



FAIR WORK CONVENTION MINUTES

DATE: 21 September 2023

Attendees and apologies

Attendees:

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

Apologies: Robert Carr, , Chris Westcott

Guests: Gordon Struth (Fair Work and Labour Market Statistics, Scottish Government) Gregor Irwin, Director General Economy, Lewis Hedge, Deputy Director, Fair Work and Labour Market Strategy

Item 1. Welcome, Apologies and Housekeeping.

Mary Alexander welcomed members to the Fair Work Convention's third meeting of 2023.

Item 2. Secretariat Updates

Minutes from the last FWC meeting on Thursday 20 April 2023 were agreed and will be published on the website.

The secretariat then provided updates on ongoing work including:

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



Fair Work Convention's Response to: 'Measuring Scotland's Performance as a Leading Fair Work Nation' (Alma Economics)

Helen Martin introduced a draft paper setting out the Convention's Response to 'Measuring Scotland's Performance as a Leading Fair Work Nation' Alma Economics Research.

The next steps will be to:

- Draft a briefing on the Alma research and the Convention's response will then be prepared for Ministers.
- Work with APS (Scottish Government publishing organisation) to get the report and recommendation ready for publication
- Draft a press release
- Report the findings and recommendations to the Fair Work Parliamentary Committee.

Chairs update

Mary and Tricia had a meeting with Neil Gray, Cabinet Secretary for the Wellbeing Economy, Fair Work and Energy and Graeme Dey Higher and Further Education Minister to discuss the recommendations from the Construction inquiry.

The Chairs had a meeting with Cabinet Secretary for the Wellbeing Economy, Fair Work and Energy Neil Gray on the programme for Government which covered issues around Fair Work and the Just Transition.

The Chairs also had a meeting with Minister for Social Care, Mental Wellbeing and Sport Maree Todd MSP on progress of the Fair Work Social Care Inquiry recommendations.

Tricia also presented at a 'Fair Work in the Voluntary Sector' event with the Cabinet Secretary for the Wellbeing Economy, Fair Work and Energy.

Tricia Findlay and Chris Westcott presented at the CIPD Scotland HR network event on Fair Work.

Members update

Tracy Gilbert updated members on the Fair Work Agreement in retail.

Item 3) Update on Retained EU Law Bill

Gordon Struth (Fair Work and Labour Market Statistics, Scottish Government) then gave an update to the Convention on the Retained EU Law Bill and shared a presentation to convention members on likely outcomes from the Bill.



There was then an open conversation with convention members

Item 4) Gregor Irwin, Director General Economy

Gregor Irwin, Director General of Economy was then invited to address the Convention. Gregor joined as DG Economy at the beginning of the year, replacing Louise McDonald. The Chairs first met with Gregor at the start of May and began the conversation with him about how fair work can be better mainstreamed and adopted across government. The Chairs intend to continue to meet with Gregor every six months.

Gregor welcomed the chance to address the convention and told members that fair work was central to his role and is embedded in the wellbeing economy. The strapline is 'Fair, Green, Growing' and fair work defines what the Scottish Government wants to achieve.

Gregor set out five Scottish Government principles that show this:

1. Within the Programme for Government there is a clear commitment to fair work and the First Minister and Cabinet Secretaries commitment to the challenge of being a leading fair work nation by 2025. The PfG focused on reducing child poverty, fair green growth and the social care payment commitment.
2. New Deal for Business is key to the Scottish Government agenda and a new way of working in partnership with businesses. A sub group of this is the Wellbeing Economy Advisory group which focusses on fair work.
3. Labour Market participation encourages more people to enter the labour market promoting fair work and good jobs at its heart. A systems based approach includes a focus on occupational health and promoting public health in government.
4. The challenge is to try to exceed the Scottish Government's reach across government and the rest of the public sector, this is where the government seeks advice and help from the Fair Work Convention with the DG communities and the equality agenda.
5. The re-organisation of two new directories; the Directorate for Business and Better Regulation and the Directorate for Jobs and Wellbeing Economy. Both will have a single director.

There was then an open conversation with Mr Irwin and convention members,

Item 5) Final Thoughts, Any further Updates and AOB

There was agreement on future meeting locations for 2023/24

Next Meeting

Next meeting: on-line **Thursday 16 November, 2023**