

What is Fair Work?



Fair Work is work that provides workers with an effective voice, respect, security, fulfilment and opportunities for development and progression with the workplace.

The Scottish Government's vision is for Scotland to be a leading Fair Work nation by 2025 and is committed to promoting fair work.

There are five dimensions:

1 Effective Voice: workers have the appropriate channels to allow them to be heard and to participate in decision-making processes that affect their work.

2 Opportunity: access to training and development opportunities to enhance skills and allow career progression.

3 Security: security of employment, work and income to enable workers to live a successful life.

4 Fulfilment: workers are supported in achieving their full potential and are recognised for their contributions in the workplace.

5 Respect: being treated with dignity and respect with diversity and differences being valued.

The adoption of Fair Work practices does not have to be costly to employers.

Many employers in Scotland already implement work practices providing safe and secure working environments and promoting positive workplace cultures where staff are engaged and have their voices heard.

Good businesses recognise that a well-paid respected and diverse workforce is more productive.



The benefits of Fair Work to employer and worker



Benefits to the company include:

- › **Improved worker morale and job satisfaction:** workers who are treated fairly are more likely to be motivated, engaged, and committed to their jobs. This can lead to higher job satisfaction, which, in turn can improve staff retention, reduce staff turnover costs, and increase productivity.
- › **Company reputation:** companies that adopt fair work practices are seen as more responsible and trustworthy, which can enhance their reputation as a good employer.
- › **Increased competitiveness:** companies can attract and retain the best talent, which can give them a competitive edge in the market.
- › **Improved productivity:** fair work practices can lead to more positive and supportive work environment, which can increase productivity and efficiency.

- › **Better employee health and well-being:** companies that prioritise fair work practices are more likely to promote workers health and well-being, which can reduce absenteeism and improve overall performance.

Mutual benefits to both workers and companies include:

- › **Fair pay:** paying a fair wage.
- › **Safer working conditions:** helps make sure workers have safe and healthy working conditions which can reduce the risk of workplace accidents and injuries.
- › **Improved work-life balance:** promoting work-life balance by offering flexible work patterns can help workers balance work and personal responsibilities can attract talent and reduce staff turnover.

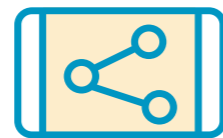
- › **Greater job security:** job security can reduce the stress and uncertainty associated with job insecurity.
- › **Increased job satisfaction:** by providing workers with opportunities for professional development, recognition for their contributions, and a positive work environment, it can lead to higher job satisfaction
- › **Access to training and development:** fair work practices can provide workers with access to training and development opportunities, which can help them build new skills and advance their careers.





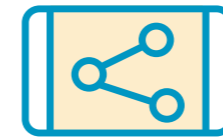
Want to know more?

Fair work practices can bring mutual benefit to workers and companies. Find out more here:



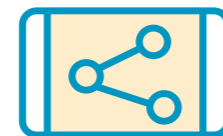
Fair Work employer support tool

This has been developed to support employers across Scotland to embed fair work practices within their organisations.



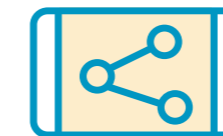
Fair Work workshops

These give you the time and space to learn more about fair work, network with other businesses to hear which fair work practices work for them, and how being a fair work employer can be beneficial to your business and your workers.



Fair Work case studies (FDF)

A guide to Fair Work from the Food & Drink Federation Scotland, with examples from individual businesses



Leadership and management development

Make sure your managers have the right skills to have a positive impact on your workers.