

Priorities for the next Welsh Government

- 1 A modern high skills economy
- 2 Industry, communities and fighting for workers
- 3 Equality and dignity for all workers
- 4 Modern public services
- 5 Devolution and the Barnett formula

A Wales that works for everyone

The next Welsh Government must be a champion for working people - committed to improving workers' rights, promoting fair work, and ensuring safe, inclusive, and healthy workplaces across Wales.

The next Welsh Government must continue to work in social partnership with trade unions to progress the new and dynamic policies outlined below to build a high skills and high pay economy with strong and responsive public services that prioritise Fair Work and equality.

Our key asks for the next Welsh Government are:

1. A modern high skills economy

A strong union voice in workplaces and future workforce skills equates to a stronger economy where work pays.

The next Welsh Government must build on the success of the Wales Union Learning Fund and TUC Cymru trade union education by expanding and developing programmes so that workers are trained and ready to respond to the technological and low carbon transitions ahead.

2. Industry, communities and fighting for workers

Work closely with unions to ensure economic growth rewards workers with well-paid secure jobs. The Modern Industrial Strategy must deliver for Wales, including delivering good jobs in unionised workplaces. A Modern Industrial Strategy must create and sustain jobs for all

sectors of society, including women, Black, Asian and Minority Ethnic workers and disabled workers.

Public money spent through construction contracts and business grants must specify trade union access, good pay, and terms and conditions. Investment must be made in green industrial transformation that puts workers at the heart of planning and transition.

The ethical use of AI must be embedded in workplaces to ensure the benefits of AI are realised for workers including a right to retrain, a worker-led innovation strategy, and considering how technological advancements can support initiatives like a shorter working week. Legislation should be considered to guarantee the ethical adoption of AI in Welsh workplaces.

Establish a cross-sector Creative and Culture Forum that brings together unions, cultural organisations, and public bodies to drive fair funding, fair pay and working conditions, equity for all workers including freelancers. Public interest journalism in Wales should be considered a public service and should be funded by public money.

TUC welcomes the introduction of bus franchising which must ensure an improvement to the pay, term and conditions of workers, Further investment in need to for public transport in Wales.

3. Equality and dignity for all workers

A fair Wales is an equal Wales. A diverse inclusive workforce ensures prosperity is shared in all communities and TUC Cymru's Equality work and funding must be protected to help achieve this.

All workers deserve fairness and dignity. To realise this there must be the right policies, cultures, and supports in place in workplaces. Public bodies should embed menopause support policies, mental health must be treated as seriously as physical health in workplaces and workplace sexual harassment policies must be available and meaningful. All workers should have access to a quality professional assistance programme through their employer and workplace actions should reduce stress at work. The workplace rights of Welsh Language speakers should be strengthened. Devolved public sector bodies should make a meaningful contribution to the elimination of the Disability Employment Gap

Fair work is integral to ending child poverty TUC is committed to working with the next Welsh Government on this agenda.

TUC Cymru supports Welsh Government's refugee and asylum seeker plan which seeks to ensure Wales is a Nation of Sanctuary.

4. Modern public services

Recognise and reward dedicated public sector workers across Wales, including the expansion of Fair Work to outsourced workplaces that deliver public services.

Provide training opportunities for public sector workers. Prioritise good levels of pay and conditions public sector workers with a timetabled focus on achieving pay restoration for address long and real term pay restraint.

Limit and reverse out-sourcing of public services – particularly within adult social care. Remove all profit from care. Once profit is removed, this funding can be redirected to ensure care work is properly rewarded and the sector attracts the future workforce needed.

Public services must be future proofed through social partnership, fair pay, local workforce investment, and dignified support for displaced workers. This must include planning for workforce disruption and development a workforce resilience strategy.

The next Welsh Government must strengthen workers' right in Wales and properly embed social partnership working, this should include expanding social partnership within schools.

School support staff should benefit from a negotiating body for Wales.

Profit should be removed from supply teacher agency provision.

5. Devolution and the Barnett formula

There should be a comprehensive plan for a fully integrated devolved criminal justice system for Wales. Campaign to replace the Barnett formula with a needs-based funding system.

TUC Cymru is creating a Wales where everyone has a voice through their union and an income, they can build a life on. We believe that every worker has the right to be safe, valued and respected.

When workers act collectively, we have the power to create positive change in society. We bring workers together through 48 unions to fight for better jobs and a more equal and prosperous country.

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