



# EMPLOYERS!

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

**We want to support all businesses who are looking to develop or take their first steps towards implementing the Fair Work Agenda.**

## **DID YOU KNOW....**

### **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.

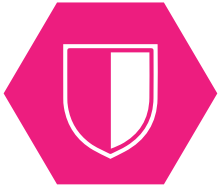
**Read on to find out how you can get involved, continue on or start your Fair Work journey**

# THERE ARE 5 INDICATORS OF FAIR WORK



## 1. Improving Respect at Work

- Closing the Pay Gap
- Health, Safety and 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 and 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

# FIND OUT MORE ABOUT FAIR WORK...

Under the Edinburgh and South East Scotland City Region Deal, we have worked with partners across the region to identify the best tools and resources to help you on your journey.

## **What is Fair Work?**

[www.fairworkconvention.scot/the-fair-work-framework/](http://www.fairworkconvention.scot/the-fair-work-framework/)

## **2025 Vision for Fair Work**

[www.gov.scot/publications/fair-work-action-plan](http://www.gov.scot/publications/fair-work-action-plan)

## **Fair Work Employer Support Tool, Scottish Enterprise**

[www.fairworktool.scot](http://www.fairworktool.scot)

## **Fair Work First**

<https://www.gov.scot/publications/fair-work-first-guidance-2/>

## **Become a Living Wage Employer**

<https://scottishlivingwage.org/>

## **Become a Living Hours Employer**

<https://scottishlivingwage.org/living-hours/>

## **What is The Equality Act 2010?**

This aims to protect people from discrimination, harassment and victimisation. The 9 protected characteristics are: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

<https://www.gov.uk/guidance/equality-act-2010-guidance>

## **Become a Disability Confident Employer**

<https://www.gov.uk/government/collections/disability-confident-campaign>

## **Making Work Better through Investors in People**

<https://www.investorsinpeople.com/>

## **Create a Successful Flexible Working Culture**

<https://www.flexibilityworks.org/>

## **Access to Work Support for Employees and Businesses**

<https://www.gov.uk/access-to-work>

**Access the QR code to find out more**





## Find out about The Equality Act 2010

This aims to protect people from discrimination, harassment and victimisation. The protected characteristics are; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

<https://www.gov.uk/guidance/equality-act-2010-guidance>



We would love to help your business embark on or continue 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)**

We would like to offer our thanks to Scottish Enterprise for their guidance in creating this support product.

All content relating to The Fair Work Vision and Indicators are correct at the time of going to print and have been extracted from

**[www.fairworkconvention.scot](http://www.fairworkconvention.scot)**

This project is supported by



Scottish Government  
Riaghaltas na h-Alba  
gov.scot



CITY REGION DEAL  
Edinburgh & South East Scotland

