12 The Fair Work Framework: Its future and evolution

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Abstract

This chapter revisits the concept of fair work as outlined in Chapter 1, taking each of the five dimensions as a framework for a comparative analysis. This chapter presents a cross-country comparison of fair work practices within the hospitality industry, drawing on data collected from Hospitality Worker Experience Surveys in six countries: Ireland, Norway, Scotland, Greece, New Zealand and Australia. Through an examination of these diverse contexts, the chapter identifies overarching trends and examined areas of divergence, contributing to the ongoing discussion surrounding the Fair Work framework. Advocating for change, the chapter examines the implications of the Fair Work framework for policy makers, employers and employees. Future research directions are considered.

Introduction

The concept of Fair Work, as explored throughout this book, highlights the significance of equitable and just treatment for all employees. As outlined in Chapter 1, notions of fair work, along with other terms such as dignified work, decent work, and good work have been debated and scrutinised widely. Increasingly used by policy makers and labour organisations is the Fair Work framework, developed by Fredman *et al*. (2020). It encompasses five dimensions, including fair pay, fair conditions, fair contracts, fair management, and fair representation. Although it is still not entirely evident what this translates to in practice, the framework encompasses all of the elements that are important for evaluating work and working conditions. As such, it is a useful framework to use for comparative analysis.

This chapter looks into a cross-country comparison of fair work practices within the hospitality industry, drawing on data collected from Hospitality Worker Experience Surveys in six countries: Ireland, Norway, Scotland, Greece, New Zealand and Australia, and presented in Chapters 3 to 8. By examining these diverse contexts, we aim to identify overarching trends, examine areas of