



FAIR WORK CONVENTION MINUTES

DATE: 22 February 2024

Attendees and apologies

Attendees:

- Patricia Findlay (Chair)
- Mary Alexander (joined on-line)
- Tracy Gilbert (joined on-line)
- Satnam Ner
- Anna Fowlie (joined on-line)
- Roz Foyer
- Lilian Macer
- Robert Carr
- Dawn Roberts (joined on-line)
- Chris Westcott
- Fair Work Convention Secretariat

Apologies: Aileen McLeod,

Guests: Lewis Hedge, Deputy Director, Fair Work and Labour Market Strategy, Paul Travers, Fair Work and Labour Market Strategy

Item 1. Welcome, Apologies and Housekeeping.

Patricia Findlay welcomed members to the Fair Work Convention's first meeting of 2024. Aileen McLeod is unable to attend today's meeting.

Item 2. Presentation from Lewis Hedge on NSET Refresh – People Pillar

Lewis Hedge then made a presentation to members on Scotland's refreshed National Strategy for Economic Transformation (NSET).

His presentation is an opportunity for members to discuss the proposed People pillar, which brings together Skills, Fair Work and Employment.

The presentation included:

- Refresh of National Strategy for Economic Transformation (NSET):
Proposed structure
- Strategy review and update – two years in
- Macro-economic changes since NSET publication
- Overview of Scotland's Economic Performance Internationally
- Summary of the NSET evidence base
- Skilled Workforce
- Fairer and More Equal Society and;

- People Pillar – Emerging Problem Statements which included Skills alignment, Skills utilisation, Labour market participation, income inequality and talent attraction and retention.

Item 3. Presentation - Scottish Government - Economic Inactivity and Employer Engagement

Patricia then welcomed Paul Travers to present on the work the Scottish Government has undertaken to engage with employers on health and work services and flexible working.

The presentation of Labour market participation included:

- Economic Inactivity in Scotland trends higher than rUK, ill health is a key driver
- There is a strong local/regional element to the picture
- Cross-government focus on Employability, Health and workplaces
- We have been asking employers what works and what they need
- Labour market participation: it's a system, and local

The presentation on Economic inactivity included:

- Economic Inactivity is a persistent issue for Scotland.
- Long term sickness is the main reason for being economically inactive in Scotland.
- Inactivity also differs across groups, but long-term sickness is a common issue.
- Strong local/regional element to the picture
- The highest prevalence of inactivity is among young people aged 16-24, although it has fallen in recent years following the start of the pandemic.
- Important gender differences in the story and;
- The inactive are much less likely to enter work than the unemployed

Item 4. Secretariat Updates

This item covered:

- Actions / Minutes from previous meeting
- Highlight Report
- Hospitality Inquiry- Emerging Findings
- Updates from the Construction Inquiry

Chairs update

The Chairs then updated members on the cabinet reshuffle with the removal of Cabinet Secretary Neil Gray and the introduction of Gillian Martin MSP as Minister for Energy, Just Transition and Fair Work.



Tricia Findlay met with First Minister 9th January 2024.

The Chairs also had a meeting with Andy Kerr on progress of Adult Social Care workstreams including the budget announcement on 6th February 2024.

Other Chairs meetings included:

- Meetings with Gregor Irwin, Director General for Economy on 20th November to discuss the Measuring Scotland's Progress to Becoming a Fair Work Nation research.
- Scottish Building Federation to discuss the Construction Inquiry recommendations on 16 November.
- Attended the Ministerial Oversight Group on the Fair Work Action Plan on 30th November
- Mary presented at the Living Wage Foundation event on the Living Wage and procurement
- Attended the Fairer and More Equal Society Programme Board on 15th January

Members update

Tracy Gilbert was then asked to give an update on the Fair Work Agreement in retail.

Next Meeting

Next meeting: on-line **Thursday 18 April, 2024**