



FAIR WORK CONVENTION

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The Fair Work Convention

The Convention is independent of Government and brings together employers and unions with academic expertise to:

- Advise Ministers on Fair Work
- Advocate and Promote Fair Work

Our vision is that, by 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society.










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What is Fair Work?



-  **Effective Voice:** Having effective voice means that all workers should be able to have a say in how work is organised and run. Having an effective voice is critical to delivering the other dimensions of Fair Work.
-  **Opportunity:** Everyone should have equal access to work and no one should face barriers progressing in work due to age, race, gender, sexual orientation or disability. Progression should also not be dependent on job role or contract type.
-  **Security:** Job security means contracts should be fair- not one sided. Wages should be stable and predictable. Hours should be agreed and predicable and should allow you to earn a decent living.
-  **Fulfilment:** Having a level of autonomy at work. Having roles that are well designed, which use people's skills and talents and recognises their contribution.
-  **Respect:** Work should always be conducted in a way that offers respect and dignity. It should be safe and it should promote well-being and work-life balance

The work of the Convention



Sectoral Focus

- February 2019: Published Fair Work in Social Care Inquiry Report
- April 2022: Published the Fair Work in Construction Sector Inquiry report.
- June 2022: Launched an Inquiry into Fair Work in the Hospitality Industry.

Cross-cutting capacity building

- August 2020: Launched the Employee Self-Assessment Tool
- December 2020: Launched the Employer Self-Assessment Tool jointly with Scottish Enterprise and the Scottish Government
- December 2020: Published the FWC measurement framework report: [Fair Work in Scotland](#)
- Working with SOSE, HIE and Scottish Enterprise, Audit Scotland and Scottish National Investment Bank

Health and Safety and Fair Work

- Respect as a dimension of fair work includes health and safety, dignity at work and issues relating to bullying and harassment,
- But it also goes beyond this to include dignified treatment, social support and the development of trusting relationships.
- Respect is fundamental to fair work and the need for Healthy and Safe workplaces where workers have an effective voice mechanism to raise concerns was clearly demonstrated during the pandemic.



Early findings on Respect from our Hospitality Inquiry



- Accommodation and Food Services performs well on measures of **self-reported ill health** caused or made worse by work and there are a range of social enterprises and charities working in the sector dedicated to supporting **improved mental health** for hospitality workers.
- Worryingly accommodation and food services has the third highest rate of **workplace injury** of any sector of the economy after agriculture and construction.
- Proactive **inspection** by Environmental Health Officers on Health and Safety issues has significantly reduced in the industry and as a result employers no longer receive the same level of ongoing support and advice on how to maintain standards.
- **Bullying and harassment** is a significant concern in the industry with many staff citing issues with both customers and managers and a **lack of action** by employers if issues are reported.
- The requirement to **travel home late at night** creates a specific safety risk for hospitality workers, particularly those that are low paid.

Health and Work Review

- The Convention is supportive of the specific actions with the Health and Work Strategy Review.
- There are four key areas of focus:
 - ✓ Delivering fair work outcomes in workplaces
 - ✓ Improving outcomes for disabled workers
 - ✓ Increasing Inspection and Enforcement.
 - ✓ Ensuring Access to Occupational Health Services





Conclusion

- Focusing on delivering fair work is essential for delivering Healthy and Safe Workplaces
- The Fair Work Framework encourages good practice across all dimensions of fair work.
- Effective Voice, Opportunity, Security, Fulfilment and Respect all play a role in ensuring that workers have access to work that supports their wellbeing, and where workers are healthy and safe
- Workers must also feel able to raise concerns and have them acted upon.