

Alison Henderson

Fair Work...a framework that can help businesses improve their people management.

Helping members to connect, communicate and develop

**Dundee
& Angus**
CHAMBER OF
COMMERCE



“Putting fair work at the heart of Scotland’s workplaces and economy”

[SG Fair Work First guidance](#)

[Fair Work Convention](#)

[The Fair Work Framework](#)



The Fair Work Dimensions

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

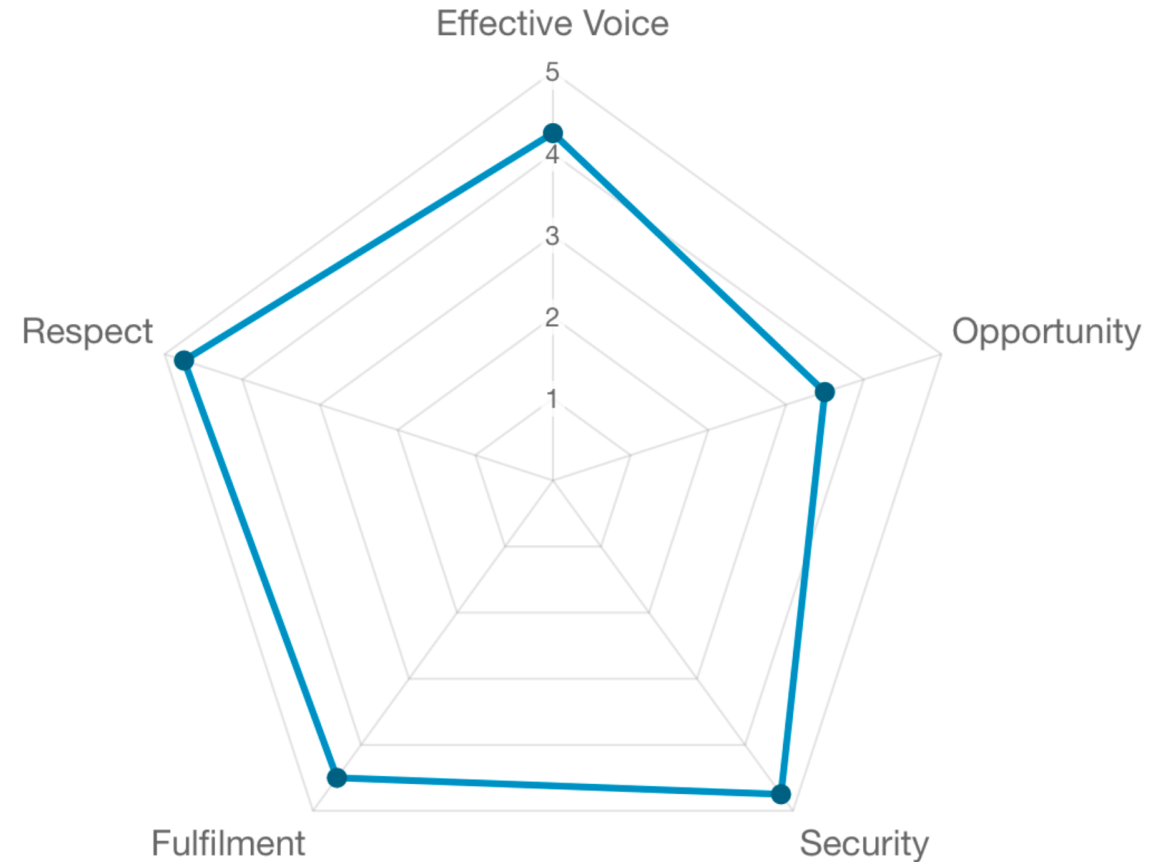
It balances the rights and responsibilities of employers and workers. It generates benefits for individuals, organisations and society.



Self Assessment Tool

“Our vision is 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”

<https://quiz.fairworkconvention.scot>



Fair Work Employer Support Tool

- **Effective Voice** *14 recommended resources*
- **Opportunity** *22 recommended resources*
- **Security** *15 recommended resources*
- **Fulfilment** *16 recommended resources*
- **Respect** *14 recommended resources*

Report: a Summary of where you scored, next steps and linked recommendations (You can view these from your online report.)

Accreditations & Policies

- **Living Wage Accreditation & Awards**
- **Employee Voice:** *Regular surveys & implementing policies (Carers)*
- **Security:** *equal pay, agreed hours, flexible working (part-time, study)*
- **Fulfilment:** *training, autonomy, challenge & personal development*
- **Respect:** *dignity at work, wellbeing, emotional intelligence*

Benefits

- Increased Productivity and Performance
- Staff Retention and Engagement
- Recruitment and Positive reputation
- Connections to public contracts, like-minded businesses
- Making a place-based & positive impact

