



FAIR WORK CONVENTION MINUTES

DATE: 28 April 2022

Attendees and apologies

Attendees:

- Patricia Findlay (Chair)
- Mary Alexander
- Lilian Macer
- Chris Westcott
- Aileen Mcleod

Apologies:

Robert Carr, Anna Fowlie, Roz Foyer, Satnam Ner, Jim Savege

Guests:

- Fair Work and Labour Market Strategy of the Scottish Government

Secretariat:

- Fair Work Convention Secretariat

Welcome and Introductions

The Chair welcomed Kathie Robertson, Stephen Garland and Lewis Hedge from the Fair Work and Labour Market Strategy Directorate of the Scottish Government to the meeting.

Minutes and Actions

Minutes and actions from the previous Convention meeting on the 24 February, 2021 were approved

Fair Work Action Plans

Stephen Garland and Kathie Robertson presented 'Fair Work, Gender Pay Gap and Disabled People's Employment Action Plan and new Ethnicity Pay Gap Strategy update' to convention members.

This gave the context for developing a Joint Fair Work Action Plan covering the government's commitments to:

- drive the fair work agenda in Scotland;
- become a fair work Nation by 2025;
- halve the disability employment gap by 2038;
- reduce the gender pay gap; and
- improve access to employment for minority ethnic groups.



There was then a period of open conversation with FWC members where they were given a chance to ask questions and discussion to support in the development of Fair Work Action Plans which includes development of approach to Fair Work Agreements.

Construction Inquiry Report

Mary Alexander (FWC member and Co- Chair of the Construction Inquiry Group) gave an update on the Construction Inquiry Report.

The Fair Work Convention's Construction Inquiry was launched in March 2020. The two year inquiry was undertaken by a dedicated Construction Industry Inquiry Group (CIIG) made up of a range of stakeholders from construction businesses, trade bodies, trade unions, local authorities and the Fair Work Convention to look at the key challenges to delivering fair work in the construction industry in Scotland.

The Construction Inquiry report was launched on 7 April and contained 26 recommendations based upon the Fair Work principles, job security, direct employment, mental health issues, effective voice, training access and called for the Scottish Government to support and facilitate better partnership working across the industry and for all public bodies to better use fair work conditionality within procurement to drive up standards.

Secretariat Updates

The secretariat provided updates on ongoing work including:

- The Hospitality Inquiry
- Communications update
- Speaking Engagements undertaken by Support Team

The Hospitality Inquiry

The main highlights are;

- Linda Johnson from Auchrannie has been appointed employer Co-Chair of the Inquiry. Linda and Satnam Ner have had a really good discussion around how the inquiry should look and key issues it should consider.
- A membership list for the inquiry is being developed. Helen has spoken to Unite and the Scottish Tourism Alliance and taken feedback on how they see the group and the balance between employers, employer organisations, unions and workers..
- Research has been commissioned on the workforce experience in hospitality. Additional research inputs being considered.



Speaking Engagements undertaken by Support Team

Helen updated the Convention on her speaking engagements to date, these include.

- Speaking at a webinar with Audit Scotland on the importance of fair work.
- Attendance at the Equality and Human Rights Advisory Group within Audit Scotland
- Speaking at CIPD productivity clubs event in Selkirk on the importance of fair work and;
- Speaking at a webinar with the Social Enterprise Scotland on the importance of fair work.

Helen and the FWC Support Team had the following liaison meetings:

- attended briefing sessions on Energy Strategy and Just Transition Plan,
- Spoke with Unite and the Scottish Tourism Alliance on the Hospitality Inquiry,
- met with National Trauma Training Team to discuss the relationship with their work and fair work.
- Met with Scottish Government skills and construction leads on Construction Inquiry report.
- Met with Scottish Enterprise, South of Scotland Enterprise, Highlands and Islands Enterprise and Skills Development Scotland on the use of fair work tools and;
- Attended the Global Deal Conference 'A Better Future for Essential Workers'.

AOB

FWC members were Invited to consider if they want to return to in-person meetings.

Next Meeting:

The next FWC meeting will be on Thursday 16 June, 2022