



## **FAIR WORK CONVENTION**

### **FAIR WORK IN CONSTRUCTION INDUSTRY INQUIRY GROUP (CIIG)**

#### **MINUTES**

**DATE: 12 MARCH 2020**

---

#### **Attendees and apologies**

##### **Attendees:**

- Patricia Findlay, Co-Chair of the Inquiry, Co-Chair of the Fair Work Convention, University of Strathclyde (Chair)
- Fiona Harper, SJIB
- Kevin Dickson, Robertson Construction,
- Darren Pike, Brookfield Multiplex
- Helen Martin, STUC
- Paul Mooney, Unite
- Lynette Robertson, City of Edinburgh Council

##### **Apologies:**

- Mary Alexander, Co-Chair of the Inquiry, Member of the Fair Work Convention, Unite, the Union
- Billie Mitchell, Fife Council

##### **Secretariat:**

- Fair Work Convention Secretariat

#### **Items and actions**

##### **Welcome and Introductions**

The Chair welcomed attendees to the first meeting of the Construction Industry Inquiry Group (CIIG).

##### **About the Fair Work Convention (FWC)**

The FWC was established following a recommendation of the Working Together Review of Progressive Workplace Practices and was established in 2015. The Convention was established as an independent advisory body to the Scottish Government. The first year of the Convention was spent assessing evidence and consulting with stakeholders about what fair work means to the people of Scotland.



Drawing on this evidence and stakeholder views, the Fair Work Framework was written and published in March 2016.

## **Background to the Construction Inquiry**

- The construction industry is a complex sector, with a range of challenges faced by clients, workers and businesses.
- There is a specific interest in public procurement and the role of procurement as a possible lever to make fair work a reality in the construction industry in Scotland.
- Some of the key challenges facing the sector include:
  - Contractors
  - Workforce, Apprenticeships and Training
  - Business Model
  - Procurement
  - Effective Voice.

## **Terms of Reference (ToR)**

- The Terms of Reference was discussed, with comments from group members.
- The Co-Chairs will review the comments and update the ToR as necessary.
- For each themed meeting, the group will hear from experts and these experts will help the group to understand the evidence which has already been gathered.
- The end result, and through this process, is to build a stakeholder community that had engaged with and is on board with the recommendations of the report.

## **AOB**

Other themes were suggested which included:

- Legality
- Skills – specifically looking at qualifications gained in other countries and what the equivalent qualification is with Scotland and how this fits into the wider picture.

## **Contact**

For further information on the Fair Work in Construction Industry Inquiry Group contact: [fairworkconvention@gov.scot](mailto:fairworkconvention@gov.scot)