

basis for future spending allocations for Scotland and Northern Ireland. This will protect the individual nations' budgets from external shocks like the recent global drop in the price of oil. We recognise the findings of the Holtham Commission that the current formula underfunds Wales and will commission work to update this analysis. We will address the imbalance by immediately entrenching a Barnett floor set at a level that reflects the need for Wales to be funded fairly, and seek over a Parliament to increase the Welsh block grant to an equitable level.

10.3 Everyday democracy

To lead a fulfilled life, people need power over more than just their government. Liberal Democrats will spread democracy in everyday life by encouraging mutuals, cooperatives, and employee participation and by increasing the opportunities for people to take democratic control over the services on which they rely. We will encourage citizens to engage in practical social action, seeing government as an enabler and facilitator rather than just a commissioner and provider of services.

We will:

- ♦ Aim to increase the number of Neighbourhood, Community and Parish Councils and promote tenant management in social housing.
- ♦ Encourage employers to promote employee participation and employee ownership, aiming to increase further the proportion of GDP in employee-owned businesses. We will change company law to permit a German-style two-tier board structure to include employees.
- ♦ Introduce mandatory arbitration for strikes likely to cause widespread public disruption, enabling us to defend workers' rights to strike while ensuring continued service in essential public services.
- ♦ Strengthen worker participation in decision-making, including staff representation on remuneration committees, and the right for employees who collectively own 5% of a company to be represented on the board.
- ♦ Give football fans a greater say in how their clubs are run by encouraging the reform of football governance rules to promote engagement between clubs and supporters.
- ♦ Support local libraries and ensure any libraries under threat of closure are offered first for transfer to the local community.
- ♦ Spread mutual structures and employee participation through the public sector.