**Fair Work First**

Fair Work First (FWF) is the Scottish Government’s flagship policy for driving high quality and fair work across Scotland by applying fair work criteria to grants, other funding and contracts awarded across the public sector. Fair work is defined as work that offers effective voice, fulfilment, opportunity, respect, and security. Through the FWF approach, employers are being asked to adopt fair working practices, specifically:

* Appropriate channels for effective voice
* Payment of real living wage
* Investment in workforce development
* No inappropriate use of zero-hours contracts
* Action to tackle the gender pay gap and create a more diverse and inclusive workforce

Glasgow Guarantee is committed to implementing fair work principles, which is reflective in the current grant offer.

**Real Living Wage**

Scottish Government is committed to tackling the cost-of-living crisis, ensuring workers are paid a rate of pay that meets the cost of living and not the Scottish minimum. The real living wage is independently calculated based on what people need to earn to get by. Glasgow Guarantee requires employers to pay the Real Living Wage, which is currently £12 per hour.

**Effective Voice**

For individuals to have an effective voice in the workplace is crucially important. Effective voice requires an environment where there is space for open conversation and for employees’ views to be expressed, listened too and to make a difference; it is a benefit to both the individual and the organisation. Employees, their representatives, and the employer should work in partnership to ensure the right decisions are made for fair and equitable work. Appropriate channels for effective voice can include trade union recognition.

To help your organisation progress Fair Work, please access the Fair Work tool - <https://fairworktool.scot/>

Full guidance on Fair Work First can be read online - <https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2023/03/fair-work-first-guidance-2/documents/fair-work-first-guidance-supporting-implementation-fair-work-first-workplaces-scotland/fair-work-first-guidance-supporting-implementation-fair-work-first-workplaces-scotland/govscot%3Adocument/fair-work-first-guidance-supporting-implementation-fair-work-first-workplaces-scotland.pdf>