



## FAIR WORK CONVENTION MINUTES

DATE: 18 November 2021

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### Attendees and apologies

#### Attendees:

- Roz Foyer
- Satnam Ner
- Lilian Macer
- Jim Savege
- Chris Westcott
- Anna Fowlie
- Aileen Mcleod

#### Apologies:

- Tricia Findlay
- Grahame Smith
- Robert Carr
- Jim Savege
- Tricia Findlay
- Mary Alexander

#### Guests:

- Just Transition Commission Secretariat

#### Secretariat:

- Fair Work Convention Secretariat

### Items and action

#### Welcome and Introductions

The Chair welcomed Aileen McLeod to her first Fair Work Convention meeting

#### Minutes and Actions

Minutes and actions from the previous Convention meeting on the 16 September, 2021 were approved

#### Just Transition Commission

The Just Transition Secretariat gave an overview of the Just Transition Commissions (JTC) work, where the commission had come from and its findings and the work of previous commission and what happens next.



Currently the JTC has only one appointed commissioner, Jim Skea, who was unable to make it to the meeting but who will be speaking at the Just Transition and Fair Work event next week. The work plan for the new commission is yet to be set but the remit is very clear with the links with fair work and the Fair Work Convention.

The Just Transition Commission in Scotland began from the Paris Agreement in 2015 to our response to the Just Transition Commission's report (Sept' 21). The concept is strongly rooted in the trade union movement. The Scottish Government's approach has taken a whole-economy approach with fundamental fairness and the principles of Just Transition are embedded in the Climate Change Act and legislation.

Scotland's Just Transition Commission 2019-21.

Scotland's approach is different to others as most just transition is based on coal and Scotland's last coal mine closed in 2016. Just Transition applies to the Scottish context and what challenges we face in the coming decades to reduce Scotland's emissions. The commission's remit is to provide practical, realistic, affordable recommendations that will support Scottish Ministers to take action that will; maximise the economic and social opportunities in this period of economic change. To build on Scotland's existing strengths and assets and to understand and mitigate risks that could arise in relation to regional cohesion, equalities, poverty (including fuel poverty) and a sustainable and inclusive labour market.

Membership of the original commission were varied with representation from the trade union movement, environmental groups represented, academics and a range of sectoral interests. They had two years to conduct evidence sessions, calls to evidence with the public and engaged as widely as possible with key stakeholders and asked what a Just Transition would look like for Scotland.

The final report was published in March 2021 with 27 recommendations in total split under four key messages.

1. Pursue an orderly, managed transition to net-zero that creates benefits and opportunities for people across Scotland
2. Equip people with skills and education they need to benefit from our transition to net-zero
3. Empower and invigorate our communities and strengthen local economies
4. Share the benefits of climate action widely; ensure costs are distributed on the basis of ability to pay.

These recommendations were endorsed by the national political parties. The SNP election manifesto committed to implementation of all the recommendations. It is recognised that delivering these recommendations requires a hugely ambitious economic, social and climate programme. Finally in September 2021 the Scottish Government published its official response on how they plan to take forward the recommendations.



The links between Just Transition and Fair work include Scotland's Climate Change Act which were updated in 2019 and includes a set of Just Transition principles;

“to create decent, fair, high-value work in a way that doesn't negatively affect the current workforce as we reduce emissions”

Work of the original JTC; emphasised Fair Work First in climate spend and called on the FWC to be consulted in the development of monitoring framework for Just Transition ahead of next the Climate change plan. The commission will come up with a monitoring and evaluation framework as part of that and it is seen as an opportunity to embed fair work principles throughout that piece of work.

In conclusion, the JTC views fair work as an enabler in this process and sectors who embrace fair work will find it easier to transition and deliver.

### **Just Transition Commission- future joint working**

The members of the FWC then had an open conversation about the Just Transition Commission and future joint working. The purpose of the discussion is to think about how the FWC can work together in practical terms and support each other's work objectives.

### **Secretariat Updates**

The secretariat provided updates on ongoing work including:

- Fair Work in the Construction Industry Inquiry Group
- The Hospitality Inquiry
- Research update
- Self – Assessment tool update
- Communications update
- Speaking Engagements undertaken by Support Team

### **Fair Work Convention Event**

The FWC Secretariat presented a paper on the upcoming Just Transition and Fair Work webinar which will be held next Tuesday 23 November. The FWC members were encouraged to promote the event and to register if they have not already done so.

### **Chair and Member updates**

- Living Wage Announcement by the Government- that the living wage will now be mandated in SG contracts.
- Careers review – The Chair's we have been feeding into this review which have large overlaps with FW.
- Fair Work Vision Consultation- The Consultation runs until the 23 December.



## **Members Updates**

Lilian Macer updated the FWC on Social Care- noting the update paper from the social care team that was provided to Convention in their papers.

Roz Foyer gave members an update on the Economic Strategy for transformation.

Satnam Ner told members that he has been involved in delivering Fair Work element of Scottish Union Learning

Mary Alexander recently spoke at a recent Fair Work in Hospitality Event.

Robert Carr spoke at the sustainable leadership conference

FWC members were told of the announcement that Edinburgh is becoming a living wage city.

## **Next Meeting:**

The next FWC meeting will be on Thursday 24 February 2022