



Llywodraeth Cymru
Welsh Government

REPORT, DOCUMENT

Fair Work Commission recommendations: progress report 2024

A report on progress made against the Fair Work Commission's recommendations.

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Introduction

The Fair Work Commission published its Fair Work Wales report in May 2019. The Welsh Government formally accepted the 6 priority recommendations in the report.

All 6 priority recommendations have been implemented and delivered. The remaining 42 recommendations were accepted in principle. Of these, the majority have either been delivered or their delivery is in progress.

There are a number of recommendations that are in progress. This is largely a consequence of many recommendations specifically calling for or requiring ongoing activity, rather than the finality of an action that can be delivered and then closed off.

There are a very small number of recommendations that we accepted in principle, but on which significant feasibility and suitability issues have become apparent following further policy consideration and exploration.

In each case where we have not been able to progress a recommendation in the precise way in which the Commission may have intended, we have identified alternative approaches and methods to deliver on the intention and objective behind the recommendation.

In the last year, we gone beyond the Fair Work Wales report in launching the Unions and the World of Work project, supported continued growth in the number of Real Living Wage (RLW) accredited employers and workers covered by the RLW uplifts delivered through accreditation, and taken forward developments at a sector level through the Social Care Fair Work Forum and Retail Forum.

We are determined in using all of our levers to promote and encourage fair work

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and to do so in ways that allow us to respond to new challenges and opportunities.

Priority recommendations: accepted in full

Recommendation 1: we recommend fair work be seen to be a responsibility of all Welsh Government Ministers and officials

Action to date

We have established a common definition of fair work across Government that has the full support of all Welsh Ministers, and which is at the heart of our Programme for Government and cross-government approaches like the [Employability and Skills Plan](#) and our [Anti-racist Wales Action Plan](#).

Status

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Recommendation 2: we recommend the (Fair Work Commission's) definition and characteristics of fair work should be adopted and used across the Welsh Government and in its promotion of fair work

Action to date

The definition of fair work provided by the Fair Work Commission is guiding the approach to fair work across all portfolios. For example, the fair work pillar of the [Economic Contract](#) has been changed to reflect this definition.

Status

Delivered.

Recommendation 10(b): we recommend that our observations and recommendations inform the development of the proposed Social Partnership Act

Action to date

We have used the Fair Work Commission's work to inform the [Social Partnership and Public Procurement \(Wales\) Act 2023](#).

Status

Delivered.

Recommendation 26: we recommend that the Welsh Government state a public policy commitment to promoting trade unions and collective bargaining

Action to date

We continue to issue **communications** and **statements** to promote the role of Trade Unions, we have worked alongside the Wales TUC to develop the **Unions and the World of Work pilot project** and we promote the TUC's 'find a union tool' on our website.

Status

Delivered.

Recommendation 35: we recommend the creation of an adequately funded and appropriately staffed Office for Fair Work

Action to date

We have established a Directorate within the Welsh Government which contains civil servants, alongside individuals seconded from the social partners, to lead

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and co-ordinate the social partnership and fair work agenda.

Status

Delivered.

Recommendation 42: we recommend that Ministers be required to report internally on a regular basis on how fair work is being advanced within their area

Action to date

Internally, we use a Business Information Reporting Tool (BIRT) which provides a simple and consistent means of recording, monitoring and reporting against activity across Government, including in relation to fair work.

Status

Delivered.

Other recommendations: accepted in principle

Recommendation 3: we recommend the Welsh Government engages with its social partners and wider stakeholders to identify what is appropriate and achievable in different contexts in relation to the

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indicators of fair work characteristics and to provide sustainability to the definition over time

Action to date

We are in constant touch with social partners about all aspects of fair work, including in relation to specific contexts such as **Social Care** and **Retail**. We are taking a pragmatic approach to this recommendation, which allows us to focus on particular areas of challenge and opportunity.

Status

In progress.

Recommendation 4: we recommend Welsh Government explores and takes all opportunities within its legislative competence to take forward fair work

Action to date

We have explored and tested legislative competence in our work to develop the **Social Partnership and Public Procurement (Wales) Act 2023**.

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Recommendation 5(a): we recommend Welsh Government accept the EHRC recommendation to improve the specific duties under the Equality Act (Statutory Duties) (Wales) Regulations 2011

Action to date

This recommendation is in part addressed with the publication of the Welsh Government's [Equality Plan and Objectives for 2020 to 2024](#) and the longer-term ambition to review the Wales Specific Equality Duties.

Status

In progress.

Recommendation 5(b): Welsh Ministers should make connections between the equality objectives which they set themselves under Government of Wales Act 2006 s 77 and fair work as set out in this Report

Action to date

We are embedding fair work into our equality action plans and we have established a [National Milestone](#) on an elimination of the pay gap for gender, disability and ethnicity by 2050.

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Status

Delivered.

Recommendation 6(a): we recommend that well-being objectives of public bodies set under the Well-being of Future Generations (Wales) Act 2015 incorporate fair work as defined by this Commission

Action to date

The [Social Partnership and Public Procurement \(Wales\) Act 2023](#) substitutes 'fair work' for 'decent work' in the 'A Prosperous Wales' well-being goal descriptor. We intend the amendment will commence on 1 April 2024 and this will trigger the need for public bodies to review their well-being objectives and in future, consider the change to the well-being goal in the setting or reviewing of any new well-being objectives.

Status

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Recommendation 6(b): we recommend the Fair Work Commission’s definition and characteristics of fair work should inform the way in which the well-being goals are developed and operated in practice and the work of the Future Generations Commissioner

Action to date

The [Social Partnership and Public Procurement \(Wales\) Act 2023](#) substitutes ‘fair work’ for ‘decent work’ in the ‘A Prosperous Wales’ well-being goal descriptor. We intend the amendment will commence on 1 April 2024 and this will trigger the need for public bodies to review their well-being objectives and in future, consider the change to the well-being goal in the setting or reviewing of any new well-being objectives.

Status

Delivered.

Recommendation 6(c): we recommend discussions take place with the Future Generations Commissioner with a view to implementing Recommendations 6a and 6b

Action to date

The [Social Partnership and Public Procurement \(Wales\) Act 2023](#) dovetails with the well-being goals.. We will continue to engage the Future Generations

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Commissioner on these matters.

Status

Delivered.

Recommendation 7(a): we recommend that in its current consideration of modernising the Agriculture Wages Orders the Panel should take full account of this Commission's definition and characteristics of fair work, including the integrated equality requirement, and that serious consideration should be given to ending the lower rate for those below age 25

Action to date

The definition of fair work has been brought to the attention of the Agricultural Advisory Panel and this recommendation has been raised with the Panel by Welsh Government officials and Welsh Ministers. The Panel has proposed some changes in its most recent consultation for the [Agricultural Wages Order 2024](#), but considers a differential between the minimum rates for agricultural workers 21 years and over and minimum rates for agricultural workers under 21 is appropriate.

Status

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Recommendation 7(b): the Commission recommends that the Agricultural Advisory Panel be asked to investigate and report on the feasibility of paying the Welsh living wage (equating to the real living wage) in Welsh agriculture, phased in over a 3 year period

Action to date

The Agricultural Advisory Panel have considered payment of the real living wage as a baseline for all wages and Welsh Ministers have engaged the Panel on this issue. To date, the Panel has considered the real living wage as the baseline for all wages to be unaffordable. We continue to engage the Panel on these matters.

Status

In progress.

Recommendation 8: we recommend that, following the imminent review of the Regulations, Welsh Government should assess whether the approach of linking delivery of quality public services to the well-being of workers, in order to make an intervention, is one which might be used in other regulated sectors

Action to date

The link between public service delivery and well-being has underpinned the [Social Partnership and Public Procurement \(Wales\) Act 2023](#) and the link between fair work and well-being forms part of our wider framing.

Status

In progress.

Recommendation 9: we recommend that the Welsh Government explore further opportunities to promote fair work using its power under section 60 of the Government of Wales Act (and other legislative powers to issue advice and guidance) to further social and economic well-being in Wales

Action to date

We have explored and tested Welsh Ministers executive powers under GOWA and the legislative competence of the Senedd as part of our work on the [Social Partnership and Public Procurement \(Wales\) Act 2023](#).

Status

Delivered.

Recommendation 10(a): we recommend that steps be taken to put social partnership on a firmer statutory basis in order to embed social partnership more securely and provide assurance of continuity

Action to date

The [Social Partnership and Public Procurement \(Wales\) Act 2023](#) has placed social partnership on a statutory footing through legislating for a Social Partnership Council and through the [Social Partnership Duty](#).

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Status

In progress.

Recommendation 11: where it lacks legislative competence the Welsh Government should use its influence to pro-actively press the UK Government for legislation conducive to furthering Fair Work Wales

Action to date

We have and will continue to press the case with the UK Government for enhanced protections, stronger enforcement and more effective sanctions which, when combined, will detect, deter and remedy non-compliance.

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Recommendation 12: we recommend the Welsh Government seek to ensure there is no weakening of existing employment rights following withdrawal from the European Union

Action to date

We have and will continue to make the case to the UK Government against a weakening of workers' rights or regulatory divergence that leaves UK workers less protected than their EU counterparts.

Status

In progress.

Recommendation 13: we recommend the Welsh Government take the opportunity provided by the UK Government's forthcoming consultation on proposals for a single labour market enforcement agency

Action to date

The UK Government are no longer committed to introducing a Single Enforcement Body. However, we have urged the UK Government to bring forward an Employment Bill that not only establishes a Single Enforcement Body, but a properly funded and empowered Single Enforcement Body that has the teeth and resources to tackle non-compliant behaviours and deter poor

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practice. We also continue to work to raise the profile of UK enforcement agencies in Wales and we have established a constructive relationship with the UK Government's Director of Labour Market Enforcement.

Status

In progress.

Recommendation 14: we recommend the Welsh Government develop and implement a strategy to improve the effectiveness of existing rights enforcement in Wales

Action to date

We have developed and delivered a workers' rights and responsibilities campaign to raise awareness of workers' rights and avenues of information, advice, and guidance. We have also established the Workplace Rights and Responsibilities Forum, which brings together employer representatives, trade unions, and workplace regulators like the HSE, the Gangmasters and Labour Abuse Authority and HMRC's minimum wage enforcement unit.

Status

In progress

Recommendation 15(a): we recommend the Welsh Government bring together statutory provisions (whether

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in employment law, company law, equality law or other) which confer rights or impose obligations relevant to fair work

Action to date

Employment rights is a complex and changeable landscape and is a reserved matter. There is a high risk that implementation of this recommendation could lead to material being produced which is inaccurate or which quickly becomes out of date. Poor and misleading information poses as big a risk as the absence of information. The approach we have adopted is to **signpost** to trusted sources (such as Acas), rather than attempt to reinterpret that information or produce alternative versions of that information. We also intend to raise awareness of relevant information, advice and support through the Workplace Rights and Responsibilities Forum, which we have established, and which brings together employer representatives, trade unions, and workplace regulators like the HSE, the Gangmasters and Labour Abuse Authority and HMRC's minimum wage enforcement unit.

Status

Alternative approach identified.

Recommendation 15(b): we recommend a targeted ‘know your rights’ campaign making full use of social media as well as other channels to increase awareness and knowledge of rights and how to seek redress

Action to date

We developed and delivered a **Workers' Rights and Responsibilities Campaign** to raise awareness of workers' rights and avenues of information, advice and guidance. We are now working to improve awareness of workers' rights and avenues to information, advice and support through the Workplace Rights and

Responsibilities Forum, which we have established, and which brings together employer representatives, trade unions, and workplace regulators like the HSE, the Gangmasters and Labour Abuse Authority and HMRC's minimum wage enforcement unit.

Status

In progress.

Recommendation 15(c): we recommend awareness of rights among prospective workers is increased through, for example, Careers Wales, Skills Gateway, and through work-based learning providers in relation to apprentices

Action to date

We are taking this forward through delivery of the **Employability and Skills Plan** within which “championing fair work for all” is one of its 5 key priorities.

Status

In progress.

Recommendation 16: we recommend the Welsh Government assist workers to enforce their rights by facilitating the availability of, and access to, advice and support, for example through funding support for advisory and support services

Action to date

We fund Citizens Advice to deliver **advisory services** and we have also worked with Acas to secure the delivery of bespoke webinars on workers’ rights and employer responsibilities. We continue to build on this, with for example, the delivery of bespoke **workshops** in specific sectors, and working through the Workplace Rights and Responsibilities Forum (see above) to promote and raise

awareness of information, advice and support.

Status

Delivered.

Recommendation 17(a): we recommend the Welsh Government (through the Office for Fair Work) seek out opportunities to support and enhance the enforcement role of UK enforcement agencies in Wales

Action to date

We have established a Workplace Rights and Responsibilities Forum which brings together employer representatives, trade unions, and workplace regulators like the HSE, the Gangmasters and Labour Abuse Authority and HMRC's minimum wage enforcement unit. Its purpose is to improve understanding of the rights and responsibilities landscape; identify common challenges and barriers; influence better outcomes; and improve communication and relationships between us all.

Status

In progress.

Recommendation 17(b): we recommend that, if a UK-wide whistleblowing point of contact is not created, the Welsh

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Government undertake a feasibility study on how it might be provided within Wales

Action to date

We have pressed the UK Government to establish a Single Enforcement Body and for it to act as a single point of contact. There are significant feasibility challenges to establishing a single point of contact in Wales for matters which are reserved and where the enforcement functions and ability to remedy concerns sit outside of our devolved responsibilities.

Status

In progress.

Recommendation 17(c): we recommend the Welsh Government co-ordinates information about organisations in Wales which have and have not complied with their statutory obligations, making this information easily accessible by the public

Action to date

We do not own and do not have comprehensive access to company-by-company information around non-compliance and so it is not possible for us to accurately and consistently 'name and shame' such organisations in the way envisaged by the Fair Work Commission. We instead press the UK Government

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to improve transparency around all forms of labour market non-compliance.

Status

Alternative approach identified.

Recommendation 18: we recommend public money should be provided only to organisations fulfilling or working towards fulfilling fair work; inward investors should be fair work organisations; infrastructure projects and large capital investment projects should be Fair Work Wales projects; and the focus and priorities of public sector contracting should shift towards social value, including fair work

Action to date

We have focussed our efforts on improving the reach and impact of the Economic Contract and [Code of Practice on Ethical Employment in Supply Chains](#) as routes through which we can have better assurance that the organisations we work with share our values (including in relation to fair work). In addition, the socially responsible procurement duty, in the [Social Partnership and Public Procurement \(Wales\) Act 2023](#), will strengthen the part that procurement and contract management can play.

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Recommendation 19: we recommend that, in keeping with its stated intention, the Welsh Government adopt the Fair Work Commission's definition of fair work in relation to the economic contract/calls for action/Economy Futures Fund

Action to date

We have revised the fair work pillar of the Economic Contract so that it now reflects the wording of the Fair Work Commission's definition of fair work.

Status

Delivered.

Recommendation 20: we recommend coverage should be extended to finance provided from the Development Bank of Wales and Business Wales (with the objective of assisting employers to meet fair work requirements rather than seeking to exclude them from funding)

Action to date

Work is underway to review the [Economic Contract](#) and its implementation and application.

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Status

In progress.

Recommendation 21: we recommend that the Fair Work Commission's definition and characteristics of fair work be adopted and given prominence within the Code of Practice: Ethical Employment in Supply Chains

Action to date

We have made changes to some of the guidance materials which accompany the Code of Practice on Ethical Employment in Supply Chains and are continuing to review the Code and its guidance in line with our wider approach to fair work.

Status

Delivered.

Recommendation 22: with regard to the Code of Practice: ethical employment in supply chains we recommend that signing up to the Code should be made a requirement of Welsh public bodies and those organisations in receipt of public funding; action should be taken to encourage a greater number of businesses not in receipt of public funding to sign up against set targets; signatories to the

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Code should be required to demonstrate how and what consideration has been given to paying the Real Living Wage, with an action plan to achieve this; sufficient resourcing to provide effective implementation and monitoring of the Code; signatories to the Code be required to be open to audit and monitoring

Action to date

Ongoing work has indicated that making the Code of Practice mandatory, in its entirety, would potentially have a number of unintended and undesirable consequences. Better traction, commitment, and delivery can be achieved by engaging, explaining, and encouraging organisations to sign up, as opposed to mandating them to do so. According to our records, more than 600 organisations have signed the Code since it was established in 2017.

Status

In progress.

Recommendation 23: we recommend that fair work is a guiding principle of the wider review into the use of public funding which is being developed

Action to date

We are embedding the fair work definition across the Welsh Government and

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ensuring that it is considered in programmes and interventions, particularly where public funding is supporting external organisations.

Status

In progress.

Recommendation 24: we recommend the Welsh Government, through monitoring experimentation elsewhere and/or through pilot schemes in Wales, ascertains what works in terms of other ways in which public funding can promote fair work (for example through rates or tax incentives)

Action to date

We are exploring opportunities to improve the link between public funding and its ability to encourage fair work, including looking at the lessons we can learn from the Scottish 'Fair Work First' approach.

Status

In progress.

Recommendation 25: we recommend the Welsh Government take all measures possible within its sphere of competence to support and promote trade unions and

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collective bargaining

Action to date

We have and will continue to promote trade unions (see action on recommendation 26) and the benefits for employers and workers of collective bargaining in our messaging. We regularly raise awareness of the role of trade unions, promote the benefits of being in a trade union, and celebrate the value of employers and trade unions working constructively and with mutual respect. We have consistently articulated that being in a trade union is the best way for workers to protect their rights at work, improve their pay, terms and conditions and ensure their voice is

heard. We also believe trade unions are resourceful partners in identifying and resolving workplace issues; improving health and safety; supporting workplace learning; and enabling employee engagement. Every worker has a legal right to join a trade union and we expect our devolved public bodies to provide trade union access, and we encourage businesses who we work with to provide trade union access so that workers have the opportunity and choice to be represented collectively.

Status

In progress.

Recommendation 27: we recommend that the Welsh Government continues its investment in Wales Union Learning Fund

Action to date

We are continuing to invest in the Wales Union Learning Fund, despite the pressures across the Welsh Government's budget for 24/25.

Status

Delivered.

Recommendation 28: we recommend that the Welsh Government develop and resource a communications and marketing strategy to create widespread awareness of the fair work agenda and generate enthusiasm for it

Action to date

We are using existing communications channels, including Business Wales, **Public Health Wales**, and working with social partners and other relevant organisations to make use of their communications channels and networks to promote the fair work agenda.

Status

In progress.

Recommendation 29: we recommend that the Welsh Government work with key stakeholders, allies and advocates of fair work to publicise and 'sell' the concept of Fair Work Wales, fostering active interest and engagement of the people of Wales in the fair work endeavour

Action to date

We want to establish employer role models who actively champion fair work to peers and showcase fair work through inspirational case studies that have wide reach and impact. We have sought the support of social partners with this. And we are supporting organisations such as Cynnal Cymru (the Real Living Wage accreditation partner in Wales) and Business in the Community to increase their capacity to engage employers.

Status

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Recommendation 30: we recommend that evidence of macro and micro level benefits of fair work, and of the negative organisational and societal impacts of unfair work, is marshalled and publicised

Action to date

We are making use of qualitative and quantitative evidence that supports the case for fair work, and which also indicates the disbenefits and hidden costs of unfair work. We have published a [Guide to Fair Work](#) which outlines the ethical, well-being and business case for fair work.

Status

In progress.

Recommendation 31: we recommend that the Welsh Government and public sector bodies ensure they are actively and visibly Fair Work Wales organisations

Action to date

We continue to emphasise the importance of the Welsh Government and the wider devolved public sector in leading by example on fair work as employers, policymakers and service providers, funders of other organisations and as procurers of goods and services. The [Social Partnership and Public Procurement \(Wales\) Act 2023](#) provides a further driver for that work.

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Status

In progress.

Recommendation 32: we recommend that Welsh Ministers should take every opportunity to use their influence to further promote and advertise fair work

Action to date

See response to recommendation 29.

Status

In progress.

Recommendation 32(a): we recommend the Welsh Government use its convening power to bring together fair work allies to create a lasting movement towards fair work

Action to date

See response to recommendation 29.

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Status

In progress.

Recommendation 32(b): we recommend the Welsh Government enlist the support and influence of willing employers to increase the visibility and desirability of fair work within the different business communities

Action to date

See response to recommendation 29.

Status

In progress.

Recommendation 33: we recommend that the Welsh Government, in consultation with its social partners, take the steps we indicate to assist and support willing employers to embody the characteristics of fair work in their organisations

Action to date

We are in regular and frequent dialogue with social partners about further steps

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that Government, social partners, and others can take to increase the prevalence of fair work.

Status

In progress.

Recommendation 34: we recommend the Welsh Government invite Acas, EHRC and other relevant bodies to work together to map their advice onto the characteristics and indicators of fair work elaborated in Part 2 of this Report

Action to date

We regularly engage with Acas and EHRC and they are aware of our fair work characteristics, and we signpost to their information as appropriate.

Status

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Recommendation 36: we recommend that the Welsh Government, working within social partnership, explores the feasibility of Fair Work Wales Forums with a view to initiating, fostering and supporting these

Action to date

We have established a **Social Care Fair Work Forum** and through discussion with social partners, we have identified that embedding social partnership and fair work into wider discussions can be more productive than setting up standalone 'fair work forums' which risk considering fair work in isolation from wider matters. This is the approach we have taken to the **Retail Forum** for example.

Status

Delivered.

Recommendation 37: we recommend a start be made by setting up a Fair Work Wales Forum in Social Care

Action to date

We established the **Social Care Fair Work Forum** and it, and its sub-groups continue to meet regularly.

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Status

Delivered.

Recommendation 38: we recommend a public-facing Fair Work Wales standard be developed based on the indicators of fair work characteristics set out in this Report

Action to date

We have concluded this is neither feasible nor suitable for several reasons including (i) we already have the Economic Contract and the Code of Practice and it makes sense to improve their reach and impact of these, rather than crowd the market with something new (ii) the extent of social partnership consensus on specifically what a 'standard' should require is unclear; (iii) the resource overhead of developing, delivering and maintaining a new accreditation is high and our capacity to do this is limited; (iv) given the breadth of fair work, it is inherently challenging to develop an all-encompassing standard relevant to all; (v) there are already various forms of accreditation relevant to particular aspects of fair work, such as Real Living Wage accreditation, we want to promote and not compete with these.

Status

Alternative approach identified.

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Recommendation 39: we recommend a (virtual) Fair Work Wales Observatory is set up to make available additional capacity and expertise in carrying fair work forward

Action to date

We are using a social partnership model to drive fair work and we are making use of evidence social partners provide, as well as that which emerges from think tanks and research bodies. We are also making use of official statistics and internal research resources. We will reconsider the value of establishing an Observatory when resources allow.

Status

Alternative approach identified

Recommendation 40: we recommend the Welsh Government establish a Fair Work Wales Fund, open to bids from civil society organisations and trade unions

Action to date

There is not sufficient headroom in our budget to currently allow for this. Our focus is on aligning and bending sources of funding across Government toward fair work and influencing the programmes and interventions of others.

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Status

Alternative approach identified.

Recommendation 41: we recommend a report setting out progress on implementation of the Fair Work Commission's recommendations should be presented no later than 6 months from the publication of this Report and at regular intervals thereafter

Action to date

We have made regular communications setting out progress and this report (and its predecessor) provides an update on each of the 48 recommendations.

Status

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Recommendation 43: we recommend that the technical annex to this Report, prepared by the Commission's Independent Expert Advisor, forms a starting point for discussions on a data infrastructure plan and data collection

Action to date

The technical annex has helped to inform our fair work outcome measures.

Status

Delivered.

Recommendation 44(a): we recommend the Welsh Government continue to boost the Welsh sample size of surveys which produce data of relevance to tracking fair work whenever the opportunity arises

Action to date

We have boosted sample sizes and successfully included national survey questions related to the fair work agenda.

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Status

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Recommendation 44(b): we recommend that the opportunity for engagement and consultation on future UK data collection exercises in this area should be pursued, so that the Welsh definition and characteristics of fair work feature more strongly and disaggregation of the resulting data is possible

Action to date

See response to 44(a).

Status

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Recommendation 44(c): relatedly we recommend the Welsh Government encourage the Office for National Statistics (ONS) to recognise the fair work data requirements of the devolved administrations

Action to date

See response to 44(a).

Status

Delivered.

Recommendation 45: we recommend a dedicated Welsh survey of employers be designed to track the characteristics of fair work as defined in this Report

Action to date

We have considered this recommendation and concluded there are existing mechanisms through which we can obtain feedback from employers, including improving existing surveys as they come up for review. We have also developed a set of fair work measures which allow us to use official statistics to track progress across the fair work characteristics.

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Status

Alternative approach identified.

Recommendation 46: we recommend the following in respect of the national indicators and national milestones: the two-thirds of the median UK wage indicator is replaced with one focused on the proportion of workers in Wales paid at or above the Welsh living wage; the job satisfaction indicator is removed; trade union recognition for collective bargaining is included as a national indicator; the Welsh living wage and collective bargaining indicators are adopted as national milestones. We support the proposal to make gender pay gap monitoring a national milestone and welcome the feasibility work on extending the milestone to disability and ethnicity pay differences

Action to date

We have made all 3 changes to the National Indicators and established a National Milestone on eliminating pay difference for gender, disability and ethnicity.

Status

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Recommendation 47: we recommend that fair work data are collected regularly in the National Survey for Wales, reflecting the Commission's definition of fair work

Action to date

See recommendation 44(a).

Status

Delivered.

Recommendation 48: we recommend that key administrative data are collected systematically by the Office for Fair Work to help monitor progress and to inform annual reporting on Fair Work Wales

Action to date

In conjunction with social partners, we developed a set of fair work outcome measures which enable us to track progress across the fair work characteristics. We will consider how we publish or report on those measures.

Status

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