Fair, Good and Decent Work, and Mentoring

SECURITY

Security of employment, work and income are important foundations of a succesful life. This can be achieved through, for example:

- Fair pay (for example, the real Living Wage)
- No inappropriate use of zero hours contracts or exploitative working patterns
- Collective arrangement for pay and conditions
- Building stability into contractual arrangements
- Flexible working to align with family life and caring commitments
- Employment security arrangements
- · Fair opportunity for pay progression
- · Sick pay and pension

RESPECT:

Fair Work is work in which people are respected and treated respectfully, whatever their role and status. This can be achieved through for example:

- · Considering the concerns of others
- · Respect of behaviours and attitudes
- Policies and practices which are understood and applied that respect health, safety and well-heing
- · Respect of workers' personal and family lives
- Opportunities for flexible working

OPPORTUNITY:

Fair opportunity allows people to access and progress in work and employment and is a crucial dimension of Fair Work. This can be achieved through, for example:

- · Robust recruitment and selection procedures
- · Paid internships
- Training and development opportunities
- Promotion and progression practices
- Buddying and mentoring
- Engaging with diverse and local community



FULFILMENT:

It is widely accepted that fulfilment is a key factor in both individual and organisational wellbeing. This includes the opportunity to use one's skills, to be able to influence work, to have some control and to have access to training and development. This can be achieved through, for example:

- · Effective skills use
- Autonomy, opportunities to problem solve and make a difference
- Investing in training, learning and skills development and career advancement

EFFECTIVE VOICE:

The ability to speak, individually or collectively, for example, through a recognised trade union, and to be listened to, is closely linked to the development of respectful and reciprocal workplace relationships. Effective voice underpins the other dimensions of Fair Work, and real dialogue between organisational stakeholders can help deliver on opportunity, security, fulfilment and respect. This can be achieved through, for example:

- Enabling staff to have a voice at all levels
- Openness, transparency, dialogue and tolerance of different views
- · Formal and informal structures
- · Union recognition and collective bargaining

The Fair Work dimensions are 'putting fair work at the heart of Scotland's workplaces and economy'.

Good Work England has, "an ambition that all work should be fair and decent, and for employers to offer opportunities that give individuals realistic scope to develop and progress"

The U.N. Sustainability Goal No.8 'Decent work and Economic Growth' defines "productive work for women and men in conditions of freedom, equity, security and human dignity"

Mentoring is a specific aspect of the Fair Work dimensions and XSectorMentor was designed to engage professionals from across all sectors and professions regardless of their background, to share knowledge and ideas, and develop personally, professionally and to improve their organisations.

Start and Scale Mentoring with our XSectorMentor Foundation and Advanced programmes.



