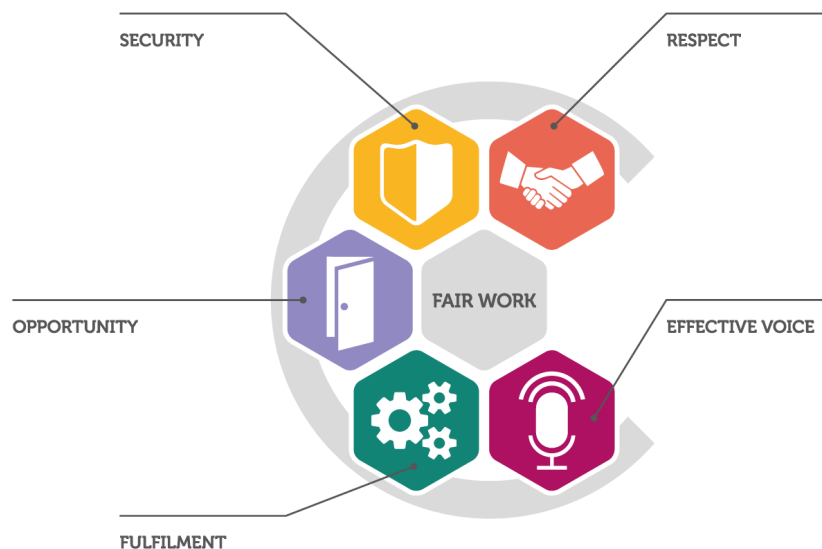




FAIR WORK CONVENTION

**Manifesto 2021
Scottish Elections**



Fair Work Convention Manifesto for Scotland

The Fair Work Convention's '**Fair Work in Scotland Report**' shows that more decisive action is needed if Scotland is to achieve its ambition that by 2025 everyone will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society.

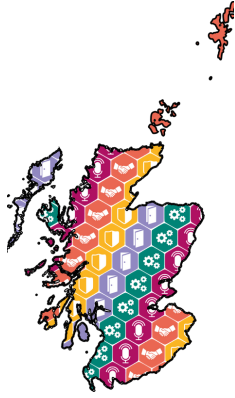
The **2021 Scottish Parliament** represents a **critical time** for our **collective commitment** to becoming a **Fair Work Nation by 2025**.

The Convention is firmly of the view that fair work is essential in shaping our collective response to the longstanding challenges of inequality in our society; to the ongoing challenges posed by demographic change; technological change and the climate crisis; and to addressing the external 'shocks' of Brexit and the COVID-19 pandemic.

The ongoing public health challenges and the economic and social impact of COVID-19 has laid bare much of the unfairness at the heart of our economy and the need for fair work, but it has also increased the challenges we face with many sectors now under a range of ongoing and new pressures. In the wake of such unprecedented shocks, progress towards achieving fair work is not guaranteed.

Now is the time to reaffirm our commitment to fair work and its crucial role in delivering the type of Scotland we want and need.

The Fair Work Convention calls on all political parties in Scotland to commit to the ambition of becoming a Fair Work Nation by 2025



Becoming A Fair Work Nation

To achieve this ambition we must continuously strive to embed fair work across the economy, recognising that the lived experience of fair work varies significantly for people in Scotland.

This can be associated with the sector where people work but it can also reflect systematic inequalities that exist across the labour market. This will need to be addressed if fair work is to be realised.

To become a Fair Work Nation we must make progress across all indicators in the Fair Work Measurement Framework. Particular focus should be paid to key indicators including:



Opportunity

- The disability employment gap
- The ethnicity employment gap
- Youth unemployment rate
- Access to flexible working



Respect

- Levels of work-related ill health & disease
- Working days lost to stress, depression & anxiety



Security

- The proportion of workers in secure employment (which provides security of employment, hours and pay)
- Real living wage
- Gender, ethnicity and disability pay gaps



Fulfilment

- Levels of employer provided training and workplace learning
- Skills under-utilisation



Effective Voice

- Collective bargaining coverage
- Trade union membership

Improved data quality is also needed to better understand career progression, experience of discrimination, bullying and harassment at work and effective voice mechanisms in non-unionised workplaces.



What you Should do

The Fair Work Convention calls on all political parties to put fair work at the heart of their manifestos and to pledge to making fair work a reality by the end of the next Parliament.

All parties should also work collaboratively with employers, unions, public agencies and civil society organisations to help drive progress towards becoming a Fair Work Nation.

The Convention believes that the following commitments are essential to making progress towards a Fair Work Nation.



The Fair Work Convention calls on all political parties to commit to:



Creating sector level fair work process that bring employers, unions and policy makers together



Improving the experience of fair work for disabled workers, ethnic minority workers, women, younger workers, older workers and LGBT+ workers



Using the powers of the Scottish Parliament to improve the safety net for workers with a specific focus on sick pay and unemployment support



Making fair work a condition of all public funding available and public contracts awarded to employers as a means of improving and embedding higher fair work standards



Improving workers' access to training and the more effective use of their skills



Giving more workers access to 'voice' arrangements at work, including union membership and recognition, with a particular focus on young workers beginning with the Youth Guarantee and;



Improving data quality at a Scottish level around employment relations, protected characteristics, geography and class



Your hours should be agreed and predictable, and enough to earn a decent living.

Respectful relationships at all levels are essential to fair work.

Workers who are fulfilled in their jobs are more likely to be engaged, committed and healthy.



As an individual or as part of a union, your voice matters

You should have equal access to fair work, training and progression.

