



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

1

Improving Respect at Work

- Closing the Pay Gap
- Health, Safety & Wellbeing

2

Improving Security at Work

- Offering Stable Contracts
- Paying Real Living Wage

3

Improving Opportunity at Work

- Employing and Retaining a Diverse Workforce
- Flexible Working

4

Improving Fulfilment at Work

- Access to Training & Development
- Encouraging Personal Growth and Career Progression

5

Improving Effective Voices at Work

- Trade Union or Employee Representation
- Clear Communication Channels

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

2025 vision for Fair Work
www.gov.scot/publications/fair-work-action-plan

What is Fair Work?
www.fairworkconvention.scot/the-fair-work-framework/

Fair Work First
Fair Work First: guidance - gov.scot (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

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Scottish Government
Riaghaltas na h-Alba
gov.scot



CITY REGION DEAL
Edinburgh & South East Scotland

INTEGRATED
EMPLOYER ENGAGEMENT



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All content relating to The Fair Work Vision and Indicators have been extracted from
www.fairworkconvention.scot