



FAIR WORK CONVENTION

MINUTES

DATE: 9 JULY 2020

Attendees and apologies

Attendees:

- Grahame Smith
- Professor Patricia Findlay, Chair
- Henry Simmons
- Satnam Ner
- Robert Carr

Apologies:

- Stephen Garland
- Lilian Macer
- Shirley Campbell
- Mary Alexander

Secretariat:

- Fair Work Convention Secretariat

Items and actions

Welcome and Introductions

The Chair welcomed attendees.

Minutes and Actions

Minutes and actions from the previous Convention meeting on the 30 April 2020 were approved.

Workplace Rights

Discussions on how this information would appear on the website, with different options being put forward. The Convention support team will consider all points raised and take necessary steps to put information on the website as soon as possible.

Self-Assessment Tool

An update on the self-assessment tool for workers was provided and this will be launched in early August. Final comments from the Convention members was requested.

Research Budget

Research for the financial year 20/21 was put on hold due to the worldwide pandemic. It was agreed that the Convention support team would look into different ways to carry out research in the latter part of the financial year.

Social Media

The Convention members received an update on the Convention's social media accounts. An outline of social media activity was provided and analytics were considered.

The Communications Strategy objectives are:

1. To raise awareness of Fair Work with key stakeholders.
2. Encourage, persuade and motivate the Convention's approach to Fair Work.
3. Support and promote research and enquiries.
4. Identify and promote 'Fair Work Champions'.
5. Anticipate the impact and messaging around current issues such as Covid-19 and Brexit.

Construction Inquiry Update

An update was provided by the Co-Chairs of the Fair Work in the Construction Industry Inquiry, Professor Patricia Findlay and Mary Alexander of Unite, The Union.

The previous two meetings were structured around Covid-19 and workers' experiences. The meetings also received an update from the Scottish Government on the restart group and union representation on the group.

In August, the inquiry will continue with the themed meetings as set out in the terms of reference.

Advisory Group on Economic Recovery

It was noted that the Scottish Government (SG) asked Benny Higgins to chair an Advisory Group on Economic Recovery which was comprised of the following members:

- Benny Higgins (Special Advisor to the First Minister on the Scottish National Investment Bank and Member of the Infrastructure Commission for Scotland)
- Professor Sir Anton Muscatelli (Principal of the University of Glasgow)



- Professor Anna Vignoles (Professor of Education at the University of Cambridge)
- Dame Sue Bruce (Electoral Commissioner with responsibility for Scotland and a Non-Executive Director with Scottish and Southern Energy)
- Professor Dieter Helm (Professor of Economic Policy at the University of Oxford)
- Professor John Kay (economist whose career has spanned the academic world, business and public affairs)
- Grahame Smith (outgoing General Secretary of the Scottish Trade Union Congress)
- Dame Julia Unwin (senior strategic leader with extensive professional experience in the voluntary and public sectors, and corporate social responsibility)

The group's report provided recommendations regarding how the economy will recover in the long term. The group identified three key aspects, which should be at the centre of the approach to economic recovery:

- Tackling Inequality
- Expectations around employment (including fair work)
- Skills and education

The Convention offered their thanks that fair work was placed front and centre in the report. It was agreed Patricia would send a letter to Benny Higgins thanking him, and the group, for the report.

COVID-19 Update: FWC Statement

The FWC Statement has now been written, passed to Cabinet Secretary for awareness, and is now on our website and on social media.

COVID-19 Update: Members Experiences

Members reflected on their own experiences throughout the global pandemic.

Contact

For further information on the Fair Work Convention contact:
fairworkconvention@gov.scot