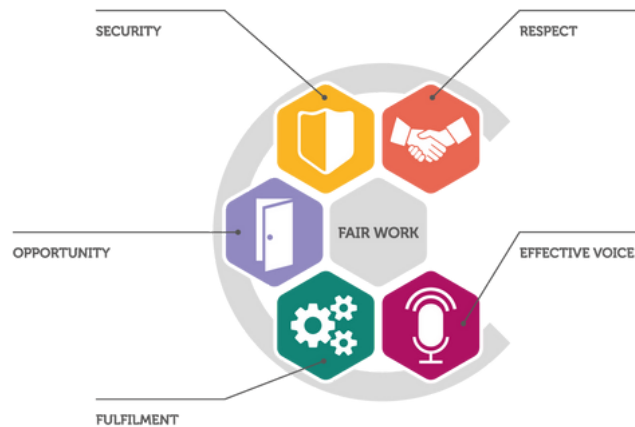




**The Fair Work Convention's
year in review and look
ahead to 2023**

YEAR IN REVIEW AND LOOK AHEAD TO 2023



The Fair Work Convention's year in review and look ahead to 2023

Twenty twenty-two has been a challenging year for many workers and employers who are struggling through the demands of the cost of living crisis in the aftermath of Covid-19 and Brexit. In these exceptional times, we believe that adopting a fair work approach is more important than ever. Although there is still much to do to achieve our goal of becoming a leading Fair Work Nation by 2025, this last year (2022) has seen some encouraging progress particularly around the Real Living Wage.

A record 91 per cent of employees earned at least the [Real Living Wage in Scotland](#) and there are now more than 2,900 accredited Real Living Wage employers. This is higher than any other country in the UK.

The Scottish Government has also recently refreshed its [Fair Work Action Plan](#) that incorporates actions on tackling the Gender Pay Gap, the Disability Employment Gap and an Anti-Racist Employment Strategy which is driving fair work practices for all. We also welcome the announcement that, from July 2023 organisations applying for [public sector grants](#) will need to pay at least the Real Living Wage and provide channels for effective voice allowing staff to have a meaningful say in the workplace.

Anti-Racist Employment Strategy Response

Fair Work Convention member Satnam Ner reflects on the Scottish Government's new Anti-Racist Employment Strategy [Read More](#)

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YEAR IN REVIEW AND LOOK AHEAD TO 2023



Throughout 2022, we worked closely with another of our strategic partners, CIPD Scotland. This included supporting them in designing and launching a new resource area to support employers in Scotland to implement the five Fair Work dimensions.

Strategic Partnerships

The Fair Work Convention kicked off 2022 by joining with **Scottish Council for Voluntary Organisations (SCVO)** in a strategic partnership. This partnership will help us deliver deeper awareness of the concept of fair work among SCVO's members and the wider voluntary sector in Scotland.



Putting fair work at the heart of Scotland's workplaces and economy

This new Fair Work hub highlights key CIPD resources available to employers to help them design better jobs and improve the quality of people management and development. The Fair Work Convention also contributed a foreword to CIPD Scotland's annual Working Lives Scotland 2022 report. The report offers significant and valuable insight into workers' experiences of fair work across the economy.

Back to (a new) normal? Working Lives Scotland 2022

Marek Zemanik, Senior Public Policy Adviser – CIPD Scotland, talks about their 'Working Lives Scotland' report.

The report is a dedicated analysis of job quality and its impact on working lives in Scotland and is written around the five Fair Work dimensions. **Read more**



Fair Work Inquiries

The Convention achieved a major milestone last spring by publishing its final report and recommendations from the Construction Industry Inquiry Group. '[Building Fair Work into the Construction Industry](#)' report was the conclusion of our two year investigation into Scotland's construction industry. The report makes 26 clear recommendations including 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.

Building our Construction Sector on a Foundation of Fair Work

Roz Foyer, General Secretary of the Scottish TUC and Fair Work Convention member offers her reflections on the Construction Inquiry Report and its recommendations. [Read more](#)

Scotland's Fair Work Convention launches its Inquiry into the Hospitality Industry



In the summer we were delighted to announce the launch of our next fair work [inquiry into Scotland's hospitality industry](#). This is the Convention's third fair work inquiry following our inquiries into social care and construction. The Hospitality Inquiry is led by Co-Chairs Linda Johnston, Co-founder of Arran's Auchrannie Resort and Fair Work Convention's Satnam Ner, from the Scottish Trades Union Congress. This 18-month inquiry brings together employers, unions, employer bodies and workers to consider fair work in hospitality and to make recommendations that support better outcomes for everyone in the industry.



The Fair Work Convention Appoints Mary Alexander as its New Co – Chair

While welcoming in our new Co-Chair, Mary Alexander to her new role within the Convention in May, we were sad to say farewell to our longstanding Co-Chair Grahame Smith who stood down from the Convention after four years.

Mary is a founding member of the Convention and, alongside her role as Deputy Regional Secretary of Unite in Scotland, gives her a wealth of experience to bring to the Co-Chair role.



Refreshed Statutory Procurement Guidance on Fair Work – Co-Chair’s reaction

Another step towards meaningful change came in 2022 with the Scottish Government’s refresh of the statutory procurement guidance. This highlights the importance that the Scottish Government places on fair work conditionality.

Importantly the guidance now permits public bodies to require payment of the Real Living Wage as a condition of contract and we hope to see this applied across the public sector.



Research into Fair Work



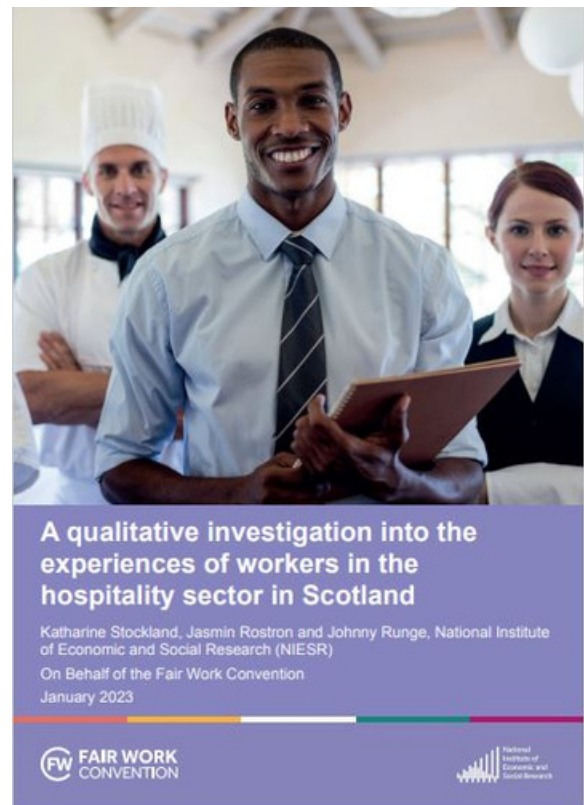
The Convention commissioned research into the gender pay gap in Scotland. Research carried out by the National Institute of Economic and Social Research (NIESR) found that women over 50 in Scotland require greater support in the workplace to address persistent inequalities in pay and progression.

The research and our response piece gives clear actions that employers and others can take to improve fair work for women over 50.

How can we improve the progression opportunities of women over 50 in the workplace in Scotland?

Dr Katharine Stockland, Senior Social Researcher at NIESR reflects on this research [**Read More**](#)

As we enter the new year the Convention continues its inquiry into the hospitality industry with the publication of a second commissioned piece of research undertaken by the NIESR, "A qualitative investigation into the experiences of workers in the hospitality sector in Scotland". This research adds to the evidence base for the inquiry, providing examples of the lived experiences of hospitality workers and will help the Fair Work Hospitality Inquiry Group identify key issues facing workers and businesses.



YEAR IN REVIEW AND LOOK AHEAD TO 2023



On the Road

Last year saw the welcome return of in-person events, with the Convention taking a stall and speaking at the STUC Congress in Aberdeen and the Procurex Scotland event in Glasgow. At both events we presented the findings of our Construction Inquiry, generating interesting discussion and debate.

The Convention also promoted our Construction Inquiry report at a range of on-line forums across the industry, including holding a launch event with Ivan McKee MSP



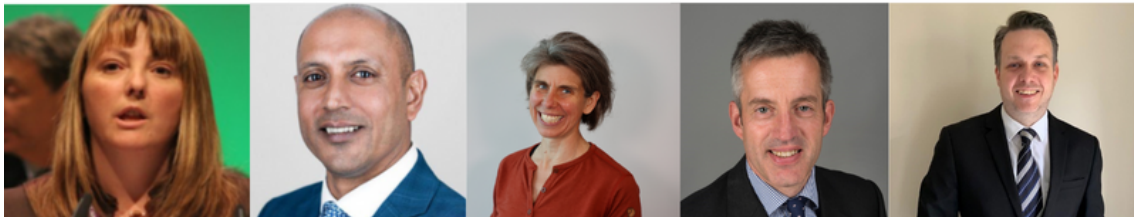
GUEST BLOGS

Throughout the year we invite guest bloggers to contribute to our website reflecting on Fair Work in Scotland.

Here's a selection of blogs from across the year.

- **Out of the frying pan, into the fire? Why secure work is needed more than ever** Living Wage Scotland
- **Supporting the cultural sector and creative industries with Fair Work** Creative & Cultural Skills
- **Fair Work is Key to Tackling Child Poverty** Poverty & Inequality Commission for Scotland

YEAR IN REVIEW AND LOOK AHEAD TO 2023



Driven by the support and commitment of our members, the Fair Work Convention has continued to make an impact in 2022 and look forward to continuing our work this year.

We will continue to promote and push for the implementation of the Social Care Inquiry and our Construction Industry Inquiry throughout 2023 and make more connections with employer organisations, workers and unions to advocate and promote fair work in Scotland as well as offering advice on fair work to Scottish Ministers.

In the midst of a cost of living crisis and a climate emergency, we must recommit to fair work not retreat from it. That means making greater efforts to ensure security of employment, income and hours. It means guaranteeing more opportunities for workers to acquire the skills and access the support to help them shape and adapt to new ways of working. It means making the health and safety of workers even more of a priority. And, most importantly, it means workers having an effective voice both individually and collectively in all of the decisions that affect their work and workplace.

We are committed to putting fair work at the heart of Scotland's workplaces and economy throughout 2023 as we look towards achieving the goal of becoming a Fair Work Nation by 2025.