

HOW SHOULD WALES BE RUN IN FUTURE?



UNISON Cymru Wales
Policy Unit
February 2023



Introduction

Since 2010, Welsh people have been terribly let down by UK Conservative governments which made political choices to strip away billions from the public services that bind our communities together.

The Tories saw pound notes not people and had no interest in tackling injustice or poverty.



Desperately short of the funds they knew were required, the Welsh Government couldn't protect our towns from swingeing cuts. Youth centres, libraries and more closed, many thousands of council jobs were scrapped and key services privatised.

If we believe in social justice, we need a Welsh Government that has the funds and the powers to intervene to positively shape the lives of its citizens.

Last year UNISON responded to a Welsh Government consultation on the constitutional future of Wales. Our submission was guided by the comments of UNISON members in focus groups and wider: Wales needs much greater devolution of powers.

Our submission is presented here for branches to discuss and debate this live issue, the way we are governed and the society we want to build.

Dominic MacAskill,
UNISON Cymru Wales Regional Secretary

The constitutional future of Wales

UNISON Cymru Wales response to the Independent Commission on the constitutional future of Wales consultation, August 2022.

Q1. What matters to you about the way Wales is run?

1. Wales needs a vibrant democracy, where decisions are taken at the lowest possible level (the principal of subsidiarity), and Welsh people are engaged and involved in those decisions.
2. A Welsh Government and Senedd which are trustworthy and conduct business in a professional manner helps build people's confidence in how their government is working for them. Similarly, a diverse Senedd membership which looks and sounds like the people of Wales is vital.
3. We want a Wales that reflects UNISON's socialist values, where decisions are made on what is best for people rather than looking at the profit that can be made from them. This requires a government that has the power and resources to effectively tackle inequality and poverty, racism and all forms of discrimination, and to build the happier, healthier and fairer country we want to live in. We want a government able to take action to improve women's rights.
4. This argument naturally leads us to seek more powers for Welsh people and the Senedd.
5. Although, the Welsh Government has taken some steps to protect the public sector, there is no doubt important services that bind our communities and make them liveable places, have been badly damaged or disappeared entirely because of severe Westminster austerity measures lasting more than a decade. If the Welsh Government is to have the power to intervene to invest and to redistribute wealth, it needs the funds to do so too and that means seeking further devolvement of tax powers.
6. Political realities are driving increased interest in devolution amongst the population and UNISON members in other ways too, and have shown why changing the status quo is necessary. The shamelessness of Boris

Johnson, a prime minister completely without morals, contrasted starkly with the measured judgements of the first minister throughout the Covid pandemic. More detail is provided on this in our response to Q4.

7. Since 2010, Welsh voters have three times returned a Welsh Labour government or a Labour led coalition government, yet the weight of voters in England has four times delivered a UK Conservative government or Conservative led coalition in UK national elections. These Westminster governments have been ideological opposites of the Welsh governments which value investment in public services, and yet Westminster controls the purse strings.

8. This Welsh Government is to be commended for bringing forward a Social Partnership and Public Procurement Bill which acknowledges the vital importance of trade unions and ethical employment in supply chains. Going forwards, it is essential for trade unions to be involved at an early stage in the formulation of all Welsh Government policies and strategy, and for their opinions to be recognised by ministers and civil servants as holding weight. Trade unions articulate the voices and aspirations of millions of Welsh workers and their families, and by listening to them Welsh Government will be strengthening democracy and civic society.

Q2. What do you think the priorities for the Independent Commission on the constitutional future of Wales should be?

9. We'd like the commission to explore in detail what the greatest devolution of powers and taxation to Wales within a federalist UK would look like and how that might be achieved.

10. Further devolution of powers must be followed by enough money and funding to allow them to be properly utilised. There is no point providing Welsh Government with increased responsibilities if it lacks the resources to invest as it wishes.

11. Devolution of certain powers and taxes should only take place if it will deliver greater investment in our public services and in the workforce that delivers them.

12. Over the last 23 years, the various Welsh Labour governments and coalition partners have proved the value of devolution. Our Senedd has matured over that time, and the recent proposals to expand its size will strengthen democracy and better hold the executive and its legislation to account. Now there is a desire for more decisions affecting Welsh people to be taken by Welsh people in the Senedd.

13. Devolution though, has been regularly attacked by Conservatives MPs in Westminster and the UK Conservative government has (knowingly or otherwise) failed to grasp the concept of devolution and often works to undermine the Welsh Labour government. More detail on this is provided in our response to Q4. Devolution must be strengthened and more powers devolved.

14. We'd like the commission to consider how much greater tax powers could be further devolved to the Senedd, including more income tax, which would improve our ability to raise funds in Wales. We acknowledge full fiscal autonomy is not possible in a federalist structure, but the Welsh Government needs greater powers to borrow, direct and invest in the Welsh economy, pay better wages and redistribute wealth, and it should be able to introduce new taxes based on need.

15. Whilst the Barnett formula may currently be providing Wales with a block grant per head funding higher than, England, it certainly hasn't always been that way and 'fair funding for Wales' has been a familiar rallying cry of Welsh Government and trade unions for years. There are high levels of deprivation in Wales which form no part of the calculation of the Barnett formula. Similarly, it is blind to the fact large parts of Wales are rural and more money might be required to provide services over geographical distance, despite the smaller population.

16. Put simply, the Welsh Government requires more money to intervene positively to invest in the services which help to alleviate poverty and make Wales a more socially just country. The commission could examine how a Welsh investment bank might work.

17. One of the most keenly felt problems in the current cost of living crisis is the lack of social housing, which has driven up private rents to unaffordable levels. A Welsh investment bank could transform Welsh Government's aim for a massive social housing building programme.

18. The commission should be looking to identify how more powers over policing and justice, welfare, equalities, employment law (including minimum wage enforcement), health and safety and industrial relations law and their enforcement could be devolved to Welsh Government.

19. Welsh Government has already published detailed proposals for the devolvement of justice and described this development as 'inevitable'. Powers over policing should be devolved too. It is important to acknowledge here, the scale of reorganisation is likely to be substantial, and any costs borne should not be from already stretched existing budgets, but from additional resource that Welsh Government would have to provide in conjunction with Westminster.

20. We note that workplace protection and minimum wage enforcement is entirely devolved in Northern Ireland. Of course, there are unique political factors involved; however, devolution of these powers has not led to pressures to drive down the levels of workplace protections.

21. Rather, devolution of employment law, health and safety and industrial relations law offers the chance for Wales to improve standards to help working people and their families.

22. For instance, it could better tackle incidences of industrial injury and death in Wales with tougher legislation, compared with Westminster's deregulatory approach to health and safety. Devolution of the above powers could allow Welsh Government to legislate to improve maternity and paternity rights and so develop a more progressive approach on childcare. Currently, trade unions face restrictions in securing access and bargaining rights in smaller employers. As a result, employment conditions for workers in places where there are fewer than 20 employees are often poorer. Welsh Government could relax the tight restrictions on trade unions here and help transform the livelihoods of thousands of low paid workers. It could also promote sectoral bargaining and abolish tribunal fees amongst other things.

23. Defence and international treaties would remain at a UK national level; however, the commission should consider how the Welsh Government can have more of a say on the latter and their ratification. In particular, Welsh Government should be able to protect its public services from privatisation.

24. There needs to be a thorough review of what services should be delivered by councils in Wales (and by town councils) and how these services can be funded appropriately so they fully meet local need and aspirations. We think this goes beyond simply providing certain services just to the level of statutory duty (more detail is provided in our response to Q4).

25. We are already at a point where the services councils provide have been hollowed out and this has profound implications for local democracy and whether people actually have a say on their community services.

26. A decade or more of Westminster-driven austerity has left Welsh Government and Welsh local authorities with even less money and that has had a terrible impact on the quality of services they can provide. The move of Welsh councils to outsourcing care, leisure and other important services to the private and third sector was driven by resource considerations and not the consideration of what was the best for clients, the local community or staff.

27. As we emerge from Covid, we want councils to have the power to

intervene to positively shape and improve the lives of local people. They won't be able to take effective action if they don't control services directly. Strong council services keep people healthier and out of hospital. Our local services ought to be funded properly and this means local councils being provided with greater resources.

28. The commission has the chance to evaluate the example of the greater devolution of powers to Scotland and learn what has worked and what hasn't, so that the process of greater devolution here could function better.

Q3. Thinking about how Wales is governed, by the Welsh Government and the UK Government, what are the strengths of the current system, what aspects do you most value and wish to protect? Can you provide examples?

29. Since the time when Rhodri Morgan talked of “clear red water” between Wales and Westminster, Welsh governments have pursued a markedly different and more progressive agenda than UK governments.

30. The presence of a Labour government here has afforded Wales some limited protection against the severe austerity spending cuts from Westminster over the last twelve years.

31. We applaud that social partnership working and ethical procurement will be made law in Wales, and this has huge transformative potential for thousands of Welsh workers and their families.

32. The Welsh Government’s desire to work with trade unions and value their input was clear throughout the Covid pandemic. In many key areas, the common endeavour meant the reaction to the health emergency in Wales was more effective than in England, where the UK Government was actively hostile to unions, did not seek to engage them in any planning and disregarded the safety concerns of their members.

33. A good example of partnership working between UNISON and Welsh government is how the serious problems with personal protective equipment (PPE) supply for the NHS were overcome in the early days of the pandemic. We set up a reporting line and were able to share data with government officials, which meant deficiencies were addressed more rapidly.

34. Elsewhere during the emergency, Welsh Government worked closely with trade unions representing school staff to plan how education might continue in lockdown and how children were best protected. Trade unions were able to share their knowledge and the experiences of school members with Welsh Government, which may not otherwise have known exactly how things were running through the pandemic.

35. In social care, Welsh Government recognising the unions' argument, acted to introduce a fair sick pay scheme that allowed for care staff to isolate if they got Covid and keep people safe. It also introduced Covid bonus payments for care workers and NHS workers.

36. In this cost-of-living crisis, the Welsh Government is making free school dinners available through the summer and school uniform grants, so helping people in dire need.

37. It is important to note the very significant steps Welsh Government took to disapply elements of the UK Trade Union Act, which undermined what it saw as a 'Welsh way of working', in other words social partnership. More detail is provided on this in our response to Q4.

38. So, the Welsh Government has shown a desire and will to intervene to the limit of its powers. We want the powers to be extended so they might go much further to help Welsh citizens.

39. Trade unions in Wales enthusiastically supported Welsh government's publication of a Race Equality Action Plan last year as demonstration of its commitment to achieving racial equality. Although we urged Welsh Government to go further around employability and apprenticeships and to bring forward legislation, we noted at the time that Wales was the only nation taking a proactive stance on race equality in the UK.

40. The Welsh Government has actively promoted Welsh culture and the Welsh language including through Welsh medium schools.

41. The Senedd operates in a responsible and professional way, with integrity and honesty and has suffered none of the corruption scandals of Westminster. Welsh governments have worked in a more collegiate way with other parties where there is common ground; the co-operation agreement with Plaid Cymru being the latest example.

42. There is a general perception that Members of the Senedd have entered politics for the right reasons, and people feel more affinity with the democracy of the Senedd than the House of Commons. Of course, this may be due to the proximity of Cardiff measured against the distance of London.

Q4. Are there any problems with the current system, and if so, how could they be addressed? Again, please provide examples.

43. Since 2010, Conservative or Conservative–Lib Dem coalition governments have dramatically shrunk the state by slashing public spending, and this has tied the hands of the Welsh Government from investing as they might wish. Indeed, Welsh ministers would likely say they lacked the fiscal powers to do much about it. The drastic cuts resulted in a huge number of job losses in Welsh councils, and consequent devastating impact on local service provision.

44. A UNISON Cymru Wales Audit of Austerity investigation in 2018 recorded an enormous 28,000 job losses from local authorities in a decade. This was equivalent to losing seven of the eight largest private sector employers in Wales. Council spending in 2017/18 would have been £1.02bn higher (£9.02bn) if it had kept pace with CPI since 2010/11 and £1.59bn higher (£9.59bn) if it had kept pace with RPI.

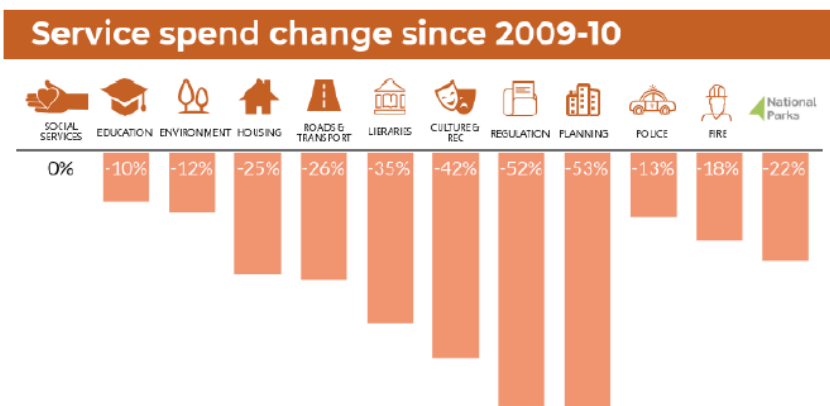
45. The Welsh Local Government Association agreed that local councils had borne the brunt of austerity, and our investigation quoted their 2018 figures that Welsh local government core grant funding has reduced by 22% after adjusting for inflation by 2019-20. If school funding is not included, as is the case in England, core funding fell by 35%.

46. Local government is the economic bedrock of Wales. Councils spend £3.5bn a year on goods and services in national and local economies, and councils employ over 10% of the Welsh workforce. Severe cuts here matter.

47. This unprecedented squeeze on funding has had a dramatic impact on local public services and the people that provide them. This cash cut happened at the same time as councils faced rising costs, a growing population, increasing demand for their services and extra responsibilities but without the extra funds needed to pay for them.

48. Our full report can be accessed via the link on the next page and it contains the following graphic from the Welsh Local Government Association illustrating how service spending reduced in the following

areas between 2009/10 and 2018.¹



Source: *Fair and Sustainable Funding for Essential Local Services*; WLGA; 2018

49. Important services, like youth services, clubs and youth workers for example, have disappeared altogether from some councils, depriving young people of opportunities, particularly in disadvantaged areas. Austerity has stripped Wales of many of its libraries and public conveniences have disappeared. These are just a few examples of what we've lost as a result of the severe spending cuts and the costs to the health and well-being of our communities will be felt for years to come.

50. Elsewhere, local authorities reacted to severely diminished funds by outsourcing services which worsened service quality for the public and staff wages and employment conditions were squeezed. Nowhere was this more apparent than the care sector, where many in the overwhelmingly female workforce suffer in-work poverty, something that would never have happened had services continued to be provided directly by councils.

51. The introduction of profit-making possibility into a service like care, has led to corners being cut to improve profit margins. Staff are forced to rush client care when allocated too many clients and many are not paid

¹ Audit of Austerity Cymru Wales 2018: <https://cymru-wales.unison.org.uk/content/uploads/sites/9/2018/11/Wales-Austerity-Audit-2018-Final.pdf>

for travel time between client appointments, despite this being working time. Vulnerable people in need of care therefore often receive only 15 minutes of a care workers' time when they should be receiving 30 minutes. This impacts on the dignity and mental health of the care recipient and the worker. This is no way to run a public service and it is failing the needs of our communities and workforce.

52. As part of the Westminster squeeze on public spending, the wages of public sector workers across the UK have been deliberately suppressed over more than a decade with pay freezes and pay caps. Thousands of Welsh workers and their families have seen their quality of life shrink as a consequence, and the lowest paid amongst them are really struggling to make ends meet. This is a scandal and Welsh Government is on record saying it is powerless to do anything about it.

53. Most recently, Health Minister Eluned Morgan said this about the below-inflation 2022 pay award she was introducing for healthcare workers:

“I hope this pay award goes some way to recognise their hard work, but without additional funding from the UK Government, there are inevitably limits to how far we can go in Wales. We continue to press them to pass on the full funding necessary for fair pay rises for public sector workers” (*Ministerial written statement 22nd July 2022*).

54. It can't be right for a Welsh Government to be hostage to a Westminster austerity dogma it says it opposes. Austerity was not in the interests of the Welsh people. The Welsh Government accepted this, but it did not have the fiscal powers to do redress it, aside from some limited measures of protection.

55. Funding is key to Welsh Government autonomy on paying public service workers. Teachers' pay is devolved in Wales, but the Welsh Government is still completely reliant on Westminster to fund any award.

56. We would like the rates of pay and employment conditions of the biggest group in schools, teaching assistants, to be nationally agreed too. At present they are determined by each Welsh local authority, so there are 22 different pay grades and no common job description for this mainly female workforce.

57. UNISON is participating in a Welsh Government task and finish group for teaching assistants, which we hope will result in consistent career grading structures and minimum rates of pay. However, we would like Welsh Government to also drive change so that teaching assistants are employed on full contracts, not term-time only, to have parity with teachers, including non-contact and preparation time. Bringing their pay under national control, as for teachers, will need to be matched by additional funding.

58. Proportionally, more Welsh workers are employed in public services than in England. In fact, it comprises the largest section of the Welsh workforce. This means when there are cuts to public service spending, they have a disproportionately greater impact on the Welsh economy and remove money from local Welsh high streets, making us all poorer.

59. This underlines the need for the Welsh Government to have more fiscal powers to intervene where necessary to ensure its citizens welfare. Receiving consequential money only when the UK Government decides to act is not sufficient. Too much is dictated by Westminster and Wales is in effect shackled by stealth.

60. A Welsh Government with these powers, backed by a Welsh investment bank could direct more funds at deprived areas and invest in the massive social house and affordable house building programme Wales needs.

61. It would allow the government to forge a deeper economic strategy which prioritises developing manufacturing so there is less reliance on the service sector. Money would remain in the Welsh economy through jobs, rents and purchases.

62. If Westminster refuses to deal effectively with the big issues of the day such as combatting climate change or the cost-of-living crisis and show UK leadership, Wales and the other nations can be hamstrung in how they might want to individually respond, because they lack the necessary funds.

63. We have talked about how successive Welsh governments have acknowledged the importance of worker and trade union voices in policy making and public life. The government of Carwyn Jones disappplied key

parts of the UK Trade Union Act with the Wales Trade Union Act, 2017, to protect public services in Wales and because it undermined the legitimate role of unions in Welsh workplaces.

64. However, the Welsh Government did not have the power to completely throw out the UK Act (which it would have liked to do) and there are concerns it will be powerless to respond as the UK Government amends the Conduct of Employment Agencies and Employment Business Regulations, 2003, to allow companies to bring in temporary agency labour to break strikes. This runs contrary to Welsh Government's promotion of social partnership and would amend legislation passed by the Senedd.

65. UNISON at a UK level will seek a judicial review of the new regulations and that the Westminster Government is in breach of Article 11 of the European Convention on Human Rights, which protects the right to strike, and international labour standards.

66. There's no doubt people felt let down by the dishonesty of the Conservative government, personified in the prime minister, Boris Johnson. From 'Partygate' to financially lucrative PPE contracts going to Tory donors and friends bypassing parliamentary scrutiny, there is a real danger the behaviour has damaged people's trust in democracy.

67. Wider than present irritations, people have been turned off politics by the squabbling of Westminster and the adversarial, often macho nature of how government business is done at a UK level. People lose patience with politicians when policies such as the limited windfall tax on energy companies presented by Labour, is condemned for months by the Conservatives, only for them to introduce the measure, called by another name.

68. The Covid pandemic highlighted the different priorities of the governments when Mark Drakeford was firmly focused on public health, but the Westminster Conservatives prioritised opening up the economy. According to the first minister, Wales was frequently left out of Covid planning decisions by a prime minister willing to repeatedly undermine the devolution settlement and his Welsh Labour opposite number for party political reasons.

69. One example was how the UK Government unilaterally determined money that would be given to the Ukrainian cause, without consulting home nation partners. Welsh Government was told that it would be contributing £30m from existing funds and already allocated spending. This is not a mature functioning devolution settlement.

70. There is a general perception that Wales is getting a raw deal. People have been frustrated as the UK government has assumed greater powers at the expense of Welsh Government in controlling the distribution of what was formerly EU funding for deprived areas, as well as the disparity between money promised and that received.

71. Westminster has unjustly determined there is no High Speed 2 consequential for Welsh public transport, despite the billions of pounds being spent and no benefit to Welsh people travelling in Wales.

Q5. Thinking about the UK government, the Welsh Government and Welsh local government (your local council), what do you think about the balance of power and responsibility between these 3 types of government – is it about right or should it change and if so, how? For example, who should have more power, or less?

72. We have discussed why it is important for more key powers to be devolved to Welsh Government, and why they must be followed by enough money and funding to allow them to be properly utilised.

73. Local government was asked to do much more through the Covid pandemic, and its services should be at the heart of our communities. However, council service provision has been so hollowed out through outsourcing and austerity there is a democratic deficit.

74. Outsourcing services gives a council very limited control if service quality decreases, and it is UNISON's experience that it leads to lower paid jobs and increased charges for the public over time.

75. Insourcing of services is an absolute priority, particularly in social care. This is fundamental to democracy. If the local council is not providing what the local community needs, you can vote it out.

76. UNISON is campaigning for a National Care Service as the only way to solve the current care crisis. This Service would set industry standards, ensure consistency in the quantity and quality of social care across Wales. It could provide a framework for monitoring and scrutiny and could help to more closely integrate social care with health care.

77. Industry standards would be best implemented and monitored under the democratic control and scrutiny of local councils, and most social care should rest within local government and come under the local government budget. Creating statutory minimum standards for care, professional development and employment would organically return social care to where it should be: under local government's direct control.

78. Given that council service provision has been so hollowed out, Welsh Government should work with councils to conduct a thorough review of what services should be delivered by authorities (as well as by town and community councils), and how they should be funded which goes beyond simply providing certain services just to the level of statutory duty. For example, the duty on a council to provide library services could consist of just one library, which would obviously not be sufficient. We need to clearly identify how best local government can meet people's needs.

79. Local government desperately needs the assurance longer term funding can provide. So many council employees, such as the thousands of school support staff, are employed on 12-month contracts, because of the short-term nature of how councils are funded by Welsh Government. These hard-working staff start to receive redundancy notices with three months of the year remaining. That is not fair.

80. We have talked elsewhere of the need for a Barnett formula which takes full account of our deprived communities, and the same is true when Welsh Government funds our local councils.

81. Reinvigorating local councils needs councillors of calibre who are prepared to intervene. We know of authorities, which lacking councillors who are active, are instead run by the chief executive. Concentration of power in an unelected chief executive is not democratic and it is essential the priorities in local government are set by local councillors.

Q6. As a distinct country and political unit, how should Wales be governed in the future?

82. UNISON supports a move towards Wales having more autonomy to decide for itself within a more federal UK, with most matters decided by the Senedd and Welsh government, and the Westminster Parliament decides UK-wide matters on behalf of Wales (and the other parts of the UK).

83. We have discussed there is an appetite for more decisions to be taken in Wales and for the Welsh Government to be able to raise more income. Wales should be a federal partner of sister nations and not have things imposed on us by a bigger neighbour.

84. In this new structure, we see a key role for a revitalised local government delivering the high-quality community services our population desperately needs. However, more money needs to flow as well; otherwise service delivery will be inhibited.

Q7. Overall, what is most important to you in about the way in which Wales should be governed in the future? Is there anything else you want to tell us?

85. As we have set out in our first answer, building a fairer country starts by ensuring decisions are made at the lowest possible level and better engage the communities they affect.

86. We want a Wales that protects the equal rights of its citizens, actively working to combat racism and all forms of discrimination.

87. To better intervene and improve the lives of its citizens, not least through sustained investment in public services, Welsh Government needs increased powers and tax raising powers.

88. The government is to be commended for actively promoting and encouraging the Welsh language and we don't envisage any adverse impact through these changes. Welsh language rights are in a strong position, equal to English and are well protected for whatever happens in future.

Next steps

We are keen for you to discuss and debate this pamphlet in your branch committee, and we'd like to hear your opinion. Tell us how Wales should be run in future; email cymruwales@unison.co.uk. You can also ask your councillors, Members of the Senedd and MP for their views and response to this UNISON pamphlet.



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C7. At ei gilydd, beth sydd bwysicaf i chi o ran y ffordd y dylai Cymru gael ei llywodraethu yn y dyfodol? Oes yna unrhyw beth arall yr hoffech chi ei ddweud wrthym?

85. Fael yr ydym wedi'i nodi yn ein hateb cyntaf, mae adeiladu gwlad decach yn dechrau drwy sicrhau bod penderfyniadau'n cael eu gwneud ar y lefel isaf bosibl ac yn ymgysylltu'n well â'r cymunedau y maent yn effeithio arnynt.

86. Rydym eisiau Cymru sy'n amddiffyn hawliau cyfartal ei dinasyddion, gan fynd ati i frwydro yn erbyn hiliaeth a phob math o gamwahaniaethu. 87. Er mwyn ymyrryd yn fwy effeithiol a gwella bywydau ei dinasyddion, drwy fuddsoddiad parhaus mewn gwasanaethau cyhoeddus yn bennaf, mae angen mwy o bwerau a phwerau codi trethi ar Lywodraeth Cymru.

88. Mae'r llywodraeth i'w channol am fynd ati i hyrwyddo ac annog y Gymraeg ac nid ydym yn rhagweld unrhyw effaith niweidiol yn sgil y newidiadau hyn. Mae hawliau'r Gymraeg mewn sefyllfa gref, yn gyfartal â'r Saesneg ac wedi'u diogelu'n dda ar gyfer beth bynnag sy'n digwydd yn y dyfodol.

Y camau nesaf

Rydym yn awyddus i chi drafod y pamffled hwn yn fanwl ym mhwyllgor eich cangen, a hoffem gilywed eich barn. Dywedwch wrthym sut y dylai Cymru gael ei rhedeg yn y dyfodol; e-bostiwch cymruwales@unison.co.uk. Gallwch hefyd ofyn i'ch cynghorwyr, Aelodau Senedd Cymru ac AS am eu barn a'u hymateb i'r pamffled hwn gan UNSAIN.

C6. Fel gwlad ac uned wleidyddol ar wahân, sut ddylai Cymru gael ei llywodraethu yn y dyfodol?

82. Mae UNSAIN yn cefnogi symudiad tuag at gael mwy o ymreolaeth i Gymru benderfynu drosi! hun o fewn y DU fwy ffederal, gyda'r mwyafrif o faterion yn cael eu penderfynu gan y Senedd a Llywodraeth Cymru, gan adael i Senedd San Steffan benderfynu ar faterion sy'n effeithio ar y DU gyfan ar ran Cymru (a rhannau eraill o'r DU).

83. Rydym wedi trafod bod yna awydd am i fwy o benderfyniadau gael eu gwneud yng Nghymru ac i Lywodraeth Cymru allu codi mwy o incwm. Dylai Cymru fod yn bartner ffederal i wledydd eraill y DU, yn hytrach na chael pethau wedi'u gortodi arnom gan gymydog mwy pwerus.

84. Yn y strwythur newydd hwn, gwelwn rôl allweddol i lywodraeth leol wedi'i hadfywio sy'n darparu'r gwasanaethau cymunedol o ansawdd uchel sydd eu hangen yn ddifawr ar ein poblogaeth. Fodd bynnag, mae angen i fwy o arian lifo hefyd; fel arall bydd darpariaeth gwasanaethau'n cael ei atal.

uniongyrchol llywodraeth leol.

78. O ystyried bod darpariaeth gwasanaethau cynghorau wedi'u cwtogi gymaint, dylai Llywodraeth Cymru weithio gyda chynghorau i gynnal adolygiad trylwyr o ba wasanaethau y dylid eu darparu gan awdurdodau (yn ogystal â chynghorau tref a chymuned), a sut y dylid eu harianu sy'n mynd y tu hwnt i ddim ond darparu gwasanaethau penodol i lefel y ddyletswydd statudol yn unig. Er enghraifft, gallai'r ddyletswydd ar gyngor i ddarparu gwasanaethau llyfrgell gynnwys un llyfrgell yn unig, a fyddai'n amlwg ddim yn ddigon. Mae angen i ni nodi'n glir sut y gall llywodraeth leol ddiwallu anghenion pobl orau.

79. Mae difawr angen y sicrwydd y gall cyllid tymor hwy ei roi i lywodraeth leol. Mae cymaint o weithwyr cynghorau, fel y miloedd o staff oherwydd natur fyrdymor y ffordd y caiff cynghorau eu harianu gan Llywodraeth Cymru. Mae'r aelodau staff gweithgar hyn yn dechrau derbyn hybysiadau diswyddo gyda thri mis o'r flwyddyn yn weddill. Nid yw hyn yn deg.

80. Rydym wedi sôn mewn manau eraill o'r ddogfen hon am yr angen am fformiwla Barnett sy'n rhoi ystyriaeth iawn i'n cymunedau diffrentiedig, ac mae'r un peth yn wir pan fydd Llywodraeth Cymru yn arianu ein cynghorau lleol.

81. Mae angen cynghorwyr o safon sy'n barod i ymyrryd er mwyn adfywio cynghorau lleol. Gwyddom am awdurdodau, sy'n dioddef o ddiffyg cynghorwyr effeithiol, sydd yn hytrach yn cael eu rhedeg y prif weithredwr. Nid yw cronni pŵer gyda phrif weithredwr anetholedig yn ddemocratidd ac mae'n hantodol bod y blaenoriaethau mewn llywodraeth leol yn cael eu pennu gan gynghorwyr lleol.

C5. Gan feddwl am lywodraeth y DU, lywodraeth Cymru a llywodraeth leol Cymru (eich cyngor lleol), beth yw eich barn am y cydbwysedd o ran pŵer a chyfrifoldeb rhwng y 3 math hyn o lywodraeth – a yw'n iawn neu a ddylai newid ac os felly, sut? Er enghraifft, pwy ddylai gael mwy o bŵer, neu lai?

72. Rydym wedi trafod pam ei bod yn bwysig i ragor o bwerau allweddol gael eu datganoli i Lywodraeth Cymru, a pham y mae'n rhaid dilysu y bwerau hynny gyda digon o arian a chyllido i ganiatáu iddynt gael eu defnyddio'n briodol.

73. Gofynnwyd i lywodraethau lleol wneud llawer mwy drwy gydol y pandemig Covid, a dylai eu gwasanaethau fod wrth galon ein cymunedau. Fodd bynnag, mae darpariaeth gwasanaethau'r cyngor wedi'u cwtogi cymaint drwy gontactau allanol a chyni fel bod yna ddiffyg democrataidd.

74. Mae darparu gwasanaethau ar gontact allanol yn golygu mai ychydig iawn o reolaeth sydd gan gynghorau os bydd ansawdd gwasanaethau'n gostwng, ac ar sail profiad UNSAIN, mae hyn yn arwain at swyddi sy'n talu llai a bod y cyhoedd yn talu mwy dros amser.

75. Mae dod â gwasanaethau'n ôl dan reolaeth cynghorau'n fater o flaenoriaeth, yn enwedig ym maes gofal cymdeithasol. Mae hyn yn syffaeinol i ddemocratiaeth. Os nad yw'r cyngor lleol yn darparu'r hyn sydd ei angen ar y gymuned leol, gallwch bleidleisio i gael gwared arno.

76. Mae UNSAIN yn ymgyrchu dros Wasanaeth Gofal Cenedlaethol fel yr unig ffordd i ddatrys yr argyfwng gofal presennol. Byddai'r Gwasanaeth hwn yn gosod safonau ar gyfer y diwydiant, gan sicrhau cysondeb o ran ehangder ac ansawdd gofal cymdeithasol ledled Cymru. Gallai ddarparu fframwaith ar gyfer monitro a chraffu a gallai helpu i integreiddio gofal cymdeithasol yn agosach â gofal iechyd.

77. Byddai safonau'r diwydiant yn cael eu gweithredu a'u monitro orau o dan reolaeth ddemocrataidd a chraffu gan gynghorau lleol, a dylai'r rhan fwyaf o ofal cymdeithasol gael ei redeg gan lywodraeth leol a dod o dan gyllideb llywodraeth leol. Byddai creu safonau gwaelodlin statudol ar gyfer gofal, datblygiad proffesiynol a chyfllogaeth yn ei hanfod yn dychwelyd gofal cymdeithasol i ble y dylai fod: o dan reolaeth

byddai'n cyfrannu £30m o gronfeydd presennol a gwarantant sydd eisoes wedi'i ddysgwyl. Nid fel yma mae setliad datgano'i'n gweithio.

70. Mae yna gantfyddiad cyffredinol bod Cymru'n cael bargaen wael. Mae pobl wedi bod yn rhwystredig wrth i lywodraeth y DU gymryd mwy o bwerau ar draul Lywodraeth Cymru wrth reoli sut y dyllid dosbarthu'r hyn a arferai fod yn gyllid o'r UE ar gyfer ardaloedd diffreiniol, yn ogystal â'r gwahaniaeth rhwng yr arian a addawyd a'r arian a dderbyniwyd.

71. Mae San Steffan wedi penderfynu'n anghyfiawn nad oes arian canlyniadol yn dod i Gymru yn sgil High Speed 2 ar gyfer trafniadaeth gyhoeddus, er gwaethaf y billynau o bunnoedd sy'n cael eu gwario a dim budd i bobl Cymru sy'n teithio yng Nghymru.

Carwyn Jones rannau allweddol o Ddeddf Undebau Llafur y DU a Ddeddf Undebau Llafur Cymru, 2017, i amddiffyn gwasanaethau cyhoeddus yng Nghymru ac oherwydd bod y rhannau hyn o'r ddeddf yn tanseilio rôl gyfreithlon undebau yng ngweithleodd Cymru.

64. Fodd bynnag, nid oedd gan Lywodraeth Cymru'r pŵer i ddilieu Ddeddf Unddygiad Asiantaethau Cyflogaeth a Busnesau Cyflogaeth, 2003, fydd yn caniatáu i gwmnïau ddod â llafur asiantaeth dros dro i mewn i dorri streiciau. Mae hyn yn mynd yn groes i egwydddodion Lywodraeth Cymru o hyrwyddo partneriaeth gymdeithasol, a byddai'n diwygio deddfwriaeth a baswyd gan y Senedd.

65. Bydd UNSAIN ar lefel y DU yn ceisio adolygiad barnwrol o'r rheoliadau newydd a bod Lywodraeth San Steffan yn gweithredu'n groes i Erthygl 11 o'r Conffensiwn Ewropeaidd ar Hawliau Dynol, sy'n amddiffyn yr hawl i streicio, a safonau llafur rhyngwladol.

66. Does dim amheuaeth nad yw pobl wedi'u siomi gan anonestriwydd y llywodraeth Geidwadol, ar yn enwedig y prif weinidog, Boris Johnson. O 'Partygate' i gontractau PPE proffidiol yn mynd i'r rhai oedd wedi cyfrannu at y blaid Doriaidd a'u ffrindiau, gan osgoi craffu seneddol, mae perygl gwirioneddol bod yr ymddygiad hwn wedi niweidio ymddiriedaeth pobl mewn democratiaeth.

67. Yn fwy na dim ond yr anniddigrwydd presennol, mae pobl wedi cael eu dadtrihio â gwleidyddiaeth San Steffan a'i holl ffræo gwrthwynebol, a'r ffordd ymffrostigar y mae busnes y llywodraeth yn cael ei gynnal ar lefel y DU. Mae pobl yn colli amynedd â gwleidyddion pan fydd polisiau fel y dreth gyfyngedig ar elw'r cwmnïau ynni a gyflwynwyd gan Lafur, yn cael ei gondermio am fisoedd gan y Ceidwadwyr, dim ond iddynt gyflwyno'r un mesur eu hunain dan enw arall.

68. Amlygodd y pandemig Covid wahanol flaenoriaethau'r llywodraethau pan oedd Mark Drakeford yn canolbwyntio'n gadarn ar iechyd y cyhoedd, ond roedd Ceidwadwyr San Steffan am roi blaenoriaeth i agor yr economi. Yn ôl y prif weinidog Cymru, roedd Cymru'n aml yn cael ei gadael allan o benderfyniadau cynllunio ar gyfer Covid gan brif weinidog y DU, a oedd yn fodlon tanseilio dro ar ôl tro'r setliad datganol ac arweinydd Llafur Cymru am resymau gwleidyddol.

69. Un enghraifft o hyn oedd sut y penderfynodd Llywodraeth y DU y byddai arian yn cael ei roi i achos yr Wcrain, heb ymgynghori â phartneriaid yn y gwleidydd cartref. Dywedwyd with Lywodraeth Cymru y

57. Mae UNSAIN yn cymryd rhan mewn grŵp gorchwyl a gorffen Llywodraeth Cymru ar gyfer cynorthwyyr addysgu, a gobeeithw'n y bydd yn arwain at strwythurau graddio gyfta cyson a chyfraddau isatswm cyflog. Fodd bynnag, hoffem i Llywodraeth Cymru hefyd ysgogi newid fel bod cynorthwyyr addysgu'n cael eu cyflogi ar gontractau llawn, nid yn ystod y tymor yn unig, i fod yn gyfartal ag athrawon, gan gynnwys amser i ffwrdd o'r dosbarth ac amser paratoi. Er mwyn dod â'u cyflogau o dan reolaeth genedlaethol, fel yn achos athrawon, bydd angen arian ychwanegol.

58. Mae mwy o weithwyr yng Nghymru'n cael eu cyflogi mewn gwasanaethau cyhoeddus nag yn Lloegr fel canran o'r gweithlu. Mewn gwirionedd, dyma'r cyflogwr mwyaf yng Nghymru. Mae hyn yn golygu pan fydd torladau mewn gwarant ar wasanaethau cyhoeddus, bod hynny'n cael effaith anghymesur ar economi Cymru ac yn tynnu arian oddi ar fusnesau lleol Cymru, gan ein gwneud ni i gyd yn dlotach.

59. Mae hyn yn tanlinellu'r angen i Llywodraeth Cymru gael mwy o bwerau cyllidol i ymyrryd lle bo angen er mwyn sicrhau lles trigolion y wlad. Nid yw derbyn arian canlyniadol dim ond pan fydd Llywodraeth y DU yn penderfynu gweithredu yn ddigon. Mae gormod yn cael ei benderfynu yn San Steffan ac mae Cymru i bob pwrpas yn cael ei llyffetheirio drwy ddulliau llechwradd.

60. Gallai Llywodraeth Cymru gyda'r pwerau hyn, a chefnogaeth banc buddsoddi ar gyfer Cymru gyfeirio mwy o arian at ardaloedd diffreintiedig a buddsoddi yn y rhaglen enfawr ar gyfer adeiladu tai cymdeithasol ac adeiladu tai fforddiadwy sydd eu hangen ar Gymru.

61. Byddai'n caniatáu i'r llywodraeth lunio strategaeth economaidd ddwyfych sy'n blaenoriaethu datblygu gweithgynhyrchu fel bod llai o ddibyniaeth ar y sector gwasanaethau. Byddai arian yn aros yn economi Cymru drwy swyddi, rhenti a phŵer prynu.

62. Os bydd San Steffan yn gwrthod ymdrin yn effeithiol â materion mawr y dydd fel brwydro yn erbyn newid yn yr hinsawdd neu'r argyfwng costau byw a dangos arweinyddiaeth ar lefel y DU, bydd Cymru a'r gwledydd eraill yn cael eu rhwystro o ran sut y gallant ymateb yn unigol, oherwydd nad oes ganddynnt y cyllid angenrheidiol.

63. Rydym wedi siarad am sut mae llywodraethau Cymru dros y blynyddoedd wedi cydnabod pwysigrwydd lleisiau gweithwyr ac undebau llafur wrth lunio polisiau a bywyd cyhoeddus. Dirymodd llywodraeth

dangos y gostyngiad mewn gwariant ar wasanaethau yn y meysydd canlynol rhwng 2009/10 a 2018.¹



Ffynhonnell: Cyllido Teg a Chynaliadwy ar gyfer Gwasanaethau Lleol Hanfodol; CLLC; 2018

49. Mae gwasanaethau pwysig, fel gwasanaethau ieuencid, clybiau a gweithwyr ieuencid er enghraifft, wedi diffianu'n gyfan gwbl o rai cynghorau, gan amddiffadu pobl ifanc o gyflleoedd, yn enwedig mewn ardaloedd difreiniedig. Mae llymder wedi golygu bod llawer o lyfrgelloedd Cymru wedi gorfod cau ac mae cyfnewterau cyhoeddus wedi diffianu. Dim ond ychydig enghreifftiau yw'r rhain o'r hyn yr ydym wedi'i gollu yn sgil toriadau llym mewn gwariant, a bydd y gost o ran iechyd a llesiant ein cymunedau'n cael ei deimlo am flynyddoedd i ddod.

50. Mewn meysydd eraill, ymateb awdurdodau lleol i gwtogi ar gyllidebau oedd cynnal gwasanaethau drwy gcontract allanol, a olygodd ostyngiad yn ansawdd y gwasanaethau hynny i'r cyhoedd, a gwasgwyd cyflogau ac amodau cyflogaeth staff. Roedd hyn ar ei fwyaf amlwg yn y sector gofal, lle mae llawer o'r gweithlu, menywod yn bennaf, yn dioddef tiodi mewn gwaith, rhywbeth na fyddai byth wedi digwydd pe bai gwasanaethau'n parhau i gael eu darparu'n uniongyrchol gan gynghorau.

51. Mae cyflwyno'r posibilrwydd o wneud elw mewn gwasanaeth fel gofal, wedi arwain at dori cornelli er mwyn cynyddu elw. Mae staff yn cael eu gorfodi i frysio gofal cleientiaid pan ddwyrennir gormod o gleientiaid iddynt,

¹ Archwiliad o Lynder Cymru 2018: <https://cymru-wales.unison.org.uk/content/uploads/sites/9/2023/01/Welsh-language-2018-Audit-of-Austerity-Cymru-Wales-3.docx>

C4. A oes unrhyw broblemau gyda'r system bresennol, ac os felly, sut y gellid mynd i'r afael â hwy? Unwaith eto, rhwch engreifftiau.

43. Ers 2010, mae llywodraethau Ceidwadol neu'r Ceidwadwyr mewn clymbiaid a'r Democratiaid Rhyddfrydol wedi crebachu'r wladwriaeth yn sylweddol drwy dorri gwariant cyhoeddus, ac mae hyn wedi clymu dwylo llywodraeth Cymru rhag buddsoddi fel y dymunant. Yn wir, mae'n debygol y byddai gweiniadogion Cymru'n dwed nad oedd ganddyn nhw'r pwerau cyllidol i wneud llawer ynghylch y sefyllfa. Arweiniodd y toriadau llym at goll nifer enfawr o swyddi yng nghynghorau Cymru, ac o ganlyniad gwelwyd effaith ddinistriol ar ddarpariaeth gwasanaethau lleol.

44. Cofnododd archwiliad o gyni cyllidol gan UNSAIN Cymru yn 2018 golled enfawr o 28,000 o swyddi gan awdurdodau lleol mewn degawd. Roedd hyn yn gyfystyr â cholli saith o'r wyth cyflogwr sector preifat mwya'r yng Nghymru. Byddai gwariant gan gynghorau wedi bod £1.02bn yn uwch (£9.02bn) petai wedi cadw at y Mynegai Prisiau Defnyddwyr (CPI) ers 2010/11 a £1.57bn yn uwch (£9.59bn) petai wedi cadw at y Mynegai Prisiau Manwerthu (RPI).

45. Cytunodd Cymdeithas Llywodraeth Leol Cymru fod cynghorau lleol wedi ysgwyddo baich y cyni, ac roedd ein hymchwiliad yn cyfeirio at eu ffigurau ar gyfer 2018, sef bod cyllidol ar ffurf grant craidd llywodraeth leol Cymru wedi gostwng 22% gan ystyried chwyddiant erbyn 2019-20. Os na chaiff cyllidol ysgollion ei gynnwys, fel sy'n digwydd yn Lloegr, gwelwyd gostyngiad mewn cyllidol craidd o 35%.

46. Llywodraeth leol yw syffiaen economaidd Cymru: Mae cynghorau'n gwario £3.5bn y flwyddyn ar nwyddau a gwasanaethau mewn economïau cenedlaethol a lleol, ac mae cynghorau'n cyflogi dros 10% o weithlu Cymru. Mae toriadau diffrifol yn y sector hon yn cael effaith ddwys.

47. Mae'r wasgta hon ar gyllidol na welwyd erioed mo i thebyg wedi cael effaith ddramatig ar wasanaethau cyhoeddus lleol a'r bobl sy'n eu darparu. Digwyddodd y toriadau hyn ar yr un pryd â chynghorau'n wynebu costau cynyddol, poblogaeth sy'n tyfu, galw cynyddol am eu gwasanaethau a chyfrifoldebau ychwanegol, ond heb y cyllid ychwanegol sydd ei angen i dalu am y pethau hyn.

48. Gellir gweld ein hadroddiad llawn drwy'r ddolen isod, ac mae'n cynnwys y ffeithlun hwn gan Gymdeithas Llywodraeth Leol Cymru sy'n

35. Ym maes gofaliad cymdeithasol, gan gydlyn bod dadl yr undebau, aeth Llywodraeth Cymru ati i gyflwyno cynllun taliad salwch teg fyddai'n caniatáu i staff gofaliad hunan-gynsu pe bai nhw'n dal Covid a chadw pobl yn ddiogel. Hefyd cyflwynwyd taliadau bonws Covid i weithwyr gofaliad a gweithwyr y GIG.
36. Yn ystod yr argyfwng costau byw, mae Llywodraeth Cymru'n sicrhau bod cinio ysgol am ddim ar gael drwy'r haf, yn ogystal â grantiau ar gyfer prynu gwisg ysgol, gan felly helpu pobl mewn angen dybryd.
37. Mae'n bwysig nodi'r camau arwyddocaol iawn a gymerwyd gan Lywodraeth Cymru i ddilynmu eifennau o Ddeddf Undebau Llafur y DU, oedd yn tanseilio'r hyn a ystyriwyd yn ffordd Gymreig o weithio, mewn geiriau eraill partneriaeth gymdeithasol. Mae mwy o fanylion am hyn i'w gweld yn ein hymateb i C4.
38. Felly, mae llywodraeth Cymru wedi dangos awydd a'r ewyllys i ymyrryd hyd eithaf ei phwerau. Rydym am i'r pwerau gael eu hymestyn fel y gallent fynd ymhellach o lawer i helpu dinasyddion Cymru.
39. Roedd undebau llafur yng Nghymru yn frwd eu cefnogaeth i gyhoeddiad Llywodraeth Cymru o Gynllun Gweithredu ar Gydraddoldeb Hiliol y llynedd, oedd â'r nod o ddangos ei hymrwymiad i sicrhau cydraddoldeb hiliol. Er i ni annog Llywodraeth Cymru i fynd ymhellach o ran cyflogadwydd a phreintisiaethau, gan gyflwyno deddfwriaeth, nodwyd ar y pryd mai Cymru oedd yr unig wlad i wneud safiad rhagweithiol ar gydraddoldeb hiliol yn y DU.
40. Mae Llywodraeth Cymru wedi mynd ati'n frwd i hyrwyddo diwylliant Cymru a'r iaith Gymraeg gan gynnwys ysgolion cyfrwng Gymraeg.
41. Mae'r Senedd yn gweithredu mewn ffordd gyfrifol a phroffesiynol, gydag uniondeb a gonestrwydd ac nid yw wedi bod yn destun unrhyw sgandal o ran llygredd, yn wahanol i San Steffan. Mae llywodraethau Cymru wedi gweithio mewn ffordd fwy cydwethredol gyda phleidiau eraill lle mae tir cyffredin; y cytundeb cydwethredol gyda Phlaid Cymru yw'r enghraifft ddweddaraf.
42. Mae canfyddiad cyffredinol bod Aelodau Senedd Cymru wedi mynd i mewn i wleidyddiaeth am y rhesymau cywir, a bod pobl yn teimlo mwy o gysylltiad â democratiâeth y Senedd na Thy'r Cyffredin. Wrth gwrs, gall hyn fod oherwydd pa mor agos yw Caerdydd yn dddearyddol o gymharu â Llundain.

C3. Gan feddwl sut y caiff Cymru ei llywodraethu, gan llywodraeth Cymru a Llywodraeth y DU, beth yw cryfderau'r system bresennol, pa agweddau yr ydych yn gosod y gwerth mwyaf arnynt ac yn dymuno eu diogelu? Allwch chi ddarparu enghreifftiau?

29. Ers yr amser pan soniodd Rhodri Morgan am "ddwr coch cili" rhwng Cymru a San Steffan, mae llywodraethau Cymru wedi dilyn agenda tra gwahanol a mwy blaengar na llywodraethau'r DU.

30. Mae presenoldeb llywodraeth Lafur yma wedi rhoi rhywfaint o amddiffyniad cyfyngedig i Gymru rhag y toriadau llym mewn gwariant o San Steffan dros y deuddeg mlynedd diwethaf.

31. Rydym yn cymeradwyo'r ffaiith y bydd gweithio mewn partneriaeth gymdeithasol a chaffael moesegol yn cael eu gwneud yn gyffraith yng Nghymru, ac mae gan hyn botensial trawsnewidiol enfawr i filioedd o weithwyr Cymru a'u teuluoedd.

32. Roedd awydd Llywodraeth Cymru i weithio gydag undebau llafur a gwerthfawrogi eu mewnbwn yn amlwg drwy gydol y pandemig Covid. Mewn llawer o feysydd allweddol, roedd yr ymddrech ar y cyd yn golygu bod yr ymateb i'r argyfwng iechyd yng Nghymru yn fwy effeithiol nag yn Lloegr, lle'r oedd Llywodraeth y DU yn eilynïaethus tuag at undebau; nid oedd yna unrhyw ymddrech i'w cynnwys mewn prosesau gynllunio ac roedd pryderon diogelwch eu haelodau'n cael eu dlystyru.

33. Enghraifft dda o weithio mewn partneriaeth rhwng UNSAIN a Llywodraeth Cymru yw sut yr aethant ati i oresgyn y problemau diffirol gyda chyflïenwad cyfarpar diogelu personol (PPE) ar gyfer y GIG yn nyddiau cynnar y pandemig. Sefydlwyd llinell-gymorth ar gyfer adrodd ac roeddem yn gallu rhannu data gyda swyddogion y llywodraeth, a olygodd bod diffygion yn cael sylw cyflymarch.

34. Mewn manau eraill yn ystod yr argyfwng, bu Llywodraeth Cymru yn gweithio'n agos gydag undebau llafur sy'n cynrychioli staff ysgolion i gynllunio sut y gallai addysg barhau yn ystod y cyfnod clo a sut orau i amddiffyn plant. Roedd undebau llafur yn gallu rhannu eu gwybodaeth a phrofiadau aelodau mewn ysgolion gyda Llywodraeth Cymru, na fyddai fel arall yn gwybod yn union sut yr oedd pethau'n datblygu yn ystod y pandemig.

harianu'n iawn, ac mae hyn yn golygu bod angen i gynghorau lleol gael mwy o adnoddau.

28. Mae gan y comisiwn gyfle i werthuso'r enghraifft o ddatgano! mwy o bwerau sydd wedi digwydd yn yr Alban, a dysgu beth sydd wedi gweithio a beth sydd heb weithio, fel y galla'r broses o ddatgano! mwy yng Nghymru weithio'n well.

Steffan at iechyd a diogelwch. Gallai datganol'r pwerau uchod ganiatáu i Lywodraeth Cymru ddeddfu i wella hawliau mamolaeth a thadolaeth a thwy hynny ddatblygu agwedd fwy blaengar at ofal plant. Ar hyn o bryd, mae undebau llafur yn wnebu cyfyngiadau o ran sicrhau hawliau mynediad a bargeinio mewn cyflogwyr llai. O ganlyniad, mae amodau cyflogaeth y rhai sydd mewn gweithleoedd lle mae llai nag 20 o weithwyr yn arll ym salach. Gallai Llywodraeth Cymru lacio'r cyfyngiadau llym ar undebau llafur yma a helpu i drawsnewid bywoliaeth milioedd o weithwyr ar gyflog isel. Gallai hefyd hyrwyddo bargeinio o fewn sectorau a diddymu ffioedd tribwmllysoedd ymhlith pethau eraill.

23. Byddai amddiffyn a chytundebau rhyngwladol yn aros ar lefel genedlaethol y DU; fodd bynnag, dylai'r comisiwn ystyried sut y gall Llywodraeth Cymru gael mwy o lais o ran cytundebau o'r fath a phan gânt eu cadarnhau. Yn benodol, dylai Llywodraeth Cymru allu amddiffyn ei gwasanaethau cyhoeddus rhag preifateiddio.

24. Mae angen adolygiad trwy'r o ba wasanaethau y dylid eu darparu gan gynghorau yng Nghymru (a gan gynghorau tre) a sut y gellir ariannu'r gwasanaethau hyn yn briodol fel eu bod yn diwallu anghenion a dyheadau lleol yn llawn. Credwn fod hyn yn mynd y tu hwnt i ddim ond darparu gwasanaethau penodol i lefel y ddyletswydd statudol yn unig (rhoddir mwy o fanylion yn ein hymateb i C4).

25. Rydym eisoes wedi cyrraedd pwynt lle mae'r gwasanaethau y mae cynghorau'n eu darparu wedi'u disbyddu ac mae gan hyn oblygiadau dwys o ran democratiadeith leol ac a oes gan bobl lais ynghyd eu gwasanaethau cymunedol mewn gwirionedd.

26. Mae degawd neu fwy o lynder a ortodwyd gan San Steffan wedi gadael Llywodraeth Cymru ac awdurdodau lleol Cymru â llai fyth o arian, ac mae hynny wedi cael effaith andwylol ar ansawdd y gwasanaethau y gallant eu darparu. Ystyriaethau ynghydich adnoddau oedd yn gyffwrthol am benderfyniad cynghorau Cymru i gynnal y rhan fwyaf o ddarpariaeth gofal ar gontact allanol gan y sector preifat a'r trydydd sector, yn hytrach nag ystyriaeth o'r hyn oedd orau i gleientiaid, y gymuned leol neu staff.

27. Wrth i ni ddod allan o Covid, rydym am i gynghorau gael y pŵer i ymyrryd i siaripio a gwella bywydau pobl leol yn gadarnhaol. Ni fyddant yn gallu cymryd camau effeithiol os nad ydynt yn rheoli gwasanaethau yn uniongyrchol. Mae gwasanaethau cryf dan ofal y cynngor yn cadw pobl yn iachach ac allan o'r ysbty. Dylai ein gwasanaethau lleol gael eu

nid felly y bu erioed, ac mae Llywodraeth Cymru ac undebau llafur wedi bod yn galw am 'gyllido teg i Gymru' ers blynyddoedd lawer. Mae yna lefelau uchel o amddifadedd yng Nghymru nad ydynt yn rhan o gyfrifo fformiwla Barnett. Yn yr un modd, mae'n ddall i'r ffaith bod rhannau helaeth o Gymru yn wledig ac efallai y bydd angen mwy o arian i ddarparu gwasanaethau dros bellter daeryddol, er gwaehtaf y ffaith bod y boblogaeth yn llai.

16. Yn sylm, mae angen mwy o arian ar Lywodraeth Cymru i ymyrryd yn gadarnhaol gan fuddsoddi yn y gwasanaethau sy'n helpu i leddfu tiodi a gwneud Cymru'n wlad fwy cymdeithasol gyflawn. Gallai'r comisiwn archwilio sut y gallai banc buddsoddi ar gyfer Cymru weithio.

17. Un o'r problemau a deimlir fywaf yn yr argyfwng costau byw presennol yw'r diffyg tai cymdeithasol, sydd wedi cynyddu rheint preifat i lefelau na ellir bellach eu fforddio. Gallai banc buddsoddi ar gyfer Cymru drawsnewid amcan Llywodraeth Cymru ar gyfer rhaglen sylweddol o adeiladu tai cymdeithasol.

18. Dylai'r comisiwn fod yn ceisio nodi sut y gellid datganoli rhagor o bwerau dros blismona a chyflawnder, lles, cydraddoldeb, cyfrith cyflogaeth (gan gynnwys gorfodi'r isafswm cyflog), iechyd a diogelwch a chyfrith cysylltiadau diwydianol a'u datganoli i Lywodraeth Cymru.

19. Mae Llywodraeth Cymru eisoes wedi cyhoeddi cynigion manwl ar gyfer datganoli cyflawnder ac wedi disgrifio'r datblygiad hwn fel un 'anochel'. Dylid datganoli pwerau dros blismona hefyd. Mae'n bwysig cydnabod yma bod maint yr ad-drefnu'n debygol o fod yn sylweddol, ac ni ddylai unrhyw gostau ddod o'r cyllidebau sy'n bodoli eisoes ac o dan grynn straeu, ond yn hytrach o adnoddau ychwanegol y byddai'n rhaid i Lywodraeth Cymru eu darparu ar y cyd â San Steffan.

20. Mae'n werth nodi bod amddiffyniad yn y gweithle a gorfodi'r isafswm cyflog wedi'u datganoli'n gyfan gwl yng Ngogledd Iwerddon. Wrth gwrs, mae yna ffactorau gwleidyddol unigryw dan sylw; fodd bynnag nid yw datganoli'r pwerau hyn wedi arwain at bwysau i ostwng lefelau amddiffyniad yn y gweithle.

21. Yn hytrach, mae datganoli cyfrith cyflogaeth, iechyd a diogelwch a chyfrith cysylltiadau diwydianol yn cynnig y cyfle i Gymru wella safonau er mwyn helpu pobl sy'n gweithio a'u teuluoedd.

22. Er enghraifft, gallai fynd i'r afael yn well ag achosion o anafladau diwydianol a marwolaethau yn y gwaith yng Nghymru gyda deddfwriaeth lymach, o gymharu ag ymagwedd ddadreolediddio San

C2. Beth ydych chi'n meddwl dylai fod y blaenoriaethau ar gyfer y Comisiwn Annibynnol ar ddyfodol cyfansoddiadol Cymru?

9. Hoffem i'r comisiwn archwilio'n fanwl sut olwg fyddai ar y datganioli mwyaf o bwerau a threthiant i Gymru o fewn y DU ffederal a sut y gellid cyflawni hynny.

10. Ar ôl datganioli pwerau ymhellach, rhaid cael digon o arian a chyllido i ganiatáu i'r pwerau hynny gael eu defnyddio'n briodol. Nid oes diben rhoi mwy o gyfrifoldebau i Lywodraeth Cymru heb fod ganddi'r adnoddau i fuddsoddi fel y mae'n dymuno.

11. Ni ddylid datganioli pwerau a threthi penodol oni bai bod hynny'n sicrhau mwy o fuddsoddiad yn ein gwasanaethau cyhoeddus ac yn y gweithlu sy'n eu darparu.

12. Dros y 23 mlynedd diwethaf, mae gwahanol lywodraethau Llafur Cymru a phartneriaid clymblaid wedi profi gwerth datganioli. Mae ein Senedd wedi aeddfedu dros y cyfnod hwnnw, a bydd y cynigion diweddar i ehangu ei maint yn cryfhau democrataeth ac yn dwyn y pwyllgor gwaith a'i deddfwriaeth i gyfrif yn well. Mae yna awydd pellach am fwy o'r penderfyniadau sy'n effeithio ar bobl Cymru i gael eu gwneud gan bobl Cymru yn y Senedd.

13. Serch hynny, mae ASau Ceidwadol yn San Steffan wedi ymosod yn rheolaidd ar ddatganioli ac mae llywodraeth Geldwadol y DU (yn fwrriadol neu'n anfwriadol) wedi methu ag amgylffed y cysyniad o ddatganioli ac yn aml mae'n gweithio i danseilio llywodraeth Llafur Cymru. Rhoddir mwy o fanyllion am hyn yn ein hymateb i C4. Rhaid cryfhau datganioli a datganioli rhagor o bwerau.

14. Hoffem i'r comisiwn ystyried faint yn fwy o bwerau dros drethu y gellid eu datganioli ymhellach i Senedd Cymru, gan gynnwys mwy o dreth incwm, a fyddai'n gwella ein gallu i godi arian yng Nghymru. Rydym yn cydnabod nad yw ymreolaeth gyllidol lawn yn bosibl mewn strwythur ffederal, ond mae angen mwy o bwerau ar Lywodraeth Cymru i fenthycu, cyfeirio a buddsoddi yn economi Cymru, talu cyflogau gwell ac aildodsbartu cyfoeth, a dylai allu cyflwyno trethi newydd yn seiliedig ar angen.

15. Er ei bod yn bosibl bod fformiwla Barnett ar hyn o bryd yn darparu grant bloc ar gyfer Cymru ar sail maint y boblogaeth sy'n uwch na Lloegr,

fath yn y byd, yn gwrthgyferbynnu'n llwyr â phenderfyniadau pwyllog prif weinidog Cymru drwy gydol y pandemig Covid. Mae mwy o fanylion am hyn i'w gweld yn ein hymateb i C4.

7. Ers 2010, mae pleidleiswyr Cymru wedi ethol llywodraeth Lafur neu llywodraeth glymblaid dan arweiniad Lafur deirgwaith, ac eto mae pwysau pleidleiswyr yn Lloegr wedi sicrhau llywodraeth Geidwadol ar gyfer y DU neu glymblaid dan arweiniad y Ceidwadwyr bedair gwaith yn olynol yn etholiadau cenedlaethol y DU. Mae'r llywodraethau hyn yn San Steffan wedi bod yn wrthwynebus o ran ideoleg i lywodraethau Cymru sy'n gosod gwerth ar fuddsoddiad mewn gwasanaethau cyhoeddus, ac eto San Steffan sy'n rheoli faint o arian sy'n cyrraedd Cymru.

8. Mae Llywodraeth Cymru i'w channol am gyflwyno Bil Partneriaeth Gymdeithasol a Chaffael Cyhoeddus sy'n cydnabod pwysigrwydd hanfodol undebau llafur a chyfllogaeth foesebol mewn cadwyni cyflenwi. Wrth symud ymlaen, mae'n hanfodol bod undebau llafur yn cymryd rhan yn gynnar yn y gwaith o lunio holl bolisiau a strategaethau Llywodraeth Cymru, ac i'w barn gael ei chydnabod gan weinidogion a gweision sifil fel un sydd ag iddi grŵp gryn werth. Mae undebau llafur yn mynegi teimladau a dyheadau miliynau o weithwyr yng Nghymru a'u teuluoedd, a thrwy wrando arnynt bydd Llywodraeth Cymru yn cryfhau democratiaeth a chymdeithas ddinesig.

Dyfodol cyfansoddiadol Cymru

Ymateb UNSAIN Cymru i ymgynghoriad y Comisiwn Annibynnol ar ddyfodol cyfansoddiadol Cymru, Awst 2022.

C1. Beth sy'n bwysig i chi am y ffordd y caiff Cymru ei rhedeg?

1. Mae angen democrataeth fywiog ar Gymru, lle mae penderfyniadau'n cael eu gwneud ar y lefel isaf bosibl (set egwyddor datganiol), a lle mae pobl Cymru yn ymwneud ac yn rhan o'r penderfyniadau hynny.

2. Mae Llywodraeth Cymru a Senedd y gellir ymddiried ynddynt ac sy'n cynnal busnes mewn mod proffesiynol yn helpu i feithrin hyder pobl yn y ffordd y mae eu llywodraeth yn gweithio iddyn nhw. Yn yr un modd, mae aelodaeth amgylchol o'r Senedd sy'n edrych ac yn swnio fel pobl Cymru yn hanfodol.

3. Rydym eisieu Cymru sy'n adlewyrchu gwerthoedd sosialaidd UNSAIN, lle gwneir penderfyniadau ynghylch yr hyn sydd orau i bobl yn hytrach nag edrych ar yr elw y gellir ei wneud ohonynt. Mae hyn yn gofyn am lywodraeth sydd â'r pŵer a'r adnoddau i fynd i'r afael yn effeithiol ag anghytraddoldeb a thlod, hiliaeth a phob math o gamwahaniaethu, ac i adeiladu'r wlad hapusach, iachach a thecach yr ydym am fyw ynddi. Rydym am weld llywodraeth yn gallu cymryd camau i wella hawliau menywod.

4. Mae'r ddadl hon yn naturiol yn ein harwain i geisio mwy o bwerau i bobl Cymru a'r Senedd.

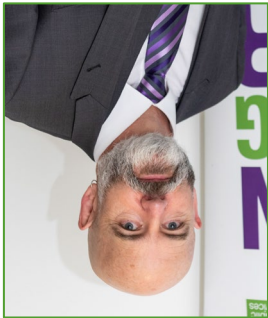
5. Er bod Llywodraeth Cymru wedi cymryd rhai camau i ddiogelu'r sector cyhoeddus, nid oes amheuaeth nad yw'r gwasanaethau pwysig sy'n clymu ein cymunedau ynghyd ac yn eu gwneud yn lleoedd sy'n addas i fyw ynddynt, wedi'u diffrodi'n sylweddol neu wedi diffianu'n llwyr oherwydd mesurau llymder diffriol San Steffan sydd wedi para mwy na degawd. Os yw Llywodraeth Cymru i gael y pŵer i gamu i mewn a buddsoddi er mwyn ailddosbarthu cyfoeth, mae angen yr arian i wneud hynny, ac mae hynny'n golygu ceisio datganiol i bwerau trethu ymhellach.

6. Mae realiti gwleidyddol yn sbarduno mwy o ddiddordeb mewn datganiol ymhlith y boblogaeth ac aelodau UNSAIN mewn ffyrdd eraill hefyd, ac wedi dangos pam fod angen newid y status quo. Roedd agwedd haerllug a diglywilydd Boris Johnson, prif weinidog heb foesau o

Rhagarweiniad

Ers 2010, mae pobl Cymru wedi cael eu siom'i'n ofnadwy gan lywodraethau Ceidwadol y DL a wnaeth ddewisiadau gwleidyddol a olygodd dynnu billynau o'r gwasanaethau cyhoeddus sy'n clymu ein cymunedau ynghyd.

Punnoedd nid pobl oedd yn bwysig i'r Torrid, ac nid oedd ganddynt unrhyw ddi-ddordeb mewn mynd i'r atfael ag anghyfiawnder na thlod.



Gan eu bod yn brin o'r arian y gwyddent fod ei angen, ni allai Lywodraeth Cymru amddiffyn ein trefi rhag toriadau andwyl. Caewyd canolfannau ieuencid, llyfrgelloedd a mwy; cafodd miloedd lawer o swyddi o fewn cynghorau eu dileu a phreifatiddiwyd gwasanaethau allweddol.

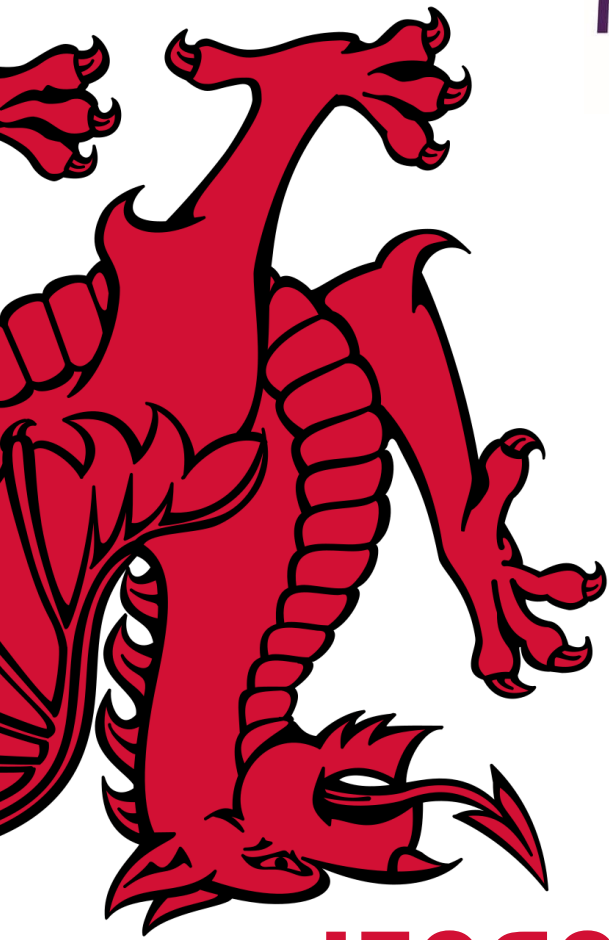
Os ydym yn credu mewn cyfiawnder cymdeithasol, mae arnom angen Lywodraeth Cymru sydd â'r arian a'r pwerau i gamu i mewn a siapio bywydau ein dinasyddion mewn ffordd gadarnhaol.

Llynedd ymatebodd UNSAIN i ymgynghoriad gan Lywodraeth Cymru ar ddyfodol cyfansoddiadol Cymru. Roedd ein cyfiwyniad yn seiliedig ar sylwadau aelodau UNSAIN mewn grwpiau ffocws ac yn ehangach: Mae angen llawer mwy o ddatgano!i pwerau ar Gyrru.

Mae ein cyfiwyniad ar gael yma i ganghennau drafod a dadlau'r mater allweddol hwn, y ffordd yr ydym yn cael ein llywodraethu a'r gymdeithas yr ydym am ei hadeiladu.

Dominic MacAskill,
Ysgrifennydd Rhanbarthol UNSAIN Cymru

SUT DDYLAI CYMRU GAEL EI RHEDEG YN Y DYFODOL?



Uned Bolisi!

UNSAIN Cymru

Chwefror 2023

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