus on workers in the Welsh Government’s [foundational economy work](#). We also hope that the recovery will be a chance to implement many of the recommendations of [Prof Brown’s review of digital innovation and the future of work](#), which unions contributed to.

Our work on the impact of Brexit has focused on the implications for trade, free movement of workers and the loss of structural funds. We have been involved in several government boards looking at this, including the [Trade Policy Advisory Group](#) and the [Regional Investment in Wales Steering Group](#). As the UK Government’s policy intent has become clearer, a key purpose of our role in these groups is to align Welsh Government policy to TUC policy.

We remain concerned that social partnership working is heavily concentrated at a Welsh Government level. While the proposed Social Partnership Duty could embed this way of working in our public bodies, there is still an absence of worker voice at the regional level, in arrangements such as those for city deals which control a huge amount of public spending. We are similarly concerned about the impact social partnership has on Welsh Government sponsored bodies such as Business Wales and the Development Bank for Wales, which lead on private sector intervention but are arms-length from government.

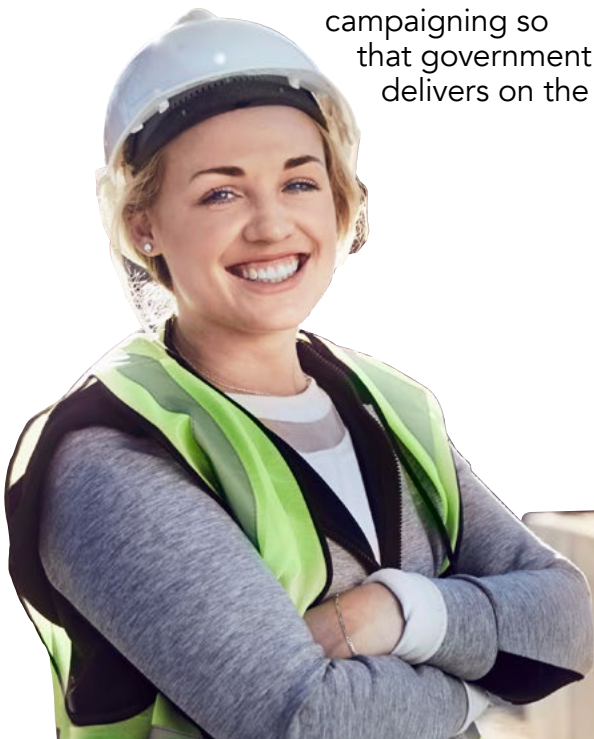
Fair Work and social justice

Stemming from a campaign launched by the Wales TUC in 2015, Welsh Government have run four [Better Jobs Closer to Home pilots](#) in the last three years. The pilots tested the idea that procurement law permits public bodies to reserve contracts for firms which provide employment and training opportunities for disadvantaged workers. Although not every pilot has continued to operate, there is now a garment factory in Blaenau Gwent supplying the Welsh NHS and Transport for Wales, as well as a signage and paper recycling service being awarded public sector contracts and providing job opportunities to those who were at greater risk of being excluded by the labour market.

In 2018 Welsh Government responded to social partners' call to establish a [Fair Work Commission](#). This was a major step in considering how the devolved government – with no powers to change employment law – could make work fairer. We welcomed [their report](#), including the definition of Fair Work, and have now been campaigning so that government delivers on the

recommendations, especially in relation to trade unions and collective bargaining. Until now this has been fairly challenging, with fairly muted outputs such as a '[know your rights and responsibilities](#)' campaign which promoted trade unions, employer organisations and Citizens Advice's role to support people with employment problems. We are lobbying for a fair, more straightforward and pro-union approach to the Fair Work agenda, such as a simple 'join a union' campaign.

Structural changes have moved along at a much faster pace. Establishing a 'Fair Work and Social Partnership Directorate' within Welsh Government was a significant move, illustrating the commitment to this area and recognising that it will require a dedicated team of officials to ensure that the whole of government and other public bodies are delivering fairer work outcomes and working in social partnership.





The [Economic Contract](#) and Welsh Government's commitment to a 'something for something' approach in relation to business funding and other areas of public spend has been a more challenging area. The Economic Contract is significantly different from what was first envisaged and requires a significant level of input from Welsh Government, which means that it is only likely to impact a small number of businesses. We therefore want to shift the discussion to conditionality – the conditions that actually mean that a grant can be withdrawn or not, rather than the relationship that Welsh Government build with firms – so that anti-union firms are ineligible for public funds. As a start, we have been campaigning to see every organisation that receives public money to permit trade union access to their workforce as a prerequisite.

We were pleased that Ken Skates, Minister for Economy, Transport and North Wales, [wrote to all Economic Resilience Fund recipients in September 2020](#) stating he expected recipients of public funds to permit union access.

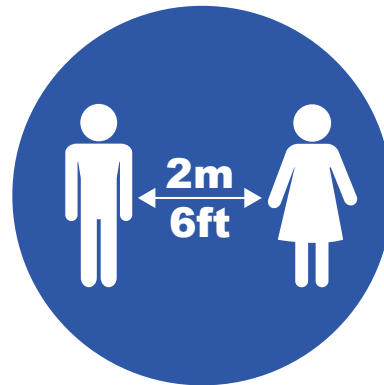
Coronavirus response

The Wales TUC prioritised worker health and safety in response to the crisis. We immediately set up a worker whistle blowing site to protect and support workers, particularly in non-unionised workplaces who were anxious or worried about their rights at work. We successfully campaigned for [the two-metre law](#), for a [legal duty on all employers to carry out a covid risk assessment](#) and for the establishment of a national [Health and Safety Forum](#). We hope this is the start of a more worker-focused approach to health and safety in Wales.

We have also campaigned for financial support for those who are self-isolating, business support for those hardest hit sectors to retain their workforce and our affiliates have won support for the sectors they represent – including those who work in the creative industries and taxi drivers.

The strength of commitment to Fair Work and the shared vision between government and unions meant that some decisions were taken in a markedly different way to how they were approached in England, without any lobbying required from the union side. For example, there was no question here of the private sector delivering the 'Track, Trace, Protect' programme. It stayed in-house and there is widespread acknowledgement that this resulted in a better service.

And we must reflect on the fact that the pandemic struck at a point when Welsh Government's Fair Work and Social Partnership Directorate was in its infancy, and our decision to not prioritise sectoral social partnership arrangements to target some of our most vulnerable workers – including social care and hospitality – put us on the backfoot. It required a huge amount of union officer time to ensure that workers were



Social distancing

**maintain a
2 metre distance**

keep yourself and others safe

▼ We successfully campaigned for the two-metre law

considered by government interventions in these sectors. The Wales TUC is extremely grateful for the support we have had from our affiliates and have no doubt that this made a significant impact to thousands of workers' lives and efforts to stop the virus spreading.

Social care offers the clearest example of this. Existing social partnership arrangements proved robust and provided routes to raise concerns on behalf of those who were directly employed by local authorities and health boards, but there was no parallel structure for those employed in the independent sector. This meant that there was far less clarity over how interventions were impacting upon workers here and examples of where this lack of reach meant that workers were worse off. Trade unions fought incredibly hard to ensure that these workers were not overlooked, often attending several meetings a week to ensure that there was a worker voice in meetings, and identifying how poor labour practices were undermining efforts to stop the virus spreading. A nationwide [sick pay scheme for social care workers](#) is a significant union success.

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Section 2

Equality

Equalities report

At the start of the Covid 19 pandemic, the Equalities Committee invited the Deputy Minister and Chief Whip to attend a committee meeting to discuss the impact of Covid 19 on equality streams. The committee provided a report for the Minister which covered the following areas;

- Pregnancy and maternity
- Gender
- Parents and carers
- Disability and caring for disabled people

- BME
- Migrant workers and refugees
- Religion
- Sexual orientation and gender reassignment
- Age
- Welsh language
- Impact on atypical workers

Following the initial meeting with the Minister, she attended monthly meetings with the Equalities Committee and ensured that the Wales TUC report was shared across Welsh Government departments. Wales TUC has since participated in a the BME helpline, providing support on employment issues.



The General Secretary has played a key role in the First Minister's, Covid BAME Socio Economic Advisory Group and provided regular evidence to the Economy, Infrastructure and Skills Committee, addressing intersectional inequalities across sectors and communities in Wales, advising what additional support Welsh Government could provide to plug those gaps of need. The General Secretary is also a member of the Expert Advisory Panel for the EHRC's national enquiry into racial inequality in health and social care workplaces.

The Wales TUC Equality Policy Officer has been seconded to Welsh Government to help develop the Welsh Government Race Equality Action Plan and we are in the process

of collating views from across the union movement to submit a BME worker response to the REAP.

We have continued our support for a wide range of campaigns for social justice, including the Police, Crime, Sentencing and Courts Bill - [see statement](#)

Our commitment to Back Lives Matter - campaigning for justice and equity continues, as we actively support Welsh family campaigns including, Justice For Christopher Kapessa, Justice For Siyanda Mngaza, Justice For Mohamud Hassan and Justice For Mouayed Bashir.



Toolkits developed during 2020/21



Mental health toolkit

We worked in partnership with Platfform to create an inclusive and useful toolkit aimed at union representatives. The toolkit was launched at a webinar which attracted many participants and included Eluned

Morgan, Minister for Mental Health and the Welsh Language. We have since set up a Mental Health Forum for trade unions which will link with the Minister.

Apart from the toolkits we have also been involved in;

- Writing a series of Covid 19 and equality guides for the Wales TUC website
- Providing a summer equality campaign on social media, promoting our guides
- Hosted a BME webinar which attracted 100 people
- Provided a programme for Women Union Professionals through the Wales TUC Education Service
- Provided information and guidance to the Wales Money & Pensions Service on issues relating to workers and finance
- Provided feedback to the Welsh Government employment team on a toolkit they are producing aimed at informing employers on workers' rights around disability
- Launched an online campaign for Black History Month
- Supported Welsh Women's Aid campaign - 'no grey areas' re sexual harassment
- Held a seat on the Welsh Government Budget Advisory Group for the economy



Older workers toolkit

The toolkit was launched at a webinar and was well received. There were 68 attendees, and many of them were new to trade union events. Online events have indicated that there is a higher reach to workers and others.

Young workers toolkit

The Young workers toolkit is about to be completed and will be launched shortly.

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Section 3

A green recovery and a just transition

Policy development

Over the last 12 months, we have developed a sustained campaign calling for a green recovery from the Covid 19 crisis and a just transition for all workers and communities as Wales moves towards a net-zero economy.

Our key objectives in this work have been to:

- protect and involve all those whose jobs are affected to ensure no workers or communities are left behind
- maximise opportunities to create good quality new jobs offering Fair Work in the process of transition
- strengthen and support the role of unions in tackling the climate and nature emergency



Following a roundtable with unions in April 2020 to discuss the issues, in June, we published [A green recovery and a just transition](#). This report called for a massive economic stimulus and set out a five-point plan to achieve a 'just transition' to a net-zero economy.

This work was developed further in August when we commissioned Transition Economics to do a detailed analysis on job creation opportunities. This analysis set out how [£6 billion in investment could create almost 60,000 jobs](#). It also showed how these job opportunities could help those most affected by the immediate economic crisis caused by Covid 19 and help Wales meet its climate targets in the longer term.

Our work in this area has gained a significant amount of traction among policy makers and other stakeholder organisations, as well as press coverage. It has been crucial in helping us to raise the profile of worker voice on this issue.

Subsequently, following the launch of our campaign:

- Shavanah Taj, Wales TUC General Secretary, was invited to be part of the advisory panel for [South Wales Valleys Climate and Fairness Panel](#) (citizen's jury) run by the IPPR's Environmental Justice Commission.
- We've taken part in a research study for the [TRACER](#) project (Transition in Coal Intensive Regions).
- We've secured trade union representation on the (public sector) Decarbonisation Strategy Panel and the new Wales Industrial Decarbonisation Task and Finish Group which have been set up by Welsh Government.
- We've worked in partnership with the [Future Generations Commissioner and NEF on green skills research](#), which found equality gaps in green jobs.
- We were invited to host an event on a just transition as part of [Wales Climate Week](#).
- We've secured support for the role of green reps in the Welsh Labour manifesto.

Trade union education



To support our just transition campaign at a workplace level, in the past year we have developed a new toolkit [Greener workplaces for a just transition](#) and a new 3-day course '[Greening our workplaces – 'green skills' for trade unionists](#)'.

The first **Greening our Workplaces** course was piloted in February, and another is due to run in May. A course for senior trade union negotiators called **Negotiating for a Just Transition** is currently under development and is due to be piloted in June.

Both the toolkit and the course aim to support trade union green reps and other trade unionists who want to take action on the climate and nature emergency and negotiate for greener and fairer workplaces.



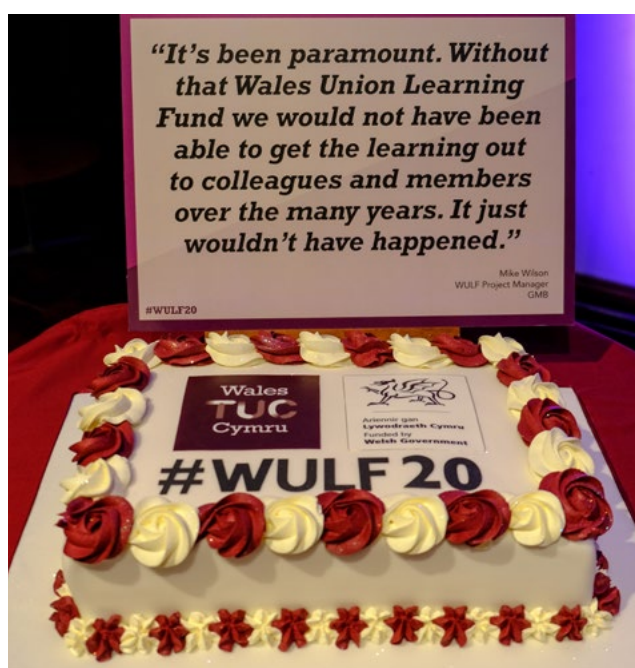


Section 4

Learning, skills and employability

Unions were
successful in securing
funding for WULF
projects 2019 – 2022

Wales Union Learning Fund (WULF)



The Wales Union Learning Fund Programme continues to go from strength to strength. Eighteen unions were successful in securing funding for WULF projects 2019 – 2022. We have continued to protect and build on the flexible funding model which makes WULF unique, allowing unions to deliver bespoke programmes based on the needs of their membership. All projects place emphasis on employability progression and essential skills delivery and the Wales TUC have worked with affiliates to successfully make the case for WULF to continue to grow in the last few years. Continued growth in the WULF programme will be an essential tool to address skills shortages in the post-covid world. This was reflected in additional funds being allocated to the WULF programme as part of the Covid 19 commitment announced by the Minister in 2020. We increased our support for all WULF projects during the pandemic, supporting those without online offers to

develop digital and online learning. We have developed and hosted key resources on our website to ensure that access for members did not reduce during the pandemic and WULF learner numbers have almost doubled since the start of this funding round in 2019.

We have worked consistently to support unions to deliver their WULF projects by providing advice and guidance, hosting training and education for WULF project managers and a regular WULF network which brings together project managers, significant speakers and Welsh Government officials to share best practice and maximise the impact of the programme. We have worked to improve data management across the programme, working with external consultants to run annual learner surveys. This has allowed us to improve monitoring and communications on outputs across the programme as a whole.

In November 2019, we hosted a highly successful #WULF20 celebrating with our affiliates the exceptional achievements of 20 years of WULF. We were delighted to receive a congratulatory message from the First Minister of Wales and was addressed by Ken Skates AM, Minister for Economy, Transport and North Wales.



The Covid 19 pandemic

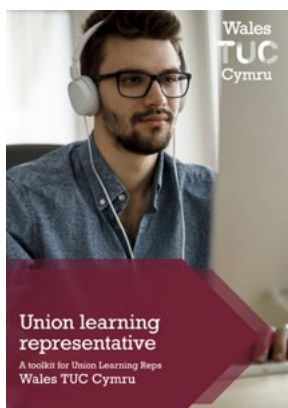
At the outset of the pandemic we moved swiftly to repurpose our contract with Welsh Government to ensure that we offered tailored support for unions during the new circumstances. We focussed on support for online learning, building on existing relationships with the Open University and other providers to advertise a remote learning offer and moved all our support meetings, briefings and conferences online, including Union Learning Reps Conference 2020.

We have developed a huge range of courses, resources and reps guides that are available via our website on a number of subjects relating to access to online learning, skills and employability during Covid 19. Including; workers rights and the Job Retention Scheme (JRS), skills funding, redundancy support and employment response, Kickstart, job creation schemes and youth unemployment, WULF, Personal Learning Accounts (PLAs), Union Learning Reps (ULRs) and learning agreements.



Bargaining for skills

Access to great quality skills and training are crucial to making Fair Work a reality for the people of Wales. We recognise that unions are the only agents who can make skills a part of the bargaining agenda. We have devised and delivered a number of briefings to our affiliates to support them in bargaining for skills and a full guide is available on our website. We have also developed guides to assist with negotiating for apprenticeships, essential skills and negotiating better learning agreements.



We have continued to provide support for ULRs and produce a number of briefings guides and a toolkit to assist them in their work.

In November 2019, we hosted a residential training and development conference to provide ULRs with up

to the minute tools and information to assist them to carry out their roles successfully. We have continued to host events and conferences to support ULRs during the pandemic, developing new resources to support affiliates to recruit ULRs across all sectors. In addition, we have established specific WULF working groups (WWG) to develop expertise and input from affiliates on specific learning and skills issues such as employment response and the risks to union led learning resulting from the withdrawal of ULF funding in England.

We have re-engaged with regional skills partnerships (RSPs) to ensure that the voice of the worker is represented in regional skills planning and policy within Welsh Government. We have re-established trade union seats on

all three RSPs, as well as a number of sectoral cluster groups and regional skills funding committees.

We have increased our support for affiliates over employment response and redundancy. We have developed key resources on our website and hosted a significant number of events and webinars that focus on the rights of workers under threat of redundancy (including specific support for workers on furlough). We have worked very closely with key agencies and Welsh Government through the Regional Employment Response Groups (RERGs) to ensure that we share and collect essential data on redundancy and influence funding and support for workers all over Wales.



We have also worked closely with the relevant agencies to engage affiliates in key job creation schemes such as Kickstart. We have developed resources and publications for reps, which are [available on our website](#). These seek to ensure that

reps have the information and support to bargain with their employers to address youth unemployment and encourage take up of apprenticeships across all sectors.

We have developed tools and resources for reps to negotiate on skills transition for workers potentially displaced by workplace automation and decarbonisation. We have developed a number of guides for reps and hosted many events to support the transitioning of skills to address the challenges faced by the changing nature of work.

Health and wellbeing at work

Further to the Dying to Work Charter's adoption by the tripartite Workforce Partnership Council, we significantly increased the number of signatories to the DtW Charter among public sector employees and extended the campaign into the private sector.



We launched a Harmful Gambling toolkit in 2020 aimed at giving reps the tools to support their members who had fallen victim to harmful gambling. We are producing a Harmful Gambling Charter with the aim of encouraging employer sign-up. This will ensure that a joint

union employer approach is maintained to support victims of harmful gambling.

We have developed toolkits for reps to use in collective bargaining and develop workplace policies and practices on the following topics:

- Mental health in the workplace,
- Disability in the workplace,
- Menopause in the workplace,
- Young workers,
- Older workers



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Section 5

Trade union education

Wales trade union education

“The use of webinars and online learning increased dramatically. Wales TUC Education delivered 13 webinars related to the pandemic, with over 2,000 reps taking part and over 500 reps taking up our online offer.”

Wales TUC Education Service responded quickly to the Covid 19 pandemic and to the cessation of face-to-face teaching. We immediately offered reps in Wales a full range of self-led online learning opportunities which was quickly followed by a full programme of fully tutor-supported online learning including affiliate programmes. This was only made possible by the outstanding efforts of our providers and tutors to upskill and retrain in order to be able to deliver a quality union reps’ training programme online.

This year 2,000 reps have accessed our online learning offer with over 500 enrolling on our tutor-led online programme since September.





Thanks to the efforts of our providers, tutors and the supportive approach taken by our students and affiliates we are now confident that we have a Trade Union Education programme which will be flexible and ready to ensure smooth transition from online to classroom, or to deliver a blended programme depending on fluctuating Covid 19 restrictions.

In addition to the huge amount of work undertaken to completely change our mode of delivery in response to Covid 19, we have continued to commission the development of reps training.

Coping with Covid sessions

At the beginning of the pandemic the Wales TUC education service quickly recognised that as trade unionists, we needed to stay strong to enable us to represent our members and support our families and communities during such challenging times. So we worked with experts at the Professional Development Centre to produce bite size learning sessions to give reps and members the tools and techniques to help look after themselves and to cope with the challenges ahead. Each lesson includes a short video to watch as well as resources to read and think about. These sessions have been rolled out widely in the social care sector in Wales and featured as part of Adult Learning Week.

Womens Union Professional Development programme

During the last year we have run three sessions for Women Union Professionals looking at leadership, self-coaching and wellbeing.

Green Reps training

We have updated and delivered a successful pilot Green/Environmental reps course and are currently supporting the development of the Negotiating for a Just Transition course.

Pilot new materials

We are also piloting the new updated materials for Union Reps part 1, Health and Safety part 1 and Union Learning Reps part 1.

Online events

To support our reps training we have also run our annual Union Reps' update and Health and Safety update online.

Online course brochure

We have developed this into a live digital document that is updated as new courses, events and toolkits become available. It has links to webinars, eNotes and blogs and is an essential resource for all reps in Wales.

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Section 6

Digital communications

Digital communications

Since the pandemic, we have adapted quickly and provided advice and innovative solutions on digital channels.

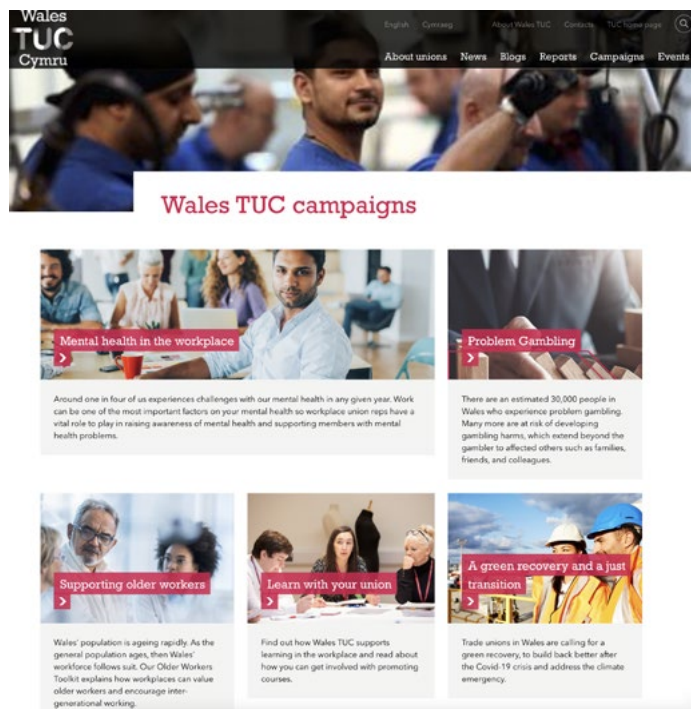
Traffic to the website by people in Wales was up over 135% on the same period during the previous year. We developed the following;

- A central hub on advice for workers during Covid 19, information included:
 - Working from home
 - What to do if you're pregnant
 - Advice on looking after your mental health
 - How WULF projects have adapted for online learning
 - How online learning can support the union reps programme
 - What health and safety reps can do to support members
 - Advice on redundancy support
 - Advice on supporting members experiencing domestic abuse



135%

increase in visitors to the Wales TUC website by people in Wales



A number of webinars were provided which included:

- Supporting members affected by redundancy
- Impact of the crisis on BME workers
- Role of Union Learning Rep and worker voice in union learning
- Greener workplaces for a Just Transition.

We also managed the scheduling and promotion of the Wales TUC Education service "Coping with Covid Sessions" developed to provide guidance on how to look after wellbeing during the crisis. These were targeted at reps, but available to all.

A new newsletter has been developed and rolled out and has been issued fortnightly to 2,500 subscribers.

We have continued to grow our social media presence and have effectively used our channels to quickly respond to government announcements, promote campaigns and share key information with followers.

We have also facilitated the online Wales TUC General Council which has met virtually since March 2020 with regular attendance from the First Minister and other relevant ministers.

→ We have established a campaign area on our website to include pages on:

- Mental health in the workplace
- Problem gambling
- Supporting older workers
- Learning with your union
- A Green Recovery and Just Transition

In the early stages of the crisis, in response to fears about PPE and health and safety, we established an online health and safety whistleblowing portal. Responses were passed on to unions, Welsh Government and enforcement authorities as appropriate and this enabled us to quickly and authoritatively engage with Welsh Government on these key issues.

Useful links & bibliography

A more equal Wales: strengthening social partnership white paper

<https://gov.wales/more-equal-wales-strengthening-social-partnership-white-paper>

The Workforce Partnership Council (WPC)

<https://gov.wales/workforce-partnership-council>

Workforce Partnership Council (WPC) Agreement - On the Acceptable Use of Non-Guaranteed Hours Arrangements

<https://gov.wales/sites/default/files/publications/2020-01/on-the-acceptable-use-of-non-guaranteed-hours-arrangements.pdf>

Workforce Partnership Council (WPC) Report - Best Practice on the Acceptable Use of Non-Guaranteed Hours Arrangements

<https://gov.wales/sites/default/files/publications/2020-02/best-practice-on-the-acceptable-use-of-non-guaranteed-hours-arrangements.pdf>

Workforce Partnership Council (WPC) Report - Workforce Mobility within the Public Services in Wales

<https://gov.wales/sites/default/files/publications/2020-01/workforce-mobility-within-the-public-services-in-wales.pdf>

The future of work: the impact of innovative technology on the workforce

<https://gov.wales/the-future-of-work-the-impact-of-innovative-technology-on-the-workforce>

Workforce Partnership Council agreement: partnership and managing change

<https://gov.wales/workforce-partnership-council-agreement-partnership-and-managing-change>

Workforce Partnership Council: joint statement on paid leave for staff experiencing domestic abuse

<https://gov.wales/workforce-partnership-council-joint-statement-paid-leave-staff-experiencing-domestic-abuse>

Workforce Partnership Council: joint statement on managing asbestos in public buildings

<https://gov.wales/workforce-partnership-council-joint-statement-managing-asbestos-public-buildings>

The Social Care Fair Work Forum

<https://gov.wales/social-care-fair-work-forum>

The Social Care Fair Work Forum - Our vision: Working in partnership

<https://gov.wales/social-care-fair-work-forum/position-statement>

Team Wales approach to tackle climate change

<https://gov.wales/team-wales-approach-tackle-climate-change>

Council for Economic Development

<https://gov.wales/council-economic-development>

The foundational economy

<https://gov.wales/foundational-economy>

Review of Digital Innovation

<https://gov.wales/review-digital-innovation-economy-and-future-work-wales>

Trade Policy Advisory Group

<https://gov.wales/trade-policy-advisory-group/terms-of-reference>

Regional Investment for Wales Steering Group

<https://gov.wales/regional-investment-for-wales-steering-group>

Update – Better Jobs Closer to Home

<https://gov.wales/sites/default/files/publications/2019-08/paper-2-better-jobs-closer-to-home.pdf>

Fair Work Commission

<https://gov.wales/fair-work-commission>

Fair Work Wales - Report of the Fair Work Commission

<https://gov.wales/fair-work-wales>

Know your employment rights and responsibilities' urges new campaign

<https://gov.wales/know-your-employment-rights-and-responsibilities-urges-new-campaign>

The Economic Contract

<https://businesswales.gov.wales/economic-contract>

Letter to grant recipients of the Welsh Government's unique Economic Resilience Fund (ERF)

<https://www.tuc.org.uk/sites/default/files/2020-10/Letter%20-%20Recipients%20of%20ERF%20-%20Sept%202020%20%28Eng%29%20pdf.pdf>

Taking all reasonable measures to minimise the risk of exposure to coronavirus in workplaces and premises open to the public

<https://gov.wales/taking-all-reasonable-measures-minimise-risk-exposure-coronavirus-workplaces-and-premises-open>

Health and Safety Forum

<https://gov.wales/health-and-safety-forum>

Covid 19 statutory sick pay enhancement scheme

<https://gov.wales/covid-19-statutory-sick-pay-enhancement-scheme>

A green recovery and a just transition

<https://www.tuc.org.uk/sites/default/files/2020-06/A%20green%20recovery%20and%20a%20just%20transition%20Wales%20TUC%20May%202020.pdf>

Job creation in Wales from a Covid 19 recovery infrastructure stimulus

<https://www.tuc.org.uk/sites/default/files/2020-08/Wales%20TUC%20-%20Transition%20Economics%20-%20Job%20Creation%20Just%20Recovery.pdf>

South Wales Valleys climate and fairness panel

<https://www.ippr.org/files/2021-03/south-wales-climate-and-fairness-panel-summary-english.pdf>

TRACER (Transition in Coal Intensive Regions)

<https://tracer-h2020.eu/>

Equality skills gaps in green jobs, finds new analysis by Future Generations Commissioner, Wales TUC and NEF

<https://www.futuregenerations.wales/news/equality-skills-gaps-in-green-jobs-finds-new-analysis-by-future-generations-commissioner-wales-tuc-and-nef/>

Wales climate week

<https://waterfront.eventscase.com/EN/walesclimateweek/On-demand>

Greener workplaces for a just transition – a Wales TUC toolkit for trade unionists

<https://www.tuc.org.uk/greener-workplaces-just-transition-wales-tuc-toolkit-trade-unionists>

Greening our workplaces - 'green skills' for trade unionists (3-day course)

<https://www.tuc.org.uk/events/greening-our-workplaces-green-skills-trade-unionists-3-day-course>

Supporting older workers

https://www.tuc.org.uk/sites/default/files/2020-08/olderworkers11_3.pdf

Mental health and the Workplace

https://www.tuc.org.uk/sites/default/files/2020-12/Mental%20health%20and%20the%20workplace%20toolkit%20ENG_0.pdf

Union learning representative toolkit

<https://www.tuc.org.uk/sites/default/files/2020-11/ENG%20final%20ULR%20toolkit.pdf>

Kickstart Wales

<https://www.tuc.org.uk/kickstartwales>

Problem gambling

<https://www.tuc.org.uk/problem-gambling>

Wales TUC course directory

<https://www.tuc.org.uk/courses-reps-wales-tuc>

Wales TUC campaigns

<https://www.tuc.org.uk/wales-tuc/wales-tuc-campaigns>

Wales TUC statement on the Police, Crime, Sentencing and Courts Bill

<https://www.tuc.org.uk/news/wales-tuc-statement-police-crime-sentencing-and-courts-bill>

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