What is Fair Work?

Fair Work practices can generate a range of benefits individuals, organisations and society. The Fair Work Convention produced its <u>Fair Work Framework</u> for Scotland on 21 March 2016. It identified five main dimensions that define Fair Work and set out a vision 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.

SECURITY:

Security of employment, work and income are important foundations of a succesful life. This can be achieved through, for example:

- Fair pay (for example, the real Living Wage)
- No inappropriate use of zero hours contracts or exploitative working patterns
- Collective arrangement for pay and conditions
- Building stability into contractual arrangements
- Flexible working to align with family life and caring commitments
- · Employment security arrangements
- Fair opportunity for pay progression
- Sick pay and pension

RESPECT:

Fair Work is work in which people are respected and treated respectfully, whatever their role and status. This can be achieved through, for example:

- Considering the concerns of others
- · Respect of behaviours and attitudes
- Policies and practices which are understood and applied that respect health, safety and well-being
- Respect of workers' personal and family lives
- Opportunities for flexible working

OPPORTUNITY:

Fair opportunity allows people to access and progress in work and employment and is a crucial dimension of Fair Work. This can be achieved through, for example:

- Robust recruitment and selection procedures
- Paid internships
- Training and development opportunities
- Promotion and progression practices
- Buddying and mentoring
- Engaging with diverse and local communities

FAIR WORK

FULFILMENT:

It is widely accepted that fulfilment is a key factor in both individual and organisational wellbeing. This includes the opportunity to use one's skills, to be able to influence work, to have some control and to have access to training and development. This can be achieved through, for example:

- Effective skills use
- Autonomy, opportunities to problem solve and make a difference
- Investing in training, learning and skills development and career advancement

EFFECTIVE VOICE:

The ability to speak, individually or collectively, for example, through a recognised trade union, and to be listened to, is closely linked to the development of respecful and reciprocal workplace relationships. Effective voice underpins the other dimensions of Fair Work, and real dialogue between organisational stakeholders can help deliver on opportunity, security, fulfilment and respect. This can be achieved through, for example:

- Enabling staff to have a voice at all levels
- Openness, transparency, dialogue and tolerance of different views
- Formal and informal structures
- Union recognition and collective bargaining