



FAIR WORK CONVENTION MINUTES

DATE: 10 October 2022

Attendees and apologies

Attendees:

- Patricia Findlay (Chair)
- Mary Alexander
- Satnam Ner
- Jim Savege
- Chris Westcott
- Robert Carr
- Lilian Macer
- Aileen Mcleod
- Fair Work Convention Secretariat

Apologies:

Anna Fowlie and Roz Foyer

Guests:

- Stephen Garland, and Mandy Watts from the Scottish Government Fair Work Unit

Welcome and Introductions

The Chair noted that Fiona McDonald has now retired but Nicole Gibson has started with the Secretariat team as an administrator.

Patricia welcomed Stephen Garland and Mandy Watts from the Scottish Government Fair Work Unit who are at this meeting to present on their Fair Work Action plan and discussion with the Convention on their Race Employment Strategy which was shared within the papers for today's meeting.

Fair Work Action Plan & discussion with the Convention on Race Employment Strategy

Stephen Garland and Mandy Watts then delivered presentations to the Convention.

Stephen explained that the commitment to Refreshed Fair Work Action Plan and Race Employment Strategy was within the Programme for Government. The approach includes; One plan that brings together ambitions and actions across Fair Work policy areas that will reflect current labour market realities and will facilitate taking an intersectional approach to actions. Stephen said that all actions will be employer focussed.



The Plan will set out the context for Fair Work including the roles of wider reserved and devolved powers.

Mandy Watts then presented to the Convention slides on the Anti-racist Employment Strategy.

Mandy said that the aims of the strategy were

- Address issues that lead to labour market disadvantage for racialized minorities, a key component of achieving our leading Fair Work Nation ambition by 2025.
- To support and encourage employers to take action by providing practical steps and building capability.
- To effect sustained trends in employment and pay gaps narrowing.
- To effect cultural, systemic and attitudinal change in the workplace by embedding an anti-racist and intersectional approach.

There was then a question and answer session with Convention members on the Fair Work Action Plan and Race Employment Strategy with Stephen and Mandy

Cost of Living Crisis / Economic Downturn

The next agenda item was on the Cost of Living Crisis/Economic downturn. The purpose of this was for Convention members to have a discussion and to consider the impact of the cost of living crisis, the economic downturn and other issues on the horizon like the sun-setting of EU regulations, including on employment rights and Health and Safety.

Members were asked to consider if there were messages or issues that the Fair Work Convention should be emphasising or is there any specific action we need to take to support continued progress towards Scotland becoming a leading Fair Work Nation by 2025 as a result of these challenges.

Memorandum of Understanding

As discussed at the last meeting a MOU has been prepared to support the governance arrangements of the Convention and to underpin our relationship with Government. Helen Martin gave an overview of the MOU to members.

Secretariat Updates

Minutes from the last FWC meeting on 16 June 2022 were agreed and will be published on the website.

Construction Inquiry – we are to expect a formal response to the Construction Inquiry report from the government in the next month



The secretariat then provided updates on ongoing work including:

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

Chair and Members' update

Tricia updated convention members on the following chairs updates:

- Mary has chaired two roundtables with Richard Lochhead on fair work.
- Mary attended the event on Social Care in the Perth Conference Hall and undertook a panel session with Humza Yousaf, Cabinet Secretary for Health and Social Care.
- Tricia has been to the launch of Poverty in Scotland report, CIPD Scotland conference and productivity research with Propel Hub
- Tricia had a meeting with Louise MacDonald, Interim DGE Economy.
- Tricia held a range of seminars for civil servants on fair work and industrial relations.
- Both chairs has been asked to sit on the NSET Fairer more Equal Society Board
- Tricia has been asked to be a member of the IIP Scotland board (not made public board) who are to make Fair Work an accreditation criteria with IIP
- Directly after this meeting we are meeting Audit Scotland on their upcoming audit on the workforce issues in Social Care. We are also seeking a meeting with Kevin Stewart, Minister for Wellbeing and Social Care on the progress of Social Care inquiry.

Members Updates:

Satnam Ner let members know that PATH Scotland are using Scottish Government workplace equality fund to deliver a development programme for greater Glasgow City NHS, Satnam has been invited to be involved in that work.

Meeting Schedule

Next meeting: Thursday 17 November and will be an in-person meeting in Atlantic Quay, Glasgow.