



FAIR WORK CONVENTION

MINUTES

DATE: 23 February 2023

Attendees and apologies

Attendees:

- Patricia Findlay (Chair)
- Mary Alexander (online)
- Tracy Gilbert
- Satnam Ner
- Jim Savege (online)
- Chris Westcott
- Anna Fowlie
- Roz Foyer
- Aileen McLeod
- Lilian Macer (online)
- Fair Work Convention Secretariat

Apologies:

Robert Carr

Guests:

Neil McInroy and Julie McLaughlin, Community Wealth Building Legislation Scottish Government

Welcome

Mary started the meeting by welcoming Tracy Gilbert as a new member of the Fair Work Convention. Tracy is the Scottish Regional Secretary for USDAW (the Union of Shop, Distributive and Allied Workers).

Neil McInroy and Julie McLaughlin from Community Wealth Building (CWB) Legislation team of the Scottish Government were also welcomed to the meeting and invited to deliver their presentation.

Community Wealth Building legislation

Neil McInroy and Julie McLaughlin then gave a presentation to members on the Scottish Government's Community Wealth Building legislation. The purpose of this session is to make the Convention aware of the public consultation on Community Wealth Building Bill and to think about the opportunity to embed fair work in the Bill. The Bill could give fair work conditionality a legal status and encourage its use by local government.



There was then a question-and-answer session with Convention members on the Community Wealth Building legislation.

The main topics of discussion were:

- The overlap between fair work and community wealth building
- Strengthening guidance and legislation around procurement
- Devolved employment law moved up the agenda
- The fair work construction inquiry recommendations around procurement and legal advice around procurement
- The fair work Social Care report 2019 and sectorial bargaining, ministerial support but little progress
- Implementing legislation, financial pressures and managing budgets
- Policy leavers and pillars of economic wealth building to drive forward the agenda
- Anchor organisation progress
- Local supply chain and the Just Transition agenda
- Putting money into training the right people and empower them
- Private Sector organisations and how it would benefit them and what would be their role
- The benefits to community and how it will translate to jobs and skills
- Who the key actors are the state and the employer community
- Capacity building is a real challenge particularly in the third sector
- Planning is a key policy leaver at local and national level
- How Community Wealth Building and fair work is linked with NSET

Secretariat Updates

Minutes from the last FWC meeting on Thursday 17 November 2022 were agreed and will be published on the website.

The secretariat then provided updates on ongoing work including:

- The Hospitality Inquiry
- Research
- Fair Work self-assessment tool
- Communications update
- Speaking Engagements undertaken by Support Team
- Head of Secretariat updates
- Speaking Engagements undertaken by Support Team

Business Planning

Helen to deliver the business planning presentation highlights included:

- An overview of the Convention remit to advise Ministers on Fair Work and to advocate and promote Fair Work across Scotland
- The current structure of the secretariat and its budget for 2022/23
- An overview of the Conventions achievements in 2022/23 and progress made by the Scottish Government
- Priorities going forward

Chair and Members' update

Tricia updated the convention members on the recent chairs the deep dive with Mr Lochhead.

Mary to update on the meeting with Kevin Stewart MSP where they discussed the progress of the recommendations and implementation of the Fair Work Social Care inquiry.

Members update

- Anna Fowlie wrote to Mr Lochhead on how the Voluntary Sector is funded through public funders and has a call out for fairer funding against the principles of fair work and how funding impacted on job security. Anna now has a meeting scheduled with Mr Lochhead in March
- Tracy Gilbert has written to Miss Slater on how fair work fits with bottle return scheme
- Roz Foyer continues to go to the NSET delivery meetings and have raised the issue of fair work and it needs to be mainstreamed across all areas of work.

Meeting Schedule

Next meeting: **Thursday 20 April**