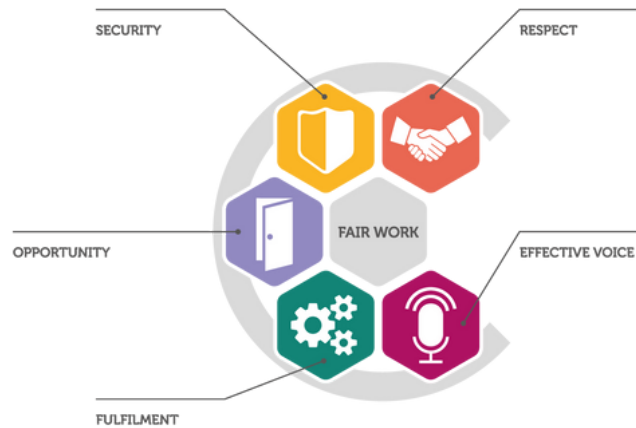




**The Fair Work Convention's
year in review and look
ahead to 2025**

YEAR IN REVIEW AND LOOK AHEAD TO 2025



The Fair Work Convention's year in review and look ahead to 2025

Welcome to our annual year in review and look ahead to what can be expected in 2025.

In another busy year for the Convention, we achieved a major milestone concluding our two-year [Inquiry into Fair Work in Scotland's Hospitality Sector](#). The Inquiry brought together key employers, organisations and workers within hospitality to work together to identify the challenges facing the sector and set out the necessary changes to address these and embed fair work. We published the Inquiry findings and recommendations as well as research that had been undertaken to support the Inquiry; findings from our [Hospitality Businesses and Workers Survey](#), and '[Levers for Fair Work in Hospitality in Scotland](#)'.

Our research into [Fair Work Policy Levers in Scotland](#) was also published this year, undertaken by the Scottish Centre for Employment Research at the University of Strathclyde on behalf of the Fair Work Convention.

2024 brought with it more political change both in Scotland and the UK with the resignation of Humza Yousaf and appointment of John Swinney as First Minister, and a new Labour Government in Westminster. This change has meant the appointment of a new cabinet and we welcomed Tom Arthur MSP as Minister for Employment and Investment.

We have worked closely with Scottish Ministers to drive forward fair work principles across Scotland, signing a [Memorandum of Understanding](#) with the Scottish Government – to share knowledge and ways of working on how we ensure that everyone in Scotland is paid and treated fairly by their employer.

We continued to promote our [Social Care Inquiry](#) and [Construction Inquiry](#) reports, meeting with Scottish Ministers to review progress on findings. Making fair work a reality for workers in these sectors is an urgent priority.

The Convention also welcomed the UK Government's decision to introduce an Employment Rights Bill. This Bill represents a huge opportunity to improve fair work across the economy, particularly in the sectors we have identified through our inquiries, such as Social Care. We are looking at the detail and working to ensure it supports businesses and workers in Scotland. Most recently, we have responded to consultations undertaken by the UK Government on Making Work Pay, the consultation on creating a modern framework for industrial relations, and the consultation on the Fair Work Agency - Enforcement of Workers Rights.



View from the Chairs

Since our inception in 2015, the Fair Work Convention's vision has been 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.

Ultimately, most people agree that fair work is crucial to delivering financial security in Scotland. Without decent pay, secure work, or reliable hours, and without opportunities to progress in work, financial security will be difficult if not impossible to achieve for many.

Our Measuring Scotland's Performance as a Leading Fair Work Nation research published last year details Scotland's progress in becoming a leading fair work nation and compares Scotland's relative performance to eight comparator countries within a new International Fair Work Framework. The research showed that some progress has been made but Scotland has more to do to meet its ambition of becoming a leading fair work nation.

We are planning further updates to our International Fair Work Nation Framework early in 2025 which will give us further insights into how Scotland is progressing and what more can be achieved.

There's no question these are challenging times, but we remain optimistic about the future. Becoming a fair work nation is both challenging and aspirational and it will take continued sustained effort from employers, trade unions, regulators and policymakers to further embed fair work into policy. Statutory underpinning of important employment rights across the UK over the coming years will help us in our journey.

This year perhaps then signals the start of a new era and a real opportunity, standing on the shoulders of what has already been achieved, to shape positively the next chapter for fair work in Scotland.



Hospitality Inquiry



In September, we concluded our two-year Inquiry into Scotland's hospitality sector and published its findings and recommendations at a launch event in Edinburgh's Murrayfield Stadium.

The event, chaired by Professor Patricia Findlay, was a chance for Scotland's hospitality sector to gather and hear from our Hospitality Inquiry Co-Chairs Linda Johnston (Auchrannie Resort) and Satnam Ner (Fair Work Convention and Prospect) along with the Minister for Employment and Investment, Tom Arthur MSP. The event also included reflections from our Hospitality Inquiry members Marc Crothall (Scottish Tourism Alliance) and Bryan Simpson (Unite Hospitality).

The Inquiry makes 12 recommendations mainly for the Tourism and Hospitality Industry Leadership Group (THILG) formed of leaders from across the spectrum of the tourism and hospitality community, and further recommendations for the Scottish Government and the role it can play in furthering the adoption of fair work practices.

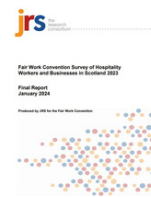
Once again, we see the benefits of the Convention's Inquiry process in convening key stakeholders, assessing and building on existing evidence, identifying key challenges and building consensus on next steps.



We are grateful to both Inquiry Chairs and members for their time, sharing of expertise and constructive engagement, and we are sure they will all continue to champion fair work in the hospitality sector in Scotland.

[Read more about the Hospitality Inquiry Findings here](#)

Hospitality Research published in 2024



[SURVEY OF HOSPITALITY WORKERS AND BUSINESSES IN SCOTLAND](#)



[LEVERS FOR FAIR WORK IN HOSPITALITY IN SCOTLAND](#)

Fair Work Policy Levers in Scotland

The Convention published two research reports in April: '[Fair Work Policy Levers in Scotland](#)' and '[Levers for Fair Work in Hospitality in Scotland](#)' both undertaken by the Scottish Centre for Employment Research at the University of Strathclyde.

The 'Fair work Policy Levers in Scotland' research explored possible new or adapted policy levers to improve fair work. The work identified and reviewed existing knowledge on fair work policy levers and how they can be applied to advance fair work in Scotland.

The 'Levers for Fair Work in Hospitality in Scotland' research underpinned the recommendations of our Hospitality Inquiry. The report presents stakeholder views on fair work challenges and opportunities in the hospitality industry.

Many of the levers suggested in this research aim to engage, support and encourage employers and to support peer-to-peer learning across the employer community. At a time when many employers are facing both labour shortages and increasingly socially conscious consumers, it is particularly important to engage them in debate and evidence as to how fair work might help them.

Constructive dialogue is crucial to delivering change that in turn delivers fair work across the hospitality industry and across the whole of Scotland.

For further information read - Fair Work Policy Levers – Research

FAIR WORK

POLICY

LEVERS

RESEARCH



University of
Strathclyde
Business
School



FAIR WORK
CONVENTION



Effective policymaking has a key role to play in pushing at the boundaries of the possible in the quest to become a fair work nation.

**PROFESSOR PATRICIA
FINDLAY**

DIRECTOR OF THE SCOTTISH CENTRE FOR
EMPLOYMENT RESEARCH

FAIR WORK CONVENTION CO CHAIR



How can policymakers deliver an economy and society characterised by fair work for all?

In her blog, Fair Work Convention Co Chair, Professor Patricia Findlay reflects on the Levers research and questions 'How can policymakers deliver an economy and society characterised by fair work for all?'

Read Patricia's Blog [here](#)



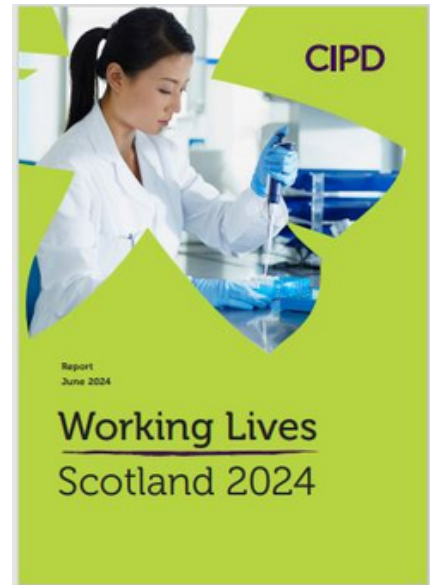
Connecting with our Strategic Partners



Working Lives Scotland annual report 2024

The Working Lives in Scotland report is a valuable insight into how workplaces in Scotland are progressing on their fair work journey. This year's report shows once again the importance of good management and the need for effective voice for workers in Scotland.

[Read the full Working Lives Scotland 2024 report and foreword from our Chairs here](#)



Throughout the year, the Convention have worked hard alongside our strategic partners to advocate fair work.

This year we were exhibitors at the Scottish Tourism Alliance's Signature Conference in Aberdeen and at STUC's 127th Annual Congress at Dundee's Caird Hall. These annual events are always a wonderful opportunity to promote the work of the Convention, to network and to make new connections.

Thank you to everyone who came along to talk to us at our stalls.



If you want to find out more about the work of the Convention and information about upcoming events we will be attending, **[sign up to our mailing list here](#)**.



YEAR IN REVIEW AND LOOK AHEAD TO 2025

GUEST BLOGS

Throughout the year we invite guest bloggers to contribute to our website reflecting on fair work in Scotland.

Here is a selection of blogs from across the year.

- **#BHM and Hospitality Workers blog - Satnam Ner**
- **Fair Work Convention members blog - Dawn Roberts**
- **What do employers tell us about the benefits of Living Wage accreditation? Living Wage Scotland**



YEAR IN REVIEW AND LOOK AHEAD TO 2025



Fair Work Convention members meet throughout the year and this year we have covered, discussed and debated many topics including the Employment Rights Bill, Community Wealth Building Legislation, the Minimum Income Guarantee, the retained EU Law Bill and progress of the Scottish National Investment Bank in embedding fair work, as well as inviting Scottish Government Ministers and Policy Leads to update the Convention on the priorities of the Government.

We have welcomed Dawn Roberts, Chief Executive of Dumfries and Galloway Council and Peter Hunter, UNISON Regional Manager for the North of Scotland as new members of the Convention this year. Dawn joins the Convention as the SOLACE representative and has replaced Jim Savage in this role.

We also would like to thank Lilian Macer, who after many years, has decided to step down as a member of the Convention, and Tracy Gilbert, who steps down from the Convention after winning the candidacy to represent Edinburgh North and Leith in the General Election. Lilian chaired our Social Care Inquiry and was a member of the Convention since its inception in 2015, and Tracy led the Fair Work Sub-group of the Retail Industry Leadership Group.

We wish Lilian, Tracy and Jim all the best in the future and know they will take our shared commitment to fair work into the important work they do.

We have welcomed regular meetings with the Minister for Employment and Investment, Tom Arthur MSP, and with the Director General of Economy, Gregor Irwin, as part of our commitment to working with the Scottish Government to ensure workers, businesses and communities continue to benefit from fair work.

Finally, we would like to congratulate the Fair Work Hospitality Inquiry Group on its report and recommendations. One of the accomplishments of the Fair Work Hospitality Inquiry was bringing employers, workers and unions together to encourage a culture of open communication, leadership support and empowerment which is a key element of Fair Work.

Delivering our recommendations will lead to a meaningful improvement in the working lives of everyone in the hospitality industry.

The Fair Work Convention are committed to working with employers across all sectors and industries in Scotland. We are excited to see the impact that fair work can deliver in 2025 and beyond.