

Edinburgh Fair Work Charter

February 2024

5 pillars of Community Wealth Building



PLURAL
OWNERSHIP



FINANCIAL
POWER



**FAIR
EMPLOYMENT**

Changing the way that our economy functions, retaining more wealth and opportunity for the benefit of local people



PROGRESSIVE
PROCUREMENT



LAND AND
PROPERTY

Community Wealth Building



**FAIR
EMPLOYMENT**

Community Wealth Building aims to promote:

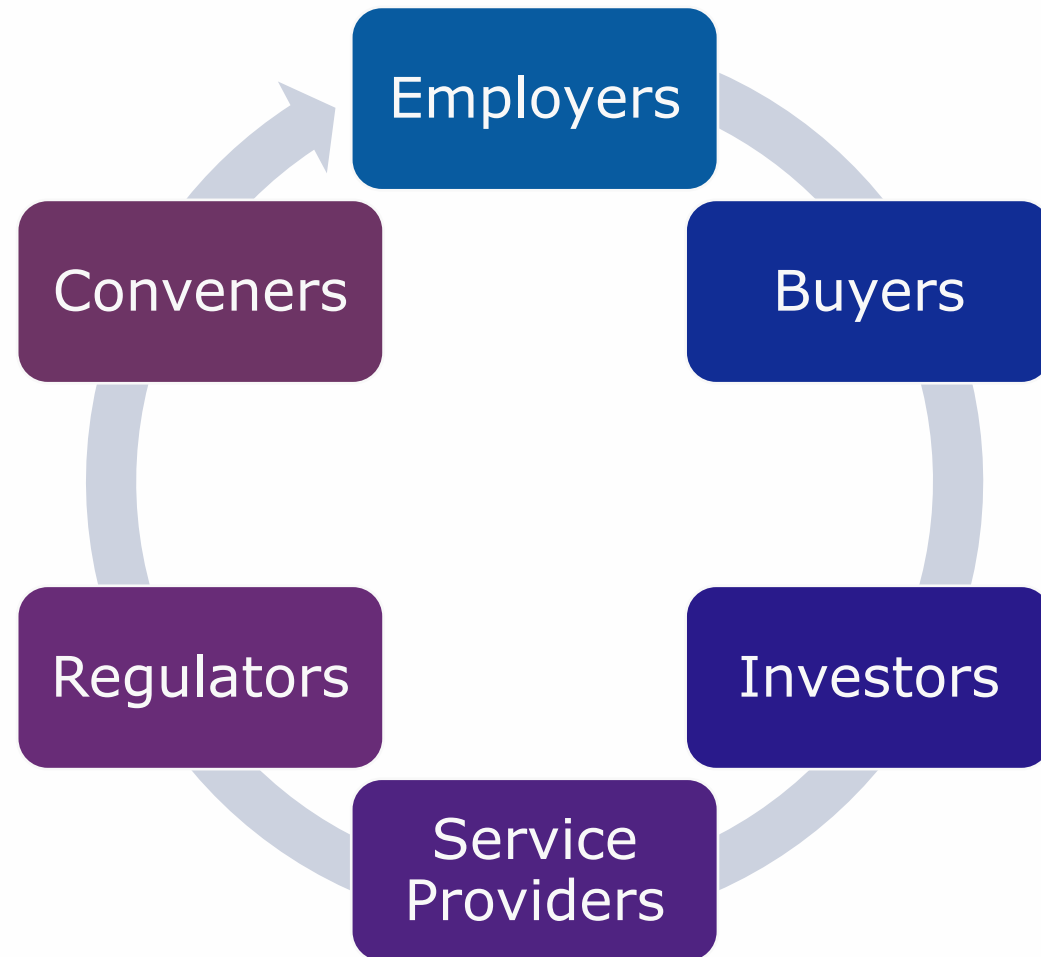
- Inclusive employment practices
- Payment of a living wage
- Progression routes for employees
- Recruitment from lower income areas
- Adoption of local 'good employment charters'

Outcomes

- People can access decent work that pays enough to live on
- More people in better paid jobs
- Fewer people struggling in low pay, low security jobs

Levers for change

Anchor institutions in Edinburgh have significant levers they can use to drive fair work in the city economy



Barriers for change

...but its not
always easy to
co-ordinate all
those levers
across one
organisation,
nevermind a
whole city

Definitions – what do we mean by 'fair work'?

Confusion – are we clear in what we are asking (of ourselves/of employers)?

Policy fatigue – how does fit 'fair work' fit alongside all the other asks we are making of employers?

Direction - are we all doing the same thing? is there potential for inconsistency?

Powers – where are there things we would like to do, but don't have the power?

Awareness – do the workers/employees of the city understand what Fair Work is?

Gaps – are we missing opportunities?

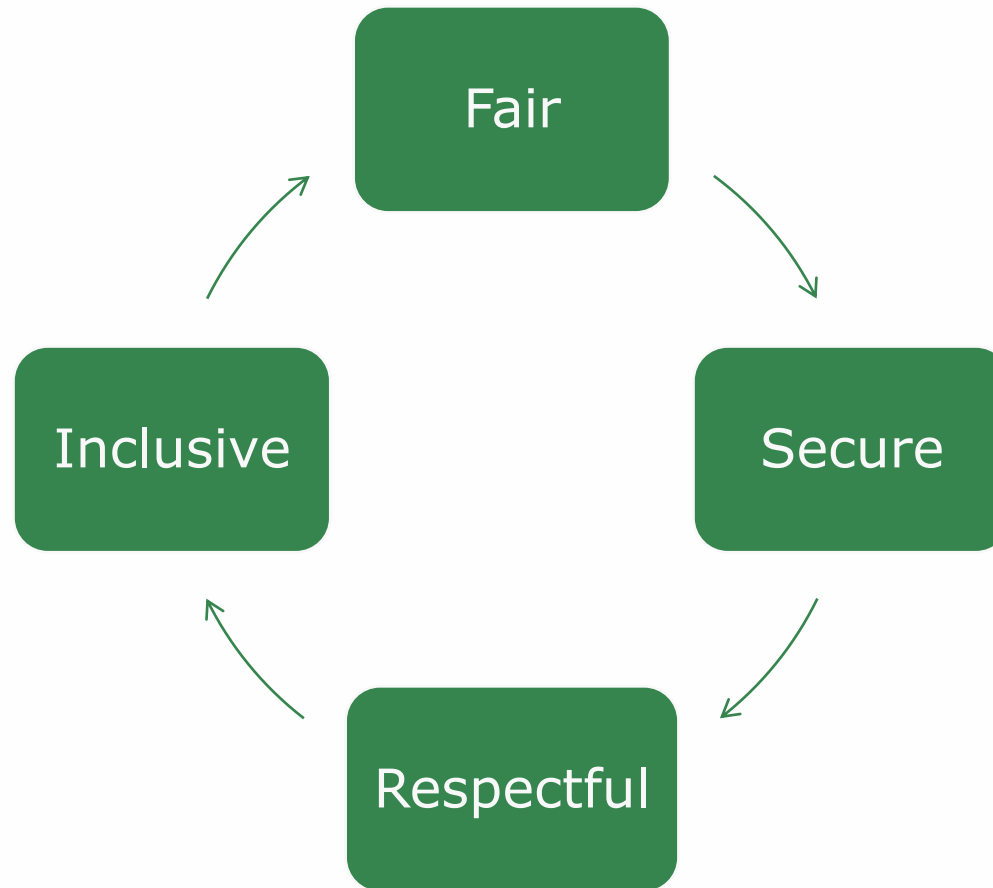
Edinburgh Fair Work Charter

The Edinburgh Fair Work Charter project is an attempt to address those barriers and...

- Provide one shared definition of what it takes for work to be 'fair' in Edinburgh
 - To be used by **employers, investors, and workers**
- To be a standard we can live up to as anchor institutions
 - ...and expect, encourage, support, incentivise others to live up to
- To be built on national guidance and advice, but locally specific to Edinburgh and adaptable to change
- Based on real engagement with Edinburgh employers and workers
 - A resource to encourage and guide, not a stick to beat with
- A practical resource that can be embedded by all partners in local policy and practice

Edinburgh Fair Work Charter

A draft charter has been developed and built around four principles



With definitions on what it means to be an **'aspiring'**, **'achieving'** or **'excelling'** employer in each principle

Edinburgh Fair Work Charter

Four options for an implementation model

Option 1: Do nothing

No charter. Continue to implement existing fair work policies.

No additional cost. No additional impact.

Option 2: Self-assessment guide

Create a self-assessment tool and guidance.

Create a web resource. Promote through existing partnerships and channels using existing staff resource.

Low impact. Low Cost

Option 3: Guidance and Support Programme

Create a self-assessment tool and guidance.

Embed and promote through Council policy. Create a web resource and marketing campaign. Establish a team to offer 1 to 1 support to employers and workers, with assistance to develop improvement plans.

Medium impact. Medium Cost

Option 4: Accreditation Scheme

Create a scheme for businesses to achieve accreditation as 'Fair Work Charter Member'.

As with Option 3 +

A Charter Board to approve accreditation and monitor compliance. Potential for financial incentives to encourage accreditation.

High impact. High Cost

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Next steps are to engage and improve the charter, and design a model of implementation

- Business Workshops
 - Social Enterprise Workshops
 - Partner Workshops
- Trades Union Workshops
- Employee focus groups
- Elected member briefings
- Internal Council Working Group
- UK best practice examples

Key questions

Is the charter content:

- Meaningful? Proportionate?
- Useable? Accessible?

Is the model of implementation:

- Practical? Resource requirements?
- Ownership? Scale?
- Impactful?

Edinburgh Fair Work Charter - timeline

2023

- Develop draft charter for implementation on FGFP

Jan –Jun 2024

- Engagement with employers, workers and partners on potential for a city-wide charter

August 2024

- Report findings and recommendations to Council

Autumn 2024

- Public consultation on preferred model

Winter 2024/25

- Launch Edinburgh Fair Work Charter

Edinburgh Fair Work Charter

What we need next:

- Help to create engagement opportunities
- Test the draft charter with your organisation
- Explore options for embedding a charter in anchor institutions (procurement/recruitment)
- Comment on the draft charter contents
- Comment on the implementation options

Thank you