

Today we will cover.....

Policy context

What do we mean by Fair Work?

Why does Fair Work matter?

How we deliver? - policy levers and actions + challenges & constraints

Fair Work and the Act

Policy Context.....wider than the Act

Approach draws upon work of the then Fair Work Commission and its 2019 Report '[Fair Work Wales](#)' .

The Welsh Government has made progress with many of the recommendations in the Fair Work Wales report and has produced a [Progress Report](#) .

The Welsh Government has produced '[a guide to Fair Work](#)' – to improve understanding of what fair work means; why fair work matters; and how fair work can be promoted and advanced.

Policy emphasis on Fair Work reflected in the Welsh Government's Economic Mission, Economic Contract, and Employability and Skills Plan.

The [Social Partnership and Public Procurement \(Wales\) Act](#)

The What ?

Fair Work is.....

“where workers are fairly rewarded, heard and represented, secure and able to progress in a healthy, inclusive working environment where rights are respected.”

**Legal
Rights**

**Safe,
Healthy
&
Inclusive**

**Security
&
Flexibility**

**Fair
Reward**

**Opportunity
&
Progression**

**Worker Voice &
Representation**

The Why? - 3 arguments for Fair Work



Fair work- essential to social justice, well-being and prosperity



Right thing to
do morally and
ethically



Better physical
and mental
health and
wider wellbeing



Improve
recruitment and
retention; reduce
churn and
absence; better
organisational
performance

The How? - Policy Levers & Actions

Improve experience of work in devolved public services

Leverage our grants and procurement

Convene partners to promote, encourage and advocate for fair work and diffuse best practice

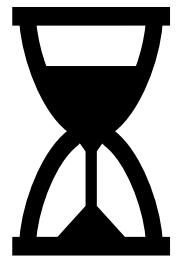
Support individuals with the skills and capabilities they need to access fair work

Influence reserved matters, through engaging with the UK Government and its agencies to promote Welsh interests.

- Sector level - established social partnership forums in [Social Care Fair Work Forum](#) and [Retail Forum](#).
- Individual dimensions of Fair Work - promoting take-up of the voluntary Real Living Wage & raising awareness of the role of trade unions.
- Broader level - Welsh Government has developed and promotes its [Economic Contract](#) and [Code of Practice on Ethical Employment in Supply Chains](#) as ways of promoting more responsible business behaviours.

Challenges to Progress at Scale and Pace

- **Powers (lack of)** : Employment rights and duties and industrial relations are reserved. Our ability to change behaviours in the private sector are limited to ‘soft’ levers.
- **Cultural and behavioural change**: We require long-term and sustained changes in operating cultures, behaviours and ways of working. Large scale behavioural change does not happen overnight.
- **Resource Limitations** : Limited financial and human resources – we cannot deliver this agenda without the support of external partners.



Fair Work and the Act

- Act does not legislate for specific fair work standards. Such action would be beyond the legislative competence of the Senedd.
- Act is about ensuring public bodies act in ways which help improve well-being and public service delivery.
- Limits of legislative competence frames the treatment of Fair Work in the Act:
 - only references to Fair Work in on the face of the Act concern the amendment of the “A prosperous Wales” wellbeing goal – “*Decent Work*” is replaced by “*Fair Work*”.
 - public bodies subject to the WFG Act must consider the change to the well-being goal when reviewing or setting their well-being objectives.