

SOCIAL PARTNERSHIP

UNISON Cymru Wales has three key areas we believe should be prioritised during the next Senedd term. Social partnership is one of these areas.

We are calling for Member of Senedd (MS) candidates to commit to the principles of social partnership and work to deliver the enactment of a Social Partnership Act in the next Senedd term.

What is social partnership?

Social partnership brings together government, employers, and trade unions in areas of shared interest – the aim being to design and implement better solutions through collaborative working.

We believe social partnership is the bedrock for fair work in Wales and is the only way to effectively promote fair procurement, a real living wage for all, stop the abuse of zero-hour contracts, and ensure workers' rights are protected in the face of Brexit.

Welsh Government says fair work is where workers are rewarded, heard and represented, secure and able to progress in a healthy, inclusive environment where rights are respected.

What are the benefits of social partnership?

UNISON believes all workers deserve a voice when decisions are being taken about their working lives. Through trade unions, social partnership ensures workers are at the table and able to discussions about their workplace practices.

Social partnership is proven to facilitate the delivery of fairer work and more equal ways of working. This is of great benefit to our society as a whole – it's a more open way of operating; it makes for more resilient and responsive labour; and is better for our longer-term social and economic stability.

Why is UNISON calling for social partnership legislation in Wales?

UNISON believes a Social Partnership Act is an important step in ensuring workers' rights in Wales. It would place a duty on public bodies to work in social partnership in Wales and promote fair work. It would also place an expectation on public bodies to ensure fair work principles are embedded throughout procurement strategies – this will help to drive the change needed in the private sector across Wales too.