

Cabinet Secretary for Fair Work, Skills and Training

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The Scottish
Government
Riaghaltas na h-Alba

Murdo Fraser MSP

Convener

Economy, Energy and Tourism Committee

The Scottish Parliament

Parliament Square,

Edinburgh

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4 November 2015

Dear Murdo,

I thought I should write to confirm the treatment of zero hours contracts in relation to the Scottish Business Pledge, given our discussion at Committee earlier today.

The Pledge website <https://scottishbusinesspledge.scot/> makes clear that to make a Business Pledge, a business has to be paying the living wage, already delivering on at least two other elements and committed to achieving the rest over time. Further, the "what should I do now" subsection on zero hours contracts concludes with a definitive statement that the Scottish Government "will not endorse a Pledge proposal where a company is employing people on exploitative zero hours contracts".

The latter point featured in the First Minister's letter of 30th October, which reaffirmed that the Scottish Government condemns the use of exploitative zero-hours contracts.

The Business Pledge is of course a partnership between government and firms to invest in a culture of innovation, productive work practices and internationalisation to boost productivity and competitiveness and responsible business practices including fair work and prompt payment. It therefore requires both the willingness of the company, and the Government's endorsement of their approach.

Yours
Roseanna
ROSEANNA CUNNINGHAM MSP

