

SUBMISSION FROM THE FAIR WORK CONVENTION

Fair Work for Scotland – FWC working definition

Fair Work is work that provides opportunity, fulfilment, security, dignity and effective voice.


Fair Work is about outcomes, not just processes.

Fair Work balances the rights and responsibilities of employers and employees.

Fair Work can generate mutual benefits for individuals, organisations and for society.

Fair work themes:

Opportunity	Fulfilment	Security	Respect	Effective Voice
<i>Access to work</i>	<i>The nature of work</i>	<i>Employment conditions</i>	<i>Treatment and relationships</i>	<i>Dialogue and decision-making</i>
Equality of access Inclusion/diversity Internships/probation ...	Skills; skills use; education, training and learning; development/progression Job design; autonomy; discretion Work demands; pace; intensity Safe/healthy work ...	Pay and benefits Job and employment security/stability Hours – stability/flexibility, scheduling and work-life alignment ...	Dignified and respectful treatment Social support Trust Due process ... (ETs) ...	Voice - individual and collective Participation Bargaining/agreement making ... ----- Social dialogue ...

		Fair Work Trajectory?		
	(Minimum standards/ Compliance)	Basic	Intermediate/ Developing	Flourishing (what good looks like)
				
Opportunity Access to work	?	?	?	?
Fulfilment The nature of work	?	?	?	?
Security Employment conditions	?	?	?	?
Respect Treatment and relationships	?	?	?	?
Effective Voice Dialogue and decision-making	?	?	?	?