



## Helping people find work

One of the biggest challenges we currently face in Wales is getting people back into work.

Plaid Cymru disagrees with the Westminster parties who say that people are to blame for the situation in which they find themselves and we reject the privatisation of schemes to help people into work.

To help reduce unemployment, we will help people who have the most difficulty finding work, including those with a disability and who have limited skills and qualifications, to find a suitable job. This will be achieved by dealing with people fairly and by focusing on what individuals can achieve on a day to day basis without the threat of sanctions.

Plaid Cymru will tailor job search and creation services to the needs of Wales by giving the job-search functions of Job Centre Plus to the Welsh Government. As the Welsh

Government has responsibility for education, training and skills and the performance of the Welsh economy, it makes sense to integrate these with job-search functions.

We support the European Union's Youth Jobs Guarantee that will provide training or employment to any young person under 25 who is out of work for more than four months, tackling youth unemployment at its root by supporting young people to find and take up work experience and earn new qualifications.

Plaid Cymru will provide tax relief for self-employed workers undertaking training and investigate the creation of a Welsh based training agency, specializing in training the self-employed.



## Fairness in the workplace

Supervisory boards of major companies who employ more than 500 staff will include elected employees, to ensure scrutiny of the management in the interests of the company as a whole, building on established practices in industrially successful countries such as Germany.

A 'fair pay' scheme will be introduced to link the pay of everybody within a company, to prevent spiraling executive pay whilst other staff receive no pay rise, following a commission to determine the most appropriate level of comparable remuneration.

Plaid Cymru will create an Independent Commission to consider industrial relations policy and will legislate against 'blacklisting'. We will review the current levels of Employment Tribunal Fees implemented by the UK Government, whose high costs prevent workers from getting access to justice.