FAIR WORK CONVENTION

Scotland's Fair Work Future

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Scotland stands at a defining moment in its fair work journey. Over the past decade, significant progress has been made. Yet the work is far from complete. More needs to be done to enhance fair work across Scotland's economy.

The 2026 Scottish Parliament election comes at a critical moment. The introduction of the new Employment Rights Act offers a unique chance to support employers and workers and build better social dialogue. Embedding fair work and stronger dialogue across our economy is crucial to raising productivity, supporting innovation that benefits everyone and helping businesses adapt and respond to changes in the world of work.

We know that Scotland faces ongoing economic challenges that demand resilience, adaptability and innovation. Fair work is not just a moral imperative; it is an economic necessity.

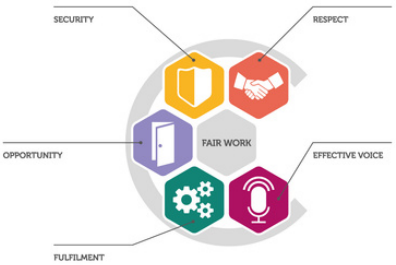
Entrenching fair work and improving social dialogue across all sectors will be critical to enabling businesses and workers to thrive in a changing environment. Both can help in tackling poverty and inequality, in harnessing technological advances responsibly and in supporting a Just Transition to a net zero carbon economy.

Now is the time to reaffirm our commitment to fair work and its crucial role in delivering the type of Scotland we want and need.

Professor Patricia Findlay **Chris Westcott**

Fair Work Convention Co-Chairs

The Convention's Renewed Vision



We are working towards a Scotland that leads globally in fair work, ensuring opportunity, security, respect, fulfilment, and effective voice for all.

Security: Secure employment with regular hours and career progression opportunities.

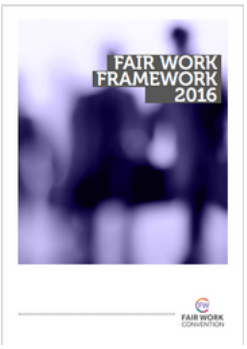
Respect: Safe, healthy and supportive work practices and relationships that promote wellbeing and deliver flexibility that works for all.

Fulfilment: Investment in skills for the present and the future in jobs that offer meaning, autonomy and involvement in decision-making.

Opportunity: Inclusive employment for all of Scotland's people.

Effective Voice: Genuine opportunities for effective worker voice at multiple levels, particularly through collective bargaining and access to workplaces for unions.

The Fair Work Convention will use its influence across stakeholders providing independent scrutiny and monitoring progress to translate our vision into real and measurable outcomes for workers, employers and society.



The Convention's Unique Role

The Fair Work Convention is an independent body made up of trade union and employer representatives from the public, private and third sectors, and an academic advisor.

The Fair Work Convention plays a unique role in delivering fair work by:

- providing advice and guidance to Government;
- conducting research and inquiries;
- monitoring progress on fair work; and
- encouraging the adoption of fair work across the economy.

Recognised internationally, the Convention is highly regarded for driving fair work in Scotland. Through social dialogue and our convening power, we deliver practical, actionable solutions that can make fair work a reality.

FAIR WORK CONVENTION

Why Fair Work Matters

Fair work builds the kind of economy that works for everyone.

Fair work:

- Drives economic prosperity.
- Drives business success.
- Helps employers build strong and resilient businesses for the future.
- Increases productivity.
- Helps address child poverty.
- Helps address ingrained inequality.
- Supports skills development.
- Improves work-related health and wellbeing.
- Helps provide effective routes into work for all of Scotland's people.
- Supports delivery of a Just Transition to a zero-carbon economy.
- Helps employers adopt new technologies in a fair, inclusive and effective way.
- Supports innovation.

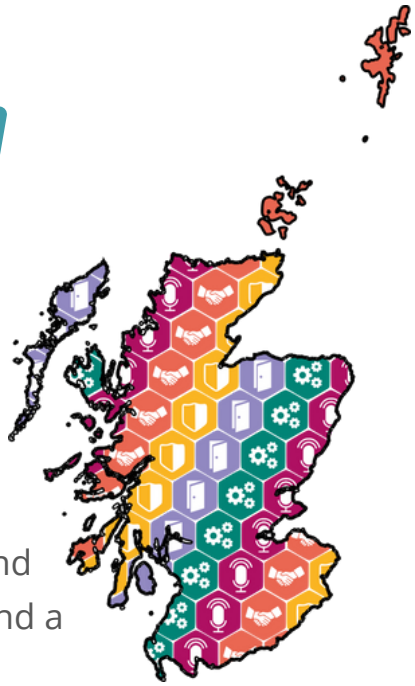
Key Areas of Focus

Government plays an important facilitating role in encouraging employers to deliver fair work across the economy.

The incoming Scottish Government should:

- Maximise the use of devolved powers to deliver fair work.
- Ensure all public money supports fair work.
- Seek to expand collective bargaining and build social dialogue structures - empowering employers and unions to build good relations and drive sector-specific progress on fair work.
- Create a widespread understanding of fair work and new provisions under the Employment Rights Act amongst all employers and workers across Scotland.
- Work with enforcement bodies to enhance enforcement of statutory rights, creating a level playing field for employers and workers across the economy by tackling exploitation and exploitative business models.
- Develop skills and employability approaches that support the delivery of fair work and a Just Transition.
- Deliver exemplar public sector workplaces in Scotland, with equality embedded at the heart of fair work – role modelling inclusive workplaces where opportunity and progression are open to all.

What Scotland needs you to do



Scotland is already making progress in its fair work journey but to go further the incoming Scottish Government must:

- [ ] Put fair work at the heart of its economic policy and commit to the Convention's vision to make Scotland a global leader in fair work.
- [ ] Deliver sectoral bargaining in social care from 2026 and support its development in Early Learning and Childcare.
- [ ] Raise awareness, capability and capacity of fair work and collective employment relations amongst employers, unions and workers.
- [ ] Build fair work effectively into key policies and economic structures, working with the Fair Work Convention to:
    - Create clear fair work targets and actions for the life of the next Parliament.
    - Embed fair work objectives and measures consistently within Active Labour Market Policies.
    - Improve labour market data quality at a Scottish level.
    - Improve the effectiveness of fair work conditionality within public spending and procurement.
    - Gather international learnings and consider how they can be applied within the Scottish context.
- [ ] Continue to fund the Fair Work Convention recognising its pivotal role in supporting and driving forward fair work in Scotland.

Join us in working towards a Scotland that leads globally in fair work, ensuring opportunity, security, respect, fulfilment, and effective voice for all.

Your hours should be agreed and predictable, and enough to earn a decent living.

Respectful relationships at all levels are essential to fair work.

Workers who are fulfilled in their jobs are more likely to be engaged, committed and healthy.

As an individual or as part of a union, your voice matters.

You should have equal access to fair work, training and progression.