

Trefnwch nawr

Organise now

Croeso / Welcome

Sylwadau agoriadol y Cadeirydd

Chair's opening remarks

Brendan Kelly

Is-Lywydd TUC Cymru / Vice President Wales TUC

**Partneriaeth
Gymdeithasol fel
cyfrwng trefnu**

**Social Partnership as an
organising tool**

Amber Courtney & Nisreen Mansour

Trosolwg

- Cefndir ac egwyddorion
- Beth mae'r Ddeddf yn bwriadu ei gyflawni
- Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 (trosolwg lefel uchel)

Overview

- Background and principles
- What the Act sets out to achieve
- Well-being of future Generations (Wales) Act 2015 (high level overview)

Cefndir Deddf SPPP

- Cyflawni un o ymrwymadau'r Rhaglen Lywodraethu i roi **sail statudol** i bartneriaeth gymdeithasol yng Nghymru.
- **Fframwaith** i wella lles pobl yng Nghymru.
- Gwellu gwasanaethau cyhoeddus drwy **waith partneriaeth gymdeithasol, hyrwyddo gwaith teg a chaffael cyhoeddus cymdeithasol gyfrifol.**

SPPP Act Background

- Fulfils a Programme for Government commitment to place social partnership on a **statutory footing** in Wales.
- A **framework** to enhance the well-being of people in Wales.
- Improving public services through **social partnership working, promoting fair work** and **socially responsible public procurement.**

Egwyddorion / Principles

Wales
TUC
Cymru



Partneriaeth Gymdeithasol
Social Partnership



Caffael Cymdeithasol Gyfrifol
Socially Responsible Procurement



Gwaith Teg
Fair Work



Datblygu Cynaliadwy
Sustainable Development

Beth fydd y ddeddf yn cyflawni?

What will the Act deliver?

- Creu Cyngor Partneriaeth Gymdeithasol (CPG), dan gadeiryddiaeth Prif Weinidog Cymru.
- Rhoi dyletswydd statudol ar Weinidogion Cymru i ymgynghori â'r Cyngor hwn wrth wneud penderfyniadau ynghylch cyflawni eu hamcanion llesiant o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015
- Create a new Social Partnership Council (SPC), chaired by the First Minister.
- Place a statutory duty on Welsh Ministers to consult the SPC when making decisions about the delivery of their well-being objectives under the Well-being of Future Generations (Wales) Act 2015.

- Rhoi dyletswydd partneriaeth gymdeithasol ar gyrff cyhoeddus penodol i ddod i gonsensws neu gyfaddawd gyda'u hundebau llafur wrth osod a chyflawni eu hamcanion llesiant o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.
- Diwygio adran 4 o Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 Drwy roi 'gwaith teg' yn lle 'gwaith addas' yn y nod presennol 'Cymru lewyrchus'.
- Place a social partnership duty on certain public bodies to reach consensus or compromise with their trade unions when setting and delivering their well-being objectives under the Well-being of Future Generations (Wales) Act 2015.
- Amendment of section 4 of the Wellbeing of Future Generations (Wales) Act 2015 By substituting 'fair work' for 'decent work' within the existing "A prosperous Wales" goal.

- Rhoi dyletswydd statudol ar gyrff cyhoeddus penodol i ystyried caffael cymdeithasol gyfrifol ac i gyflawni dyletswyddau rheoli contractau i sicrhau bod canlyniadau sy'n gyfrifol yn gymdeithasol yn nod i anelu ato drwy ddefnyddio cymalau contract sy'n llifo drwy gadwyni cyflenwi cyfan ar gyfer prosiectau adeiladu mawr.

- Place a statutory duty on certain public bodies to consider socially responsible procurement and carry out contract management duties to ensure that socially responsible outcomes are pursued by using contract clauses which flow through whole supply chains for large construction projects.

Gweithredu
Partneriaeth
Gymdeithasol



Social
Partnership
in Action

Cymru lewyrchus

Cymdeithas arloesol, gynhyrchiol, carbon isel sy'n cydnabod y terfynau sydd ar yr amgylchedd byd-eang ac sydd, o ganlyniad, yn defnyddio adnoddau mewn modd effeithlon a chymesur (gan gynnwys gweithredu ar newid yn yr hinsawdd); ac sy'n datblygu poblogaeth fedrus ac addysgedig mewn economi sy'n cynhyrchu cyfoeth ac yn cynnig cyfleoedd cyflogaeth, gan ganiatáu i bobl fanteisio ar y cyfoeth a gynhyrchir drwy gael gafael ar waith teg.

Cymru sy'n gyfrifol ar lefel byd-eang

Cenedl sydd, wrth iddi wneud unrhyw beth i wella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol Cymru, yn ystyried a allai gwneud peth o'r fath gyfrannu'n gadarnhaol at lesiant byd-eang

Cymru gydnerth

Cenedl sy'n cynnal ac yn gwella amgylchedd naturiol bioamrywiol gydag ecosystemau iach gweithredol sy'n cynnal cydnerthedd cymdeithasol, economaidd ac ecolegol ynghyd â'r gallu i addasu i newid (er enghraifft newid yn yr hinsawdd)



Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu

Cymdeithas sy'n hyrwyddo ac yn gwarchod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.

Cymru iachach

Cymdeithas lle mae llesiant corfforol a meddyliol pobl cystal â phosibl a lle deallir dewisiadau ac ymddygiadau sydd o fudd i iechyd yn y dyfodol.

Cymru sy'n fwy cyfartal

Cymdeithas sy'n galluogi pobl i gyflawni eu potensial ni waeth beth fo'u cefndir neu eu hamgylchiadau (gan gynnwys eu cefndir a'u hamgylchiadau cymdeithasol-economaidd).

Cymru o gymunedau cydlynus

Cymunedau atyniadol, hyfw a diogel sydd â chysylltiadau da.

A prosperous Wales



An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing fair work.

A resilient Wales



A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example, climate change).

A healthier Wales



A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.

A more equal Wales



A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).

A globally responsible Wales



A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

A Wales of vibrant culture and thriving Welsh language



A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

A Wales of cohesive communities



Attractive, viable, safe and well-connected communities.



Dyletswydd lles

- Mae'n rhaid i bob corff cyhoeddus ymgymryd â gwaith datblygu cynaliadwy.

Beth mae hyn yn ei olygu i gyrff sy'n bodoli eisoes? (48)

- Wrth bennu nodau ar ôl 1 Ebrill 2024, rhaid i gyrff cyhoeddus ymgynghori ag undebau llafur neu gynrychiolwyr gweithwyr.

Beth mae hyn yn ei olygu i gyrff newydd? (8)

- Byddant yn pennu eu hamcanion lles cyntaf ar yr un pryd ag y byddant yn cychwyn y ddyletswydd partneriaeth gymdeithasol.

Well-being duty

- Each public body must carry out sustainable development.

What does this mean for existing bodies? (48)

- When setting goals after the 1 April 2024, public bodies must consult with trade unions or worker representatives.

What does this mean for new bodies? (8)

- They will be setting their first well-being objectives at the same time as commencing the social partnership duty.

Cyrff sydd eisoes yn bodoli sy'n ddarostyngedig i'r Ddyletswydd

- Awdurdodau Lleol
- Y 4 Cyd-bwyllgor Corfforedig
- Byrddau Iechyd Lleol
- Ymddiriedolaeth GIG Iechyd Cyhoeddus Cymru
- Ymddiriedolaeth GIG Felindre
- Awdurdodau'r Parciau Cenedlaethol
- Awdurdodau Tân ac Achub
- Cyfoeth Naturiol Cymru
- Y Comisiwn Addysg Drydyddol ac Ymchwil
- Cyngor Celfyddydau Cymru
- Cyngor Chwaraeon Cymru (Chwaraeon Cymru)
- Llyfrgell Genedlaethol Cymru
- Amgueddfa Genedlaethol Cymru (Amgueddfa Cymru)
- Gweinidogion Cymru

Existing bodies subject to the Duty

- Local authorities
- The 4 Corporate Joint Committees
- Local Health Boards
- Public Health Wales
- Velindre NHS Trust
- National Park Authorities
- Fire and Rescue Authorities
- Natural Resources Wales
- the Commission for Tertiary Education and Research
- the Arts Council of Wales
- the Sports Council for Wales (Sport Wales)
- the National Library of Wales
- the National Museum of Wales (National Museum Wales)
- the Welsh Ministers

Yr wyth corff newydd sy'n ddarostyngedig i'r Ddyletswydd

- Cymwysterau Cymru
- Gofal Cymdeithasol Cymru
- Addysg a Gwella Iechyd Cymru
- Awdurdod Cyllid Cymru
- Trafnidiaeth Cymru
- Y Ganolfan Gwasanaethau Cyhoeddus Digidol
- Iechyd a Gofal Digidol Cymru
- Ymddiriedolaeth GIG Gwasanaethau Ambiwlans Cymru

The 8 new bodies subject to the Duty

- Qualifications Wales
- Social Care Wales
- Health Education and Improvement Wales
- Welsh Revenue Authority
- Transport for Wales
- Centre for Digital Public Services
- Digital Health and Care Wales
- Welsh Ambulance Services NHS Trust

**Y Ddyletswydd
Partneriaeth
Gymdeithasol**



**The Social
Partnership
Duty**

Y Ddyletswydd Partneriaeth Gymdeithasol

- O **1 Ebrill 2024**, bydd yn ofynnol i rai cyrff cyhoeddus geisio dod i gonsensws neu gyfaddawd â'u hundebau llafur cydnabyddedig, neu, os nad oes undeb llafur cydnabyddedig, gynrychiolwyr eraill eu staff, wrth bennu **eu hamcanion o ran llesiant a chyflawni'r amcanion hynny o dan adran 3(2) o Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.**

The Social Partnership Duty

- From **1 April 2024**, certain public bodies will be required to seek consensus or compromise with their recognised trade unions, or where there is no recognised trade union other representatives of their staff, when setting **their well-being objectives and delivering on those objectives under section 3(2) of the Well-being of Future Generations (Wales) Act 2015.**

Crynodeb o'r Ddyletswydd

- Pwy fydd angen cydymffurfio â'r Ddyletswydd?
- Pob Corff cyhoeddus Perthnasol
- Gweinidogion Cymru

Summary of the Duty

- Who needs to comply with the Duty?
- All in-scope Public Bodies
- Welsh Ministers

- Bwriedir i'r Ddyletswydd Partneriaeth Gymdeithasol fod yn uniongyrchol gysylltiedig â'r dyletswyddau llesiant yn adrannau 3(2)(a) a 3(2)(b) Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.
- Am y rheswm hwn, diffinnir y cyrff cyhoeddus sy'n dod o fewn cwmpas y ddyletswydd Partneriaeth Gymdeithasol, trwy gyfeirio at adran 6 o Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015, fel yr un cyrff a nodwyd gan y Ddeddf honno, ac eithrio Gweinidogion Cymru, a fydd â dyletswydd debyg ond wahanol.
- The Social Partnership Duty is intended to link directly to the well-being duties in sections 3(2)(a) and 3(2)(b) of the Well-Being of Future Generation (Wales) Act (WFGA) 2015.
- For this reason, the in-scope public bodies for the SP duty are defined by reference to section 6 of the WFGA 2015 will be the same bodies captured by the WFG 2015, excluding Welsh Ministers, who will have a similar but distinct duty.

Unrhyw gwestiynau?
Any questions?



Trefnu ar gyfer cydraddoldeb

Organising for equality

Rhianydd Williams & Manuela Hughes

Sut mae'r eitemau canlynol yn gysylltiedig ag Undebau Llafur?

How are the following items linked to Trade Unions?



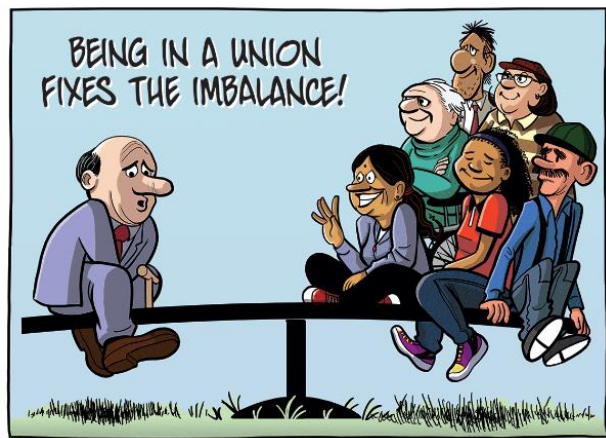
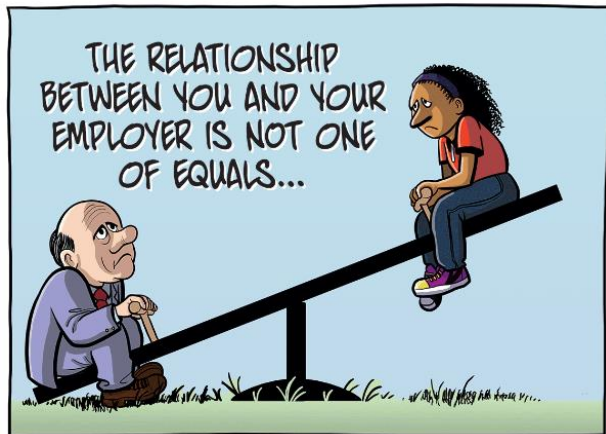
Pŵer
Power

Hierarchaeth
Hierarchy

Diffyg cynwysoldeb
Lack of inclusivity

**Ddim wedi'i
gynllunio ar ein cyfer
ni**
Not designed for us

**Ddim yn cael ei
drafod yn y gweithle**
Not discussed in
workplace



@leftycartoons



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[Hum Reprod](#). 2013 Nov; 28(11): 2958–2965.

Published online 2013 Aug 6. doi: [10.1093/humrep/det324](#)

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Sildenafil citrate in the treatment of pain in primary dysmenorrhea: a randomized controlled trial[†]

[R. Dmitrovic](#),^{1,*} [A.R. Kunselman](#),² and [R. S. Legro](#)²

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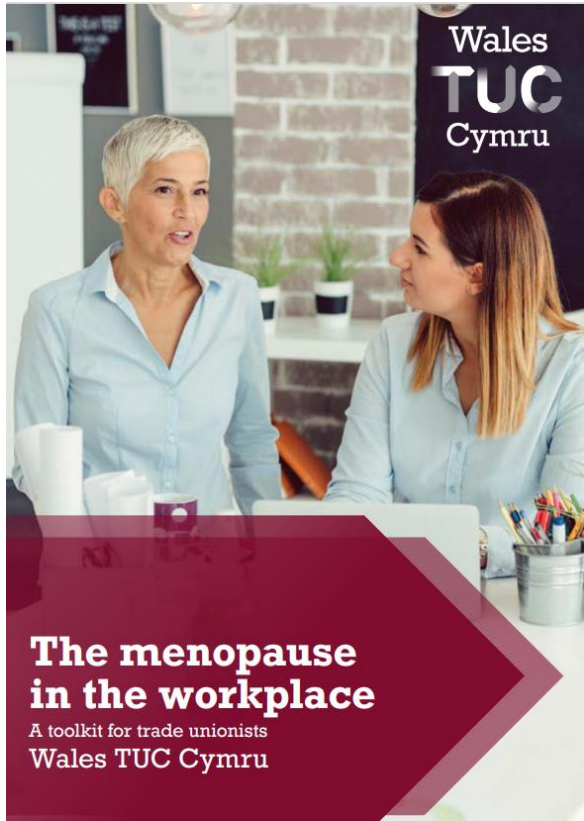


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Anabledd

Oed

Rhyw

LHDTC+

Mamolaeth

Crefydd

Hil

Priodas

Disability

Age

Sex

LGBTQ+

Maternity

Religion

Race

Marriage



Problemau i weithwyr

Issues for workers

Teithiau i'r Gwaith

Journeys to work

Gweithio mewn sectorau penodol

Working in certain sectors

Gorffen yn hwyr neu ddechrau gweithio'n gynnar

Finishing late or starting work early

Gweithle hierarchaidd

Hierarchical workplace

Patrymau gwaith

Working patterns

Mynediad i waith

Access to work

Gweithio ar y gymuned

Working on the community

Gweithio mewn sefyllfaoedd gydag alcohol neu lle mae pobl mewn trallod

Working in situations with alcohol or where people are distressed

Diffyg cymorth gan y rheolwyr

Lack of management support

Diffyg cymorth gan gydweithwyr

Lack of peer support

Gweithwyr yn ofni codi'r mater

Workers afraid to raise the issue

Achlysuron cymdeithasol gyda staff eraill (heb eu trefnu gan y gweithle)

Social occasions with other staff (not organised by work)

Adnoddau

Resources

- Pecynnau Cymorth TUC Cymru
 - E-nodiadau
 - Hyfforddiant i gynrychiolwyr undebau
 - Trafod polisiau i Gymru gyfan
 - Cyflwyniadau a gweithdai gydag undebau
-
- Wales TUC Toolkits
 - E-notes
 - Union rep training
 - Negotiating all Wales policies
 - Presentations and workshops with unions



Atebion yn y gweithle

Workplace solutions

Implementing gender sensitive risk assessments

Employers taking a proactive approach

Flexible working time rules/break times

Developing policy

Manageable workloads

Taking action to recognise and reduce workplace stress

Including issues into collective bargaining


Regular management training

Believing victims

Tacking action to reduce bullying and harassment

Removing insecure employment (e.g. fixed-term, casual or zero-hour contracts)

Zero tolerance policies on harassment from staff or members of the public

A photograph of two women standing in front of a large window. The woman on the left is of East Asian descent, wearing a red jacket and a patterned scarf. The woman on the right has long red hair and is wearing a dark blazer over a light-colored shirt. They are both smiling. The background shows a brick building with many windows, likely a university or office building. A large, semi-transparent maroon arrow graphic points from the left towards the right, containing white text.

Mae gweithio i wella'r telerau ac amodau ar gyfer un grŵp yn cael effaith gadarnhaol ar ddiwylliant y gweithle, ac yn gwneud gwaith yn decach i bawb.

Working to improve the terms and conditions for one group impacts positively on workplace culture and makes work fairer for everyone.

Atebion yn y gweithle

Workplace solutions

Implementing gender sensitive risk assessments

Employers taking a proactive approach

Flexible working time rules/break times

Developing policy

Manageable workloads

Taking action to recognise and reduce workplace stress

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Removing insecure employment (e.g. fixed-term, casual or zero-hour contracts)

Zero tolerance policies on harassment from staff or members of the public

Sgwrs gyda Manuela Hughes

In conversation with Manuela Hughes



Cwestiynau?

Questions?



Manylion cyswllt

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WalesTUCCymru



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WalesTUC



WalesTUC

Cyflwyniad i sesiwn rwydweithio wedi'i hwyluso

**Introduction to facilitated
networking session**

Ffion Dean

Rhwydweithio 'man agored'

- Dyma eich amser CHI
- Dewiswch grŵp, neu nifer o grwpiau, neu ddim grŵp
- Rhannwch eich profiad, gofynnwch gwestiynau, neu gwrandewch
- Arhoswch cyhyd â'ch bod yn dysgu neu'n cyfrannu
- Cymerwch nodiadau ond 'Rheolau Tŷ Chatham'
- Parhewch i gael sgysiau

'Open space' networking

- This is YOUR time
- Pick a group, or many groups, or no group
- Share your experience, ask questions, or just listen
- Stay as long as you're learning or contributing
- Take notes but 'Chatham House Rules'
- Keep having conversations

Llenwch ein ffurflen
adborth

Please complete our event
feedback form



Te, Coffi a rhwydweithio

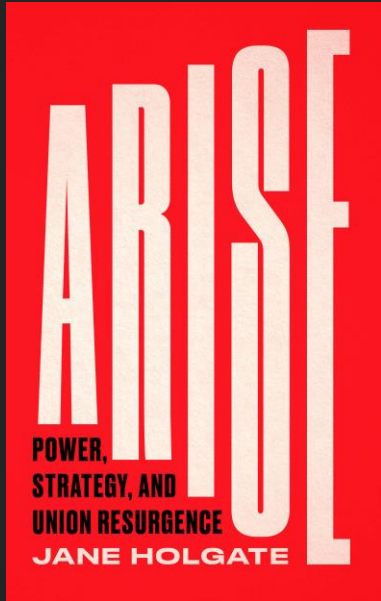
Tea, coffee and networking

Return 11:50

Heriau Trefnu ac ymatebion i natur newidiol byd gwaith

Organising challenges and responses to the changing nature of work

Jane Holgate



Organising challenges in a changed labour market

Professor Jane Holgate



1972
UK miners' strike

23,909,000
Working days lost in the year



People Involved: Coal miners



Result: Pay offer confirmed

Miners went on official strike for the first time since 1926 after wage negotiations between the National Union of Mineworkers and the National Coal Board collapsed. A state of emergency was declared and a three-day week introduced to save electricity. The same happened in 1974, contributing to the fall of Edward Heath's Conservative government.



1979
Winter of discontent

29,474,000
Working days lost in the year



People Involved: Public sector workers

Result: Trade union restriction agreed

There were widespread public sector strikes, with unions demanding larger pay rises following government attempts to cap pay in a bid to tackle inflation. The strikes lead to a landslide victory for Margaret Thatcher's Conservative Party, who promised and delivered legislation to restrict trades union powers.

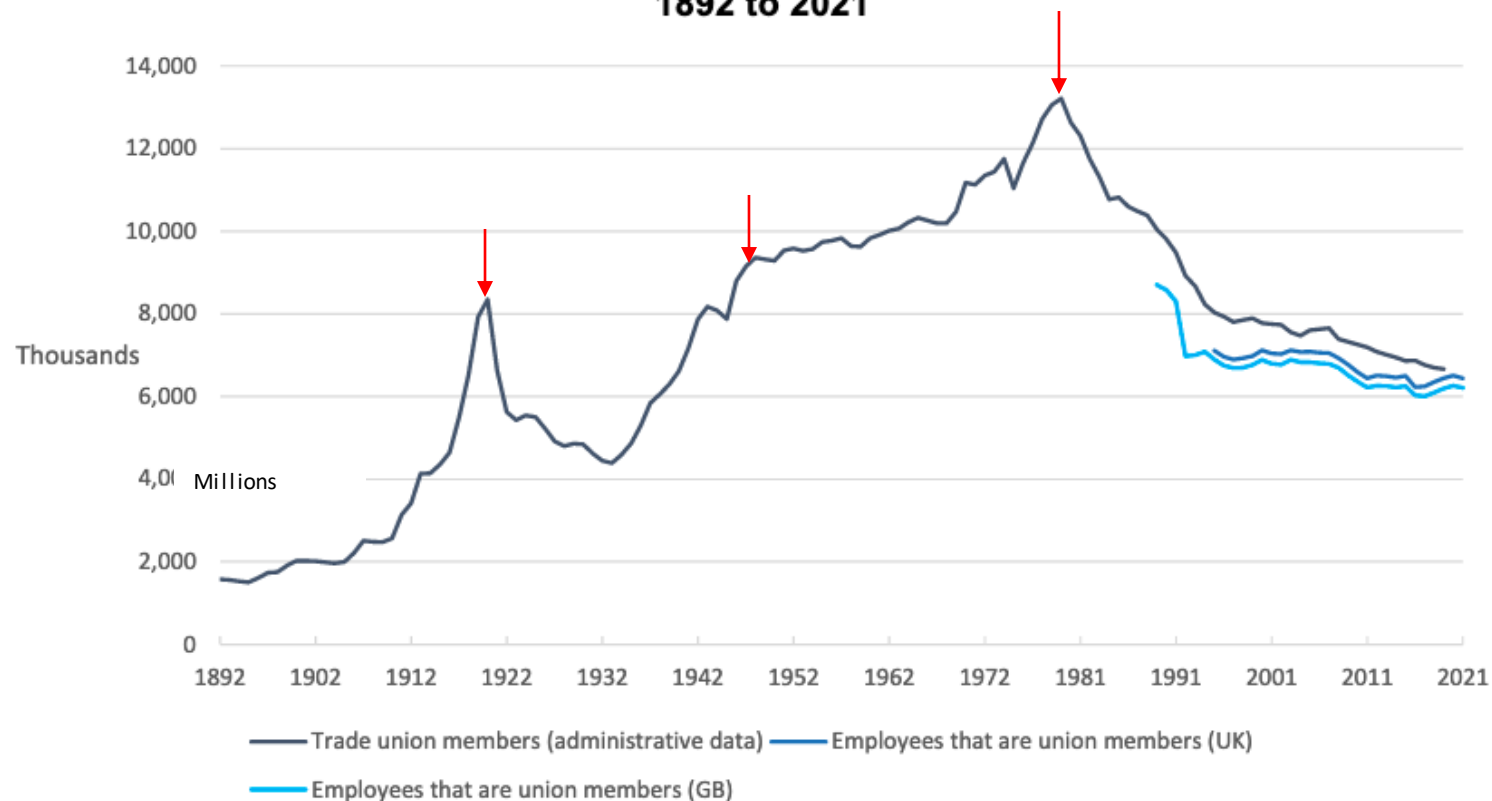
Not your
usual
suspects



Working days lost, UK, 1891 to 2018

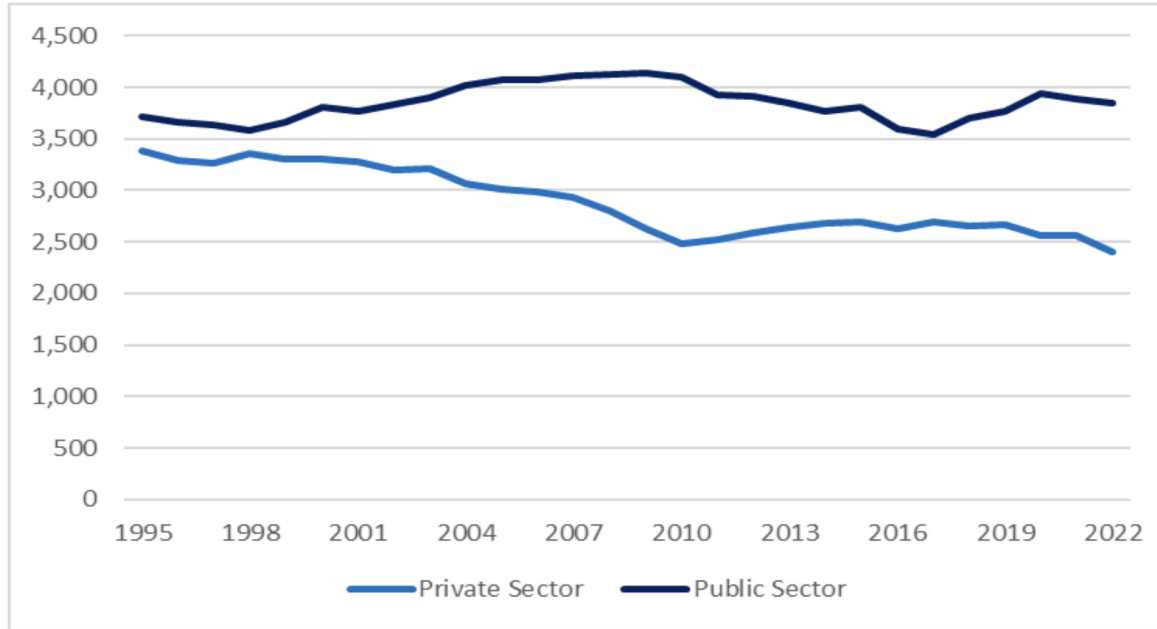


Figure 1: Trade union membership levels among employees in the UK and Great Britain, 1892 to 2021



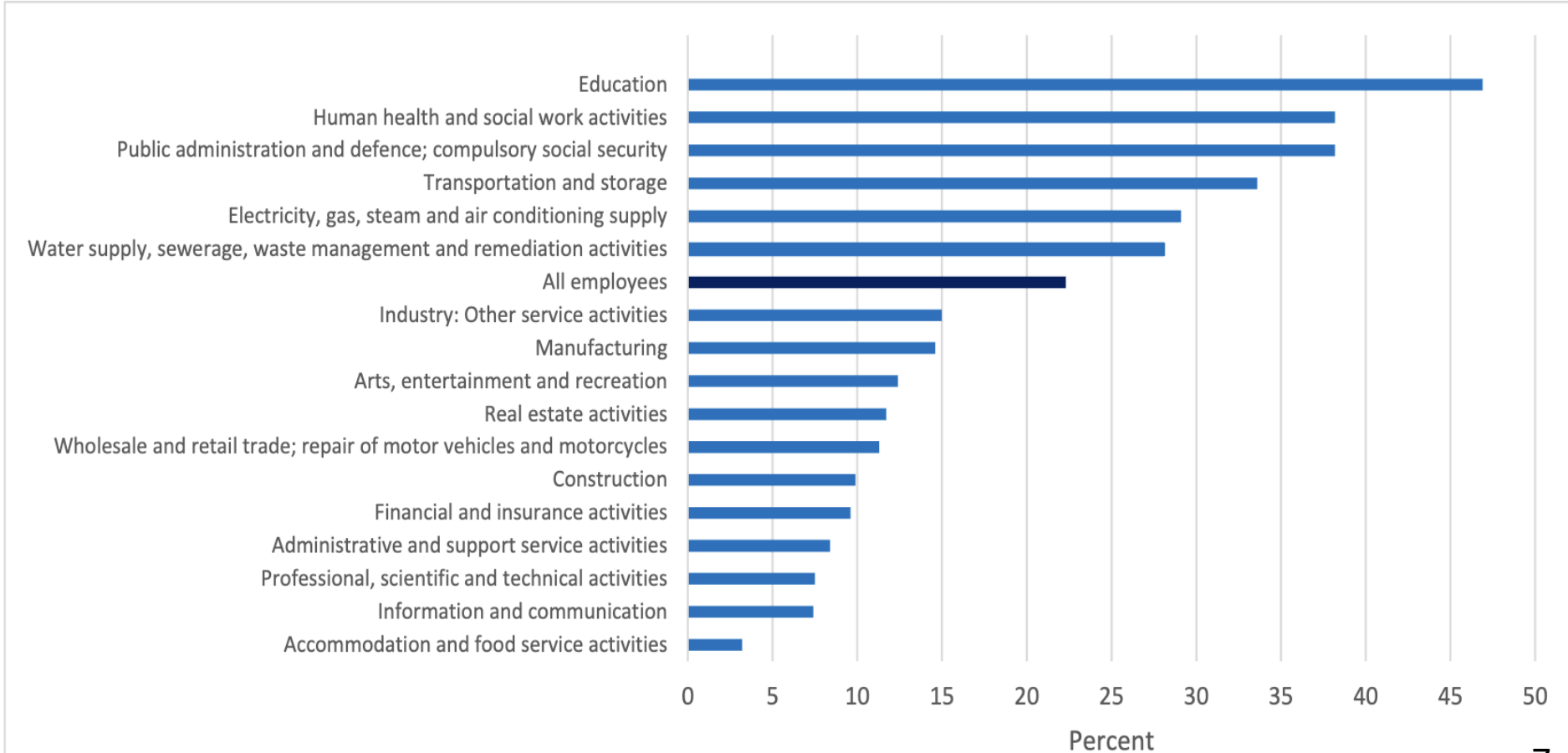
Source: Administrative data on union membership from Department for Employment (1892-1973); and the Certification Office (1974-2020). Data on employees that are trade union members in the UK and Great Britain is based on the Labour Force Survey, Office for National Statistics.

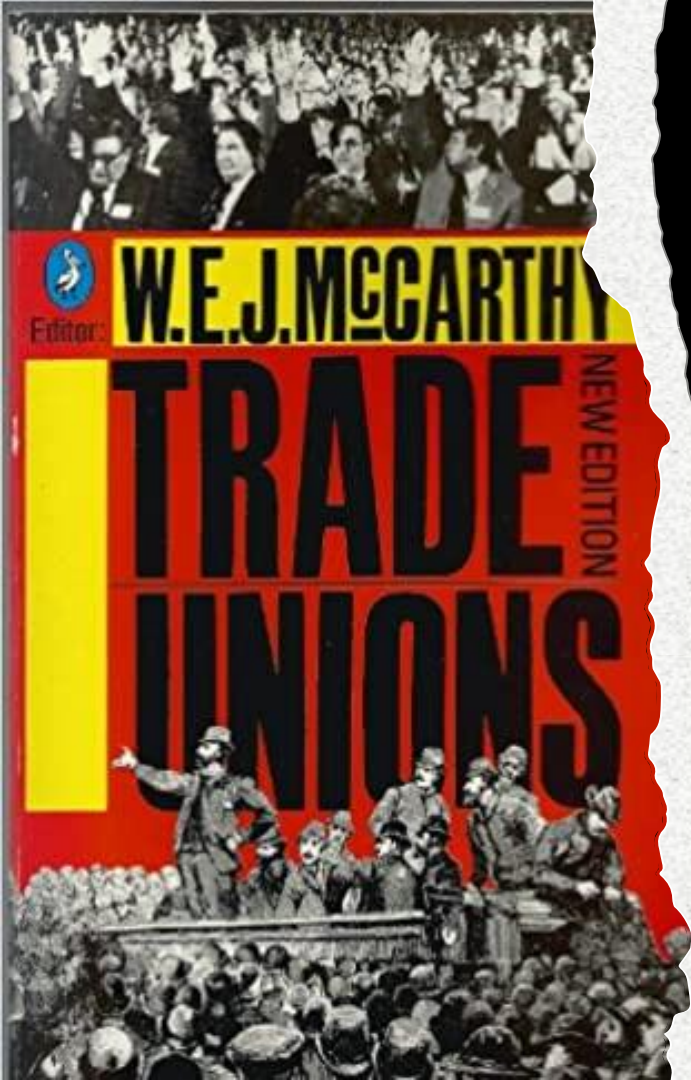
Figure 7: Trade union membership levels among employees by sector, 1995 to 2022



Source: Labour Force Survey, Office for National Statistics.

Figure 6: Trade union density by industry, 2022





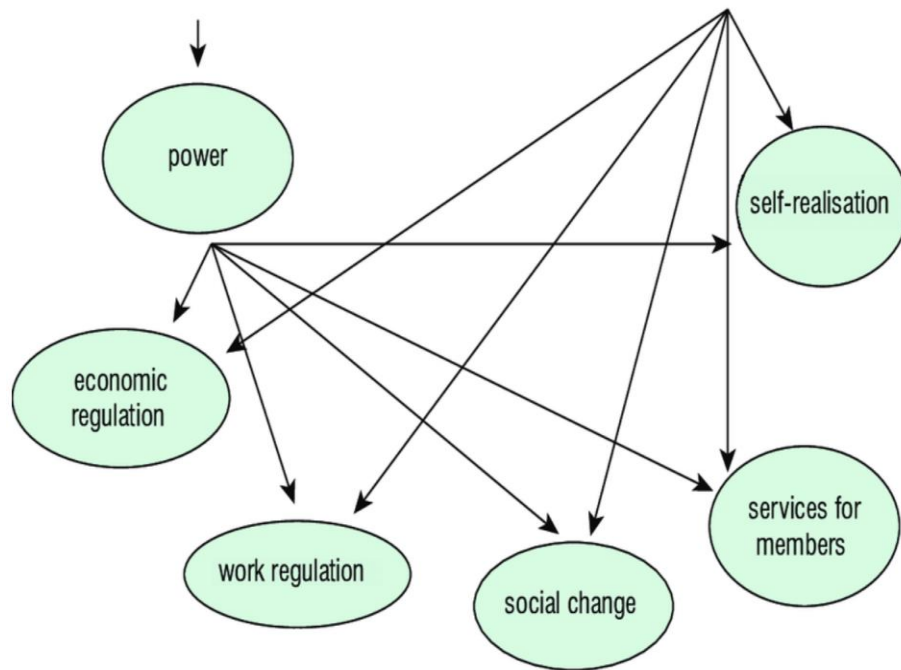
What are trade unions for?

'...trade unions need organisation for their power and movement for their vitality, but they need both power and vitality to advance their social purpose.'

(Flanders 1972: 31)

‘Unions were far from simply being an expression of new solidarities engendered by industrialisation. Rather, they reflected behaviours that were common place in the communities beyond them...The communities in which they [trade unionists] lived and worked had their own networks, structures and therefore capacities to organise...’

Labour historian Malcolm Chase 2000: 47)



Mobilization theory

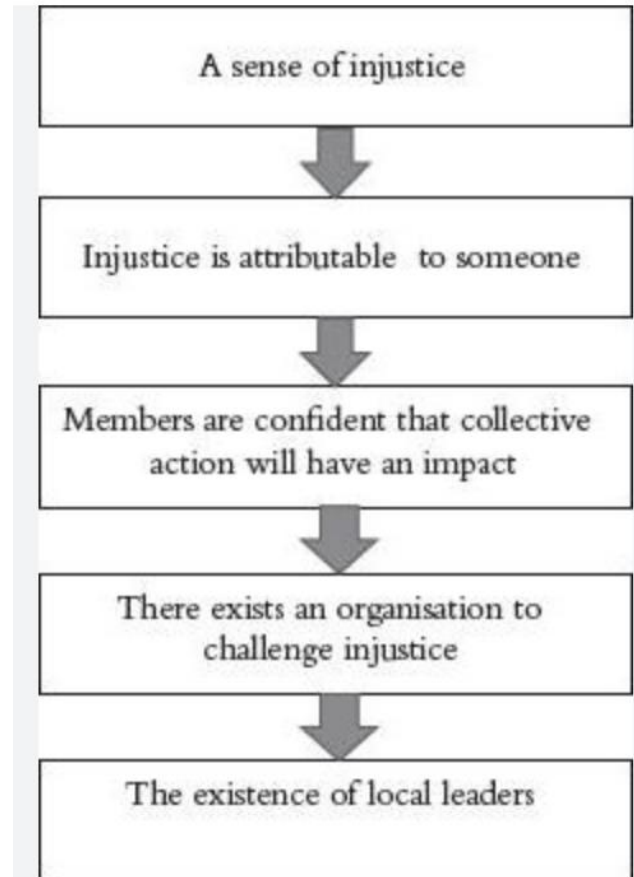
This theory asks:

Why do people unionise?

How do individuals acquire a sense of collective grievance?

How are they mobilized into collective activity?

AND – it needs these elements...



Moblizing is not organising

Relying on the already committed is not building wider support.

It's comforting but it doesn't inform you of the support within your structure.

We need to undertake structure tests to test whether or not we have the power necessary to win.



Organic leaders

- Someone who is respected by their colleagues
- Someone that people listen to
- Someone who can influence and guide workers
- Someone who people will follow
- Activists in the workplace aren't necessarily leaders



Comparison of ‘lone wolf’, mobilizing, and organizing approaches

	Lone wolves	Mobilizers	Organisers
Strategy for building power	Build power through information.	Build power by building membership .	Build power by building leadership ; transform motivations and capacities of members to take on more leadership.
Strategy for building membership	n/a	Build membership by getting as many people as possible to take actions; build a bigger, more targeted email/social media list.	Build membership by developing leaders who can engage others; constantly develop new leadership.
Implications for structure	Responsibility centralised in the hands of staff or a few key volunteers.	Responsibility centralised in the hands of staff or a few key volunteers.	Responsibility distributed via large network of volunteers.

Adapted from: Hahrie Han (2014) How Organizations Develop Activists. Civic associations and leadership in the 21st century. Oxford University Press



Rebuilding power

‘The workers strategies constructed in the industrial age have been undermined not because globalisation has eviscerated labor power but because it weakened old labor strategies and spurred aggressive new elite strategies with which labor has yet to cope.’

(Fox Piven and Cloward 2000: 414)

We don't
need no

thought
control

Report
to
Office

**Ideological
power**



Associational power





Industrial or structural power

Institutional Power



**THE WAGE-EARNER'S
FIRST SAFEGUARD IS
HIS TRADE UNION**

**VOTE
LABOUR**
AND RESTORE
**TRADE UNION
RIGHTS**


The
Capitalist Politicians
have sought to cripple
the Worker's Safeguard



Political power



Moral power



FAIR PAY
FOR ALL
LIVING WAGES
NOW

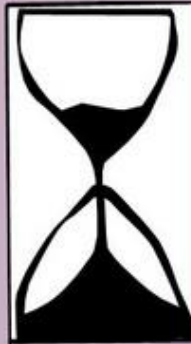
Discursive power





Central problem

- There is plenty of good work on organising & recruitment being done by affiliates and the TUC but...



We lost 6 million members in 18 years, and at our current rate of growth, it will take

240 years to get back to where we were in 1979

Why has it been so difficult to increase union organising, membership, and density?



When DIVERSITY & INCLUSION Become Union Issues



...organising



'Within trade unions, particularly those long established, the widespread respect for precedent and protocol means that the traditions of all the dead generations frequently inhibit learning.'

Hyman, R. 2007. 'How can trade unions act strategically?'. *Transfer: European Review of Labour and Research* 13: 193-210.

Training for organisers.

The movements,
campaigns and unions
that win change are built
by people who organise.
Help pass on their stories.



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[Get Involved](#)

[Resources](#)

We are re-establishing and re-politicising the culture of activist education and training, encouraging transformative union and community organising for a more democratic, more equal and more sustainable world.

Cinio a Rhwydweithio
Lunch and Networking

Return 13:20

Dysgu yn y gweithle fel cyfrwng trefnu

Workplace learning as an organising tool

Keith Lewis

Brwydro yn erbyn y dde eithafol

Combating the far-right

Amarjite Singh (AJ), Wales TUC

Riz Hussein, TUC

Lewis Norton, Unite

Economi gíg: trefnu mewn sectorau anodd eu cyrraedd

**Gig economy: organising in
hard to reach sectors**

Chloe Rees & Michaela Gilroy

Trade Unions and the Gig Economy Undebau Llafur a'r Economi Gíg

Organising in a hard-to-reach sector
Trefnu mewn sector anodd ei gyrraedd

What we are going to look at:

Beth rydyn ni'n edrych arno:

- Why is the Gig Economy a trade union issue?
- Who and why are workers in the gig economy?
- AI and the Gig Economy
- Organising Gig Workers 101
- Case study – hard to reach workers
- Pam mae'r Economi Gíg yn fater i undebau llafur?
- Pwy ydy gweithwyr yr economi gíg, a pham maen nhw'n gweithio ynddi?
- Deallusrwydd Artiffisial a'r Economi Gíg
- Trefnu Gweithwyr Gíg 101
- Astudiaeth achos – gweithwyr anodd eu cyrraedd

A focus for Trade Unions? Ffocws i Undebau Llafur?

“Exploitation in the platform economy is a result of an **imbalance of power in the workplace** – even if that workplace is two-wheeled or a computer in the corner of a bedroom...



...It can seem that practices like casualisation, management by algorithm rather than human and a complete absence of trade unions are baked into the way that platform economy is run. There are fears that it is therefore **only a matter of time before these spread to other jobs.**” - TUC

What is the Gig Economy?

- 4.4 million people participate in platform work once a week.
- Work based on short-term tasks and platform economy to transactions that take place through digital eg: Social media platform, app or website.
- “Freelancers or contractors for a platform”. The platform does not consider workers as employees.

Beth yw'r Economi Gíg?

- Mae 4.4 miliwn o bobl yn cymryd rhan mewn gwaith platfform unwaith yr wythnos.
- Gwaith sy'n seiliedig ar dasgau tymor byr a'r economi blatfform i drafodion sy'n digwydd drwy ddulliau digidol e.e. Llwyfan cyfryngau cymdeithasol, ap neu wefan.
- “Gweithwyr llawrydd neu gontractwyr ar gyfer platfform”. Nid yw'r platfform yn ystyried gweithwyr fel gweithwyr cyflogedig.

Who and why are workers in the Gig Economy?

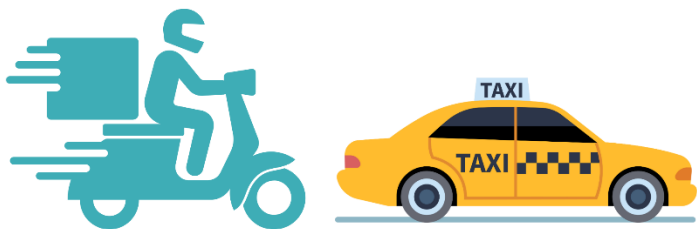
Pwy yw gweithwyr yr Economi Gíg a pham maen nhw'n gweithio ynddi?

- The pandemic was a catalyst for platform work through lockdowns
- 68.4 per cent of platform workers are men
- Most likely to be in the 25-44 age group
- People who use the gig economy are those who work in the gig economy
- Likely to be second or third job.
- Roedd y pandemig yn gatalydd ar gyfer gwaith platfform yn ystod y cyfnodau clo
- Mae 68.4 y cant o weithwyr platfform yn ddynion
- Mwyaf tebygol o fod yn y grŵp oedran 25-44
- Pobl sy'n defnyddio'r economi gíg yw'r rhai sy'n gweithio yn yr economi gíg
- Yn debygol o fod yn ail neu'n drydedd swydd.

Examples of Gig economy work Enghreifftiau o waith economi'r Gíg

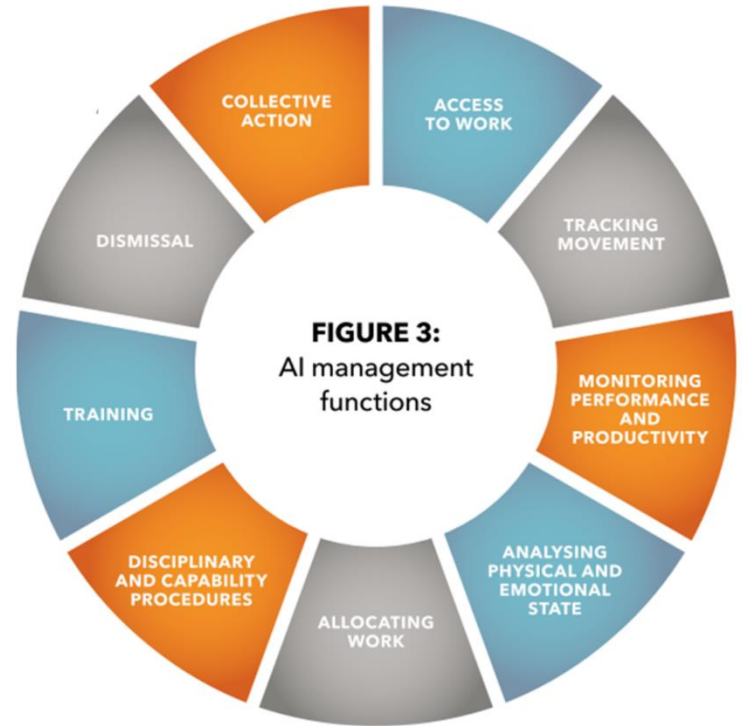
- Food delivery services eg: Deliveroo
- Travel eg: Uber
- Places to stay eg: Air B&B
- Online Shopping
- Apps for babysitting

- Gwasanaethau cyflenwi bwyd e.e. Deliveroo
- Teithio e.e. Uber
- Lleoedd i aros e.e. Air B&B
- Siopa ar-lein
- Apiau ar gyfer gwarchod plant



How AI works in the Gig Economy

Sut mae Deallusrwydd Artiffisial yn gweithio yn yr Economi Gíg



Gig workers operate individually, but they can be brought into the collective by the time-honoured means of trust, presence, communication, and shoe leather organising - James Farrar, Worker Info Exchange

Breaking down barriers for union activity Chwalu'r rhwystrau i weithgarwch undebau

- A New Zealand-style right of access to workplaces for unions & **digital right of access**, to enable them to talk to workers about what membership can offer them.
- A new 'worker' definition that covers all existing employees and workers and gives them the full range of **legal rights**.
- A **ban on zero hours contracts**, by giving workers the rights to a contract reflecting their normal hours of work and adequate notice of shifts.
- Hawl mynediad tebyg i Seland Newydd at weithleoedd ar gyfer undebau a **hawl mynediad digidol**, er mwyn eu galluogi i siarad â gweithwyr am yr hyn y gall aelodaeth ei gynnig iddynt.
- Diffiniad 'gweithiwr' newydd sy'n cynnwys yr holl weithwyr a'r gweithwyr presennol ac sy'n rhoi'r ystod lawn o **hawliau cyfreithiol** iddynt.
- Gwahardd contractau dim oriau**, drwy roi'r hawliau i weithwyr gael contract sy'n adlewyrchu eu horiau gwaith arferol a rhybudd digonol o shifftiau.

**RESEARCH -
Understanding the
issues
YMCHWIL –
Deall y materion**

TUC
Changing the world
of work for good

Seven ways platform workers are fighting back



OUTREACH –Building
trust amongst disperse
workers

ALLGYMORTH –
Meithrin ymddiriedaeth
ymysg gweithwyr sydd
ar wasgar



CAMPAIGNS -
Exposing the issues
YMGYRCHOEDD -
Mynd i'r afael â'r
materion



OFFERING
ALTERNATIVES –
Communicating our
strengths
CYNNIG DEWISIADAU
ERAILL –
Cyfathrebu ein
cryfderau





In conversation with
Michaela Gilroy, Unite
Hospitality
Sgwrs gyda
Michaela Gilroy, Unite
Hospitality

Wales
TUC
Cymru

Te a choffi

Tea and coffee

Return 14:40

Gweithdai

Workshops

Gweithdai

- Hanes trefnu yng Nghymru (cwrdd wrth y ddesg wybodaeth i fynd am dro i Sefydliad Oakdale) – David Donovan
- Cynnal morâl yn ystod streic – Ajayi Oluwarotimi (RMT)
- Negeseuon testun rhwng cydweithwyr – Lois McCallum (TUC)
- Awgrymiadau ymarferol ar gyfathrebu yn eich undeb – Jason Richards (CWU)

Workshops

- The history of organising in Wales (meet by the information desk for a walk to the Oakdale Institute) – David Donovan
- Sustaining morale during strike action – Ajayi Oluwarotimi (RMT)
- Peer to peer texting – Lois McCallum (TUC)
- Practical tips on communicating within your union – Jason Richards (CWU)

**Beth sydd nesaf ar gyfer
trefnu yng Nghymru?**

What's next for organising in Wales?

Shavanah Taj

Diolch

Thank you

Manylion cyswllt

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