



# EMPLOYERS!

**Are you looking to become a fairer and more flexible employer?**

We want to support all businesses who are looking to take their first steps towards implementing the fair work agenda.

## The Fair Work Convention tells us:

### The Fair Work Vision

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.

### Definition

Fair work is work that offers all individuals effective voice, opportunity, security, fulfilment and respect.

### Purpose

To balance the rights and responsibilities of employers and workers which can generate benefits for individuals, organisations and society.

## There are 5 Indicators of Fair Work

<b>1</b> <b>Improving Respect at Work</b> <ul style="list-style-type: none"> <li>• Closing the Pay Gap</li> <li>• Health, Safety &amp; Wellbeing</li> </ul>	<b>2</b> <b>Improving Security at Work</b> <ul style="list-style-type: none"> <li>• Offering Stable Contracts</li> <li>• Paying Real Living Wage</li> </ul>
<b>3</b> <b>Improving Opportunity at Work</b> <ul style="list-style-type: none"> <li>• Employing and Retaining a Diverse Workforce</li> <li>• Flexible Working</li> </ul>	<b>4</b> <b>Improving Fulfilment at Work</b> <ul style="list-style-type: none"> <li>• Access to Training &amp; Development</li> <li>• Encouraging Personal Growth and Career Progression</li> </ul>
<b>5</b> <b>Improving Effective Voices at Work</b> <ul style="list-style-type: none"> <li>• Trade Union or Employee Representation</li> <li>• Clear Communication Channels</li> </ul>	

Extensive research has shown that the outcomes of implementing fair work practices include:

Improved mental wellbeing	Reduced in-work poverty	Increased job satisfaction
Increased talent retention	Improved employee skills	Increased productivity

*“Recognising the adaptability of our workforce, we decided to pilot a 4 day week: This has been well received, staff are feeling the benefit of a supported work life balance, productivity has remained constant and there has been no impact to customer service.”*

Caroline McFarlane, Director, Limelight Careers

Turn over to find out how you can get involved and start your fair work journey

# FIND OUT MORE ABOUT FAIR WORK...



Fair Work Employer Support Tool, Scottish Enterprise  
[www.fairworktool.scot](http://www.fairworktool.scot)

2025 vision for Fair Work  
[www.gov.scot/publications/fair-work-action-plan](http://www.gov.scot/publications/fair-work-action-plan)

What is Fair Work?  
[www.fairworkconvention.scot/the-fair-work-framework/](http://www.fairworkconvention.scot/the-fair-work-framework/)

Fair Work First  
Fair Work First: guidance - gov.scot ([www.gov.scot](http://www.gov.scot))

Become a Living Wage employer  
<https://www.livingwage.org.uk/what-real-living-wage>

Commit to the Scottish Business Pledge  
<https://scottishbusinesspledge.scot/>

Become a Disability Confident employer  
<https://www.gov.uk/government/collections/disability-confident-campaign>

Find out about The Equality Act  
<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Learn more about the support available through Investors in People  
<https://www.investorsinpeople.com/>

Find out about Flexibility Works  
<https://www.flexibilityworks.org/>

Your business can benefit from 'Access to Work'  
<https://www.gov.uk/access-to-work>

**Please note** *this is not an extensive list of support available, please get in touch to find out more*

We would love to help your business embark on or continue on your fair work journey. To request facilitation or an informal chat about your aspirations, please get in touch. [iee@capitalcitypartnership.org](mailto:iee@capitalcitypartnership.org)

This project is supported by



Scottish Government  
Riaghaltas na h-Alba  
[gov.scot](http://gov.scot)



CITY REGION DEAL  
Edinburgh & South East Scotland

INTEGRATED  
EMPLOYER ENGAGEMENT



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