

**FAIR WORK CONVENTION**  
**FAIR WORK IN HOSPITALITY INDUSTRY**  
**INQUIRY GROUP (HIIG)**

**WEB MINUTES**

**DATE: 13 June 2023**

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**Attendees:** Chair Satnam Ner, Prospect and Fair Work Convention, Co-Chair Linda Johnston, Auchrannie Resort; Academic Advisor, Professor Tom Baum, Strathclyde University; Carina Contini, Contini Edinburgh; Marc Crothall, Scottish Tourism Alliance; Anna Hirvonen, Poverty Alliance; Bryan Simpson, Unite the Union; Leon Thompson, UKHospitality Scotland; Mike Jones, The Stand; Lawrence Durden, Skills Development Scotland; Tam Wilson, Better than Zero; Violetta Andeme; Catherine Jones, Grassmarket Community Project.

Fair Work Convention Secretariat.

The Inquiry was joined by:

- Duncan Stewart and Jim Eccleston, 56 Degree Insight
- Caroline MacFarlane, Office of Chief Economic Advisor within the Scottish Government.

**Apologies**

Apologies were noted from:

- David Trotter, Sodexo Live!
- Susan Martindale, Mitchells and Butlers – Craig Provett is attending online in her place
- Chris Wayne-Wills, Crerar Hotels
- Paul Togneri, Scottish Beer and Pub Association
- Scott Anderson, Vice President, Heriot-Watt University Student Union
- Mark McHugh, Bakers, Food and Allied Workers Union
- Carmen Simon, Unite the Union
- Moira Tasker, Inclusion Scotland

**Welcome**

The Chair welcomed everyone to the meeting and noted that a range of guest speakers and observers, made up of officials from the Scottish Government, were joining this session.

**Minutes**

The minutes from the previous meeting were agreed and a highlight version will be published on the Fair Work Convention website.

## **Background to the Session: What we've heard so far**

Helen Martin (Head of the Fair Work Convention Secretariat) provided some perspectives on what the Secretariat has heard to date and where this conversation is leading within the Inquiry process.

### **Presentation: Overview of the Data, Caroline MacFarlane from Office of Chief Economic Advisor (Scottish Government)**

Caroline MacFarlane sits in the tourism & hospitality economics team within the Office of Chief Economic Advisor at the Scottish Government. Caroline presented to the inquiry members a comparative view of barriers to advancing fair work across the hospitality sector.

The presentation covered the nature of the sector, which included: the composition of the workforce and composition of the business base; an overview of the economy (including the impact of pandemic, inflation, cost crisis and labour shortages); and an overview of Government policy including legislation and taxation.

Chair opened to members for comments.

### **Presentation: Interim Hospitality Survey Results, presented by Duncan Stewart and Jim Eccleston from 56 Degree Insight**

The Inquiry meeting heard a presentation from Duncan Stewart and Jim Eccleston from 56 Degree Insight.

56 Degree Insight have been running two surveys – one for hospitality workers and one for hospitality businesses. These surveys are still live, but Duncan and Jim presented the interim analysis from both surveys. They did not cover all of the findings because they were asked to focus on the barriers to fair work. After the surveys closes on 30 June and final analysis is undertaken, further findings will be shared with the Inquiry Group.

The Survey fieldwork is live until the 30 June – members were encouraged to support promoting participation to businesses and workers and boost the sample size and analysis possibilities.

On completion of fieldwork, final reporting will include a much more detailed analysis of the data, including the detailed open-ended responses.

Final deliverables of the survey will include a detailed report, follow up presentation(s) and dataset available for further analysis.

Inquiry members were then invited to ask questions or comment on the survey findings.

## Discussion Part 1

The Chair introduced discussion 1 reminding members that the Inquiry is now beginning to shift towards the forward-looking phase focusing on the barriers to businesses being able to advance fair work.

Question 1:

Members were invited to consider the following issues and what challenges to advancing fair work by businesses are not reflected within the following categories:

- financial barriers,
- practicalities of hospitality,
- the nature of the sector,
- knowledge of and buy-in to fair work,
- capacity & training.

## Discussion Part 2

Question 2:

The inquiry group were then asked to consider how fair work can support positive solutions to the sector's challenges.

Questions 3:

Inquiry members were asked if it helps to view **fair work as a step-by-step process** – meaning that businesses shouldn't think they need to do it all at once?

- How do we **help businesses** to see what their next step is?
- Are there any **tools** which could assist businesses?
- How does this approach **support workers** and **support workers voice**?

## AOB

Inquiry members were asked to support the survey and drive up responses so that we can draw out the most useful findings. They were asked to consider what they can do to help with this.

When asked if there was any other business to discuss there were no responses.

**Date of next meeting:** 12<sup>th</sup> September 2023. Online. The meeting will focus on long-term aims of the sector.