

Update on Fair Work

1. At the beginning of last year the First Minister set out an ambition for Wales to become a Fair Work Nation, where everyone can access better jobs closer to home, develop their skills and careers, have decent, life enhancing work without experiencing exploitation or poverty, and where we all build prosperity and share in that prosperity.
2. A Fair Work Board was established which comprised the members of the Welsh Government's tripartite Social Partner Strategy Group - the Wales TUC, CBI, FSB and Commerce Cymru and was attended by the Chief Executive of Chwarae Teg. This provided a forum for early dialogue on the development of Fair Work. It made good initial progress in identifying the evidence gaps and the levers currently available to Welsh Government to promote and drive Fair Work across Wales.
3. In July this year First Minister appointed the Fair Work Commission; a small independent panel of experts to take forward the initial work of the Fair Work Board.
4. The Commission members are:
 - The Chair Professor Linda Dickens MBE, Emeritus Professor of Industrial Relations at the University of Warwick. A senior academic with an excellent national and international reputation in the field of employment relations, Linda has a demonstrable track record in the practical application of her knowledge and expertise across the public and private sectors, including through a number of public appointments. An experienced labour disputes arbitrator, mediator and inquiry chair, Linda was until recently a Deputy Chair of the Central Arbitration Committee and served on the Council of ACAS. Her current appointments include non-Executive Board Member of the Gangmasters and Labour Abuse Authority.
 - Sharanne Basham-Pyke is the Director of Shad Consultancy Ltd. It provides professional business and change management advice to the private, public and third sectors. She also is CEO of Talkflow a start-up software business and has a portfolio career as a Business Angel to a number of small businesses with a common theme – the desire to grow. Sharanne's background is the corporate world, joining BT in 1999 from a background in management consultancy.
 - Professor Edmund Heery, originally from Liverpool was educated at the universities of Cambridge and Essex and the London School of Economics. Since 1996 he has been Professor of Employment Relations at Cardiff Business School. Professor Heery is an expert on work and employment in the UK and has published research on trade unions, employers' organisations and the role of civil society in promoting fairness of work. His most recent research has examined the UK's voluntary Living Wage, including its adoption within Wales.

- Sarah Veale CBE retired as Head of Equality and Employment Rights at the TUC in 2015. At the TUC Sarah was responsible for the organisation's work on equality and trade union and employment rights. Until January 2017 she was a Board member at the Equality and Human Rights Commission. She is a member of the Regulatory Policy Committee, which provides independent assessment of Government regulatory and de-regulatory proposals. Sarah is a non-Executive Director of the United Kingdom Accreditation Service. She is a visiting fellow at the Greenwich University Business School and a Vice Chair of the Equality and Diversity Forum. Sarah is a Vice President of the Chartered Institute of Environmental Health. In the past Sarah was a member of the ACAS Council and the HSE Board. Sarah was awarded the CBE in 2006 for services to diversity. In 2012 Sarah was awarded an Honorary Doctorate in Laws by Oxford Brookes University.
5. The Commission is supported by Professor Alan Felstead as the Commission's Independent Expert Adviser. Professor Felstead is Research Professor at the School of Social Sciences, Cardiff University. His research focuses on skills, training and various aspects of job quality. He has generated research income of £7.3 million and has produced over 200 publications. Based on research evidence he has given independent expert advice to government departments such as the Department for Business, Energy and Industrial Strategy and agencies such as the UK Commission for Employment and Skills, the Government Office for Science, and the Office for National Statistics.
 6. The Commission's terms of reference are:
 - "On the basis of evidence and analysis the Commission is to make recommendations to promote and encourage fair work in Wales.
 - The Commission will develop indicators and measures of fair work and Identify data sources to help monitor progress. It will consider whether measures to promote fair work currently available to the Welsh government could be taken further and identify what new or additional steps might be taken, including new legislation, and make recommendations.
 - The Commission is to start work in July 2018 and report by March 2019."
 7. The Commission has met on two occasions and the notes of those meetings can be viewed on the Commission's website <https://beta.gov.wales/fair-work-commission>
 8. The Commission will consider existing research and analysis and will be asking for evidence during October addressing key questions in its terms of reference.

9. The Commissioners will hold meetings with:

- public and private sector employers
- representative bodies
- trade unions
- equality bodies and
- other major stakeholders.

10. It will also respond to requests for meetings from other interested parties.

11. The Commission launched its Call for Evidence on 12 October via the Fair Work Commission website at <https://beta.gov.wales/fair-work-commission> and will be open until 19 November 2018.

12. The Call for Evidence is aimed at a wide range of organisations and individuals across the public, private and third sectors. The Commission wishes to tap into a wide range of experience, views and research relevant to the Fair Work Commission's terms of reference. It is not a consultation on developed proposals but rather an early stage request for input to help the Commission formulate its proposals and shape the recommendations it will make to Ministers.