



FAIR WORK CONVENTION MINUTES

DATE: 18 April 2024

Attendees and apologies

Attendees:

- Mary Alexander (Chair)
- Patricia Findlay
- Tracy Gilbert
- Satnam Ner
- Anna Fowlie
- Aileen McLeod
- Fair Work Convention Secretariat

Apologies:, Lilian Macer, Chris Westcott, Roz Foyer, Dawn Roberts, Robert Carr

Guests: Kate Sang of The Centre for Employment, Work and the Professions, Heriot-Watt University Kat Allen. Kathie Robertson, Rosie Wheelan and Lewis Hedge Scottish Government.

Item 1. Welcome, Apologies and Housekeeping.

Mary Alexander welcomed members to the Fair Work Convention's second meeting of 2024.

Item 2. Presentation from the report research team- Closing the Fair Work gap: making work fair for autistic people in Scotland

Mary then introduced Kate Sang of The Centre for Employment, Work and the Professions, Heriot-Watt University and Kat Allen, to talk about their research, 'Closing the Fair Work gap: making work fair for autistic people in Scotland.'

This is a partnership research project of Heriot-Watt University and Into Work, funded by the Scottish Government Increasing Understanding of Autism program. Daisy Thomson from Into Work is observing the presentation and subsequent discussion.

There was then a time for Convention members to ask questions on the research finding.

Item 3. Presentation - Scottish Government - on progress of Fair Work First Conditionality and update on Convention's written feedback on the People Pillar 'problem statements'



Mary then welcomed Kathie Robertson and Rosie Wheelan from Scottish Government to present an update on the progress of Fair Work First Conditionality being applied to government funding.

Item 4. Secretariat Updates

Helen Martin then led discussion

Minutes from the last FWC meeting on Thursday 22 February 2024 were agreed and will be published on the website.

Helen Martin went through outstanding actions from the last FWC meeting.

Construction Inquiry

The Convention has now received a written response from the Scottish Government to the Construction inquiry this has been published and is available.

Next Steps

The Convention secretariat will work with the fair work sub-group of the Construction Accord to draft a fair work charter that will be used as a condition of contract. The Convention will receive quarterly written updates on the progress of the recommendations and the secretariat will continue to meet with relevant officials.

Research

Lisa Wright updated the Convention on the latest research progress

Self-Assessment Tool

Shirley McCoard then updated members on progress on the refresh of the self-assessment tool.

Communications

Craig Armstong then provided a communications update including information on forthcoming event attendance at STA and STUC conferences.

Hospitality Inquiry

Helen then explained to the Convention members each of the proposed recommendations of the inquiry and next steps.

Meeting 9 of the Hospitality Inquiry was held on 19th March where the draft report was presented to inquiry members along with the draft recommendations. The report outline and recommendations were well received. The secretariat also



attended the STA Conference in Aberdeen on 12th & 13th March. The final meeting will be on 14th May where the final report will be agreed.

Secretariat Work Plan

Helen then gave an overview of the work of the Secretariat and what the plans are for the rest of this year.

Chairs update

Mary updated the Convention on:

- The Introductory Call with Gillian Martin on 22nd February.
- Meeting with Lewis Hedge, Deputy Director for Fair Work, on 25 March.

Tricia updated the Convention on:

- Breakfast briefing in the Scottish Parliament where she presented the findings of the 'Measuring Scotland's Performance as a Leading Fair Work Nation' research report on 13 March.
- The meeting of economy directorate officials where she presented on the Fair Work Policy Levers in Scotland report on 18 March.
- The Wellbeing Economy Expert Advisory Group Meeting on 27 March
- The STUC's fair work conference on 28 March

Next Meeting

Next meeting: on-line Thursday 13 June, 2024. At the STUC Building in Glasgow