



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Participating in fair work for health, well-being and equity

Report of findings of expert panel

May 2022 v1



Document Summary

| | |
|---|---|
| Purpose and Summary of Document: | To present the findings of the <i>Participating in Fair Work for Health, Well-being and Equity Expert Panel</i> convened by Public Health Wales |
| Authors | <p>Dr Ciarán Humphreys (Consultant in Public Health, Wider Determinants of Health Unit, Public Health Wales)</p> <p>Christian Heathcote-Elliott (Principal Public Health Practitioner, Wider Determinants of Health Unit, Public Health Wales)</p> <p>We would like to acknowledge the contributions of the Panel Chair, Professor Ceri Philips, and all panel members.</p> |
| Date of last update | 18 May 2022 |
| Version | V1 |

Table of Contents

| | |
|--|----|
| Background | 3 |
| Expert Panel | 3 |
| Purpose of this report | 3 |
| Context | 4 |
| COVID-19 pandemic and work | 4 |
| Triple challenge | 4 |
| A time of change..... | 5 |
| Progressing an economy of well-being | 5 |
| Fair work as a route to business objectives | 5 |
| Why fair work is essential for health, well-being and equity | 6 |
| Influencing participation in fair work | 9 |
| Panel approach | 11 |
| Considerations highlighted by the panel | 11 |
| Themes | 13 |
| Recommendations | 14 |
| Creating fair work | 14 |
| Supporting fair work..... | 15 |
| Normalising fair work | 16 |
| Skills and access to work | 17 |
| Monitoring, evaluation and intelligence | 18 |
| Appendix A. Relevant reports from Public Health Wales | 20 |
| Appendix B. Terms of Reference (v2a) | 21 |
| Background..... | 21 |
| Purpose of expert panel | 21 |
| Approach | 22 |
| Governance..... | 22 |
| Terms of reference Appendix. Panel membership | 23 |
| Appendix C. Definitions | 25 |
| Appendix D. Method..... | 27 |
| References | 28 |

Background

Work and working conditions are critical determinants of health, well-being and health equity, and a healthy engaged workforce contributes to business productivity and societal prosperity.

In responding to the Coronavirus SARS-CoV-2 (COVID-19) pandemic, Public Health Wales produced a series of reports examining employment changes in Wales and what might be done to improve health and health equity (Appendix A). Recognising that influencing participation in work which supports health, well-being and equity involves many players and perspectives we convened a panel of experts to inform our work.

Expert Panel

Public Health Wales established an expert panel to examine the evidence and generate recommendations for local and regional agencies and partnerships to improve participation in fair work in a way that supports health, well-being and equity, and to advise on communication of these recommendations (see terms of reference Appendix B).

Initially, the panel had a particular focus on the impact on young people and children, in view of the Future Generations approach and the potential for adverse long term effects scarring among young people, including economic scarring. However, the approach related to all ages.

Fair work is where workers are fairly rewarded, heard and represented, secure and able to progress in a healthy, inclusive environment where rights are respected.

Characteristics within the definition: Fair reward; employee voice and collective representation; security and flexibility; opportunity for access, growth and progression; safe, healthy and inclusive working environment, legal rights respected and given substantive effect.

The promotion of equality and inclusion is integral to all six characteristics.

Source: Fair Work Wales, Report of the Fair Work Commission, 2019
<https://gov.wales/fair-work-wales>

Purpose of this report

This report summarises the findings of the panel, which were used by Public Health Wales to inform the development products for local and regional agencies.

In undertaking this work, Public Health Wales also submitted an interim version of this report to Welsh Government, in order to inform the

development of an Employability Plan. This plan, *Stronger, fairer, greener Wales: a plan for employability and skills*,¹ has since been published.

Context

COVID-19 pandemic and work

The pandemic and associated control measures have disrupted working lives and opportunities to participate in fair work for many in Wales. Some groups have been particularly affected, such as young people, those from disadvantaged backgrounds, women, especially mothers, and ethnic minority groups².

The pandemic has exacerbated pre-existing inequities in participation in fair work, and health, while bringing new challenges of its own.

Although heavily mitigated by government financial support schemes, the COVID-19 pandemic had profound effects on the labour market and economy of Wales. In the period from July to September 2020, Wales witnessed the largest quarterly decrease in employment rate since records began in 1992,³ while 16,000 people were made redundant in the three months leading to November 2020, the highest redundancy rate since 2009.⁴

Working from home has been an additional change during the pandemic, though it has not been available to all. The experience of home working is very different for different population groups.⁵ Higher levels of home working look set to continue for the foreseeable future, with Welsh Government aiming to see 30% of the workforce working remotely on a regular basis.⁶

However, the early predictions in terms of unemployment have not transpired. Unemployment in August 2021 was at 4.0% in Wales,⁷ and across the UK there has been a strong labour market recovery with, for the first time in July 2021, over one million vacancies recorded rising to 1.29 million in April 2022.⁸ However, this is associated with the highest contraction in the labour market since the early 90s, and analysis suggests this has been driven by more economically inactive and fewer foreign workers.⁹ More recent increases in worklessness continues to be driven by fewer older people in work and more people out of work due to long term ill health.¹⁰

Triple challenge

In Wales, as well as the challenge of the impact of COVID-19, we are also facing challenges relating to Brexit, including impacts on particular sectors and supply chains, and adaptation to climate change¹¹. The economy and

employment is a critical determinant of health in relation to all three challenges and their impact on health via fair work. These three challenges all contribute to the approaches that need to be employed in relation to fair work in the future.

A time of change

In addition to this triple challenge, the nature of work continues to change as we work towards a green recovery and look towards the future of work with higher automation and potential for a higher skill economy.¹²

Many initiatives are taking place relating to fair work, especially since the recommendations of the Fair Work Commission were published in 2019. This includes developing and consulting on the Draft Social Partnership and Public Procurement (Wales) Bill, developing fair work indicators (yet to be published) and commitments in Programme for Government to build an economy based on the principles of fair work, sustainability and the industries and services of the future, including the young person's guarantee.

Progressing an economy of well-being

Wales is a member of the Well-being Economy Governments Partnership.¹³ Public Health Wales is also progressing the Economy of Well-being approach through a joint project with the World Health Organisation (WHO) Regional Office for Europe and the Venice Office, and Finland, towards achieving better health, well-being and equity.¹⁴

The "Economy of Well-being" can be defined as an economy that:

1. expands the opportunities available to people for upward social mobility and for improving their lives along the dimensions that matter most to them;
2. ensures that these opportunities translate into well-being outcomes for all segments of the population, including those at the bottom of the distribution;
3. reduces inequalities; and
4. fosters environmental and social sustainability

Participation in fair work for health, well-being and equity takes an economy of well-being approach.

Fair work as a route to business objectives

All businesses have a stake in a fair work approach.

Evidence links a more diverse, skilled workforce to developing new ideas and insights; increased employee engagement to allowing those ideas to be used to increase creativity; and innovation and a secure environment

to helping workers in 'going the extra mile' - all of which underpin higher worker performance, innovation and productivity. ^{15,16}

There is an increasing evidence base demonstrating the importance of the nature of people's experience at work and productivity.¹⁷

The OECD has indicated that the relationship between work environment, well-being and equity is not sufficiently recognised or exploited:

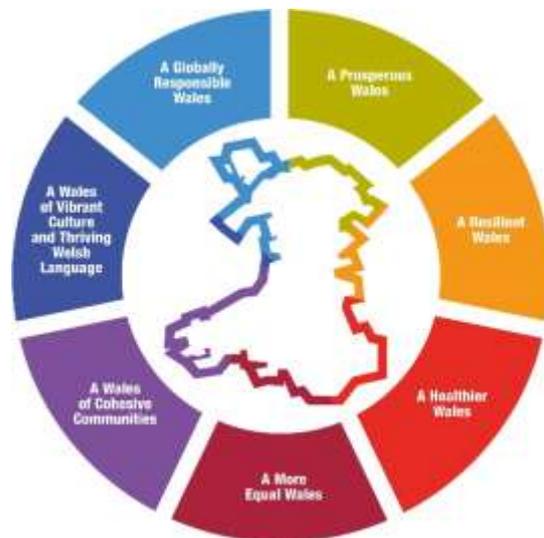
"There is a great deal of evidence to show clear associations between job quality and the health of workers, their ability to successfully combine work and life while fully mobilising their skills and abilities to build a career, and their productivity.

Investments in quality working environments can be welfare enhancing and economically efficient. Policies and practices reflect these findings insufficiently, an apparent paradox that finds its roots in various market failures.

*There is scope for public intervention to raise awareness, to ensure better coordination of key stakeholders (employers, workers' representatives and various public entities) and to put in place the right financial incentives for firms to invest in better working conditions."*¹⁸

Why fair work is essential for health, well-being and equity

The Well-being of Future Generations (Wales) Act, 2015 sets out the well-being goals for Wales. Participation in fair work brings together goals of a prosperous, healthier, more equal, resilient Wales of cohesive communities; it can support a Wales of vibrant culture and thriving Welsh language; and, through supply chains and the nature of work, help create a globally responsible Wales.



The Health Equity Status Report Initiative¹⁹ identifies five essential conditions for health equity. Employment and working conditions is one of these, associated with 7% of the inequality in self-reported health seen at a European level, due to these conditions. This measure is based on country level data for not in employment and excessive hours, and does not account for the impact of income or other features of fair work.



Figure 1 Health equity status report initiative (HESRI) five essential conditions for health equity

Fair work is strongly related to many of the other key determinants of health, including money and resources, education and skills, housing and our surroundings. For children, the income and work of their parents is a pivotal factor in length of time spent in child poverty and ability to exit poverty²⁰.

Aspects of work associated with positive health and well-being outcomes have been well documented. Unemployment is associated with higher mortality, poorer general health (limiting longstanding illness), poorer mental health (psychological distress, minor psychological/psychiatric morbidity), and higher medical consultation (medication consumption and hospital admission rates).²¹

The nature of employment (“good work”) that supports health was described in *Fair Society, Healthy Lives*

- Free of core features of precariousness, such as lack of stability and high risk of job loss, lack of safety measures (exposure to toxic substances, elevated risks of accidents, and the absence of minimal standards of employment protection).
- Enables the working person to exert some control through participatory decision-making on matters such as the place and the timing of work and the tasks to be accomplished.
- Places appropriately high demands on the working person, both in terms of quantity and quality, without overtaxing their resources and capabilities and without doing harm to their physical and mental health.
- Provides fair employment in terms of earnings reflecting productivity and in terms of employers’ commitment towards guaranteeing job security.
- Offers opportunities for skills training, learning and promotion prospects within a life course perspective, sustaining health and work ability and stimulating the growth of an individual’s capabilities.
- Prevents social isolation and any form of discrimination and violence.
- Enables workers to share relevant information within the organisation, to participate in organisational decision-making and collective bargaining and to guarantee procedural justice in case of conflicts.
- Aims at reconciling work and extra-work/family demands in ways that reduce the cumulative burden of multiple social roles.
- Attempts to reintegrate sick and disabled people into full employment wherever possible.
- Contributes to workers’ well-being by meeting the basic psychological needs of self-efficacy, self-esteem, sense of belonging and meaningfulness.

<https://www.instituteofhealthequity.org/resources-reports/fair-society-healthy-lives-the-marmot-review/fair-society-healthy-lives-full-report-pdf.pdf>

Influencing participation in fair work

While some aspects of fair work are non-devolved, including employment legislation, there are others that can be influenced in Wales.

30% of the people in employment in Wales are employed in the public sector (year ending September 2021)²²

Local and regional agencies and partnerships have a vital role in driving participation in good, fair work. This includes through influencing availability of fair work in an area and place-making, supporting access to that work, encouraging and incentivising fair work practice, being exemplars as good employers and anchor institutions and through the implementation of the Socio-Economic Duty.

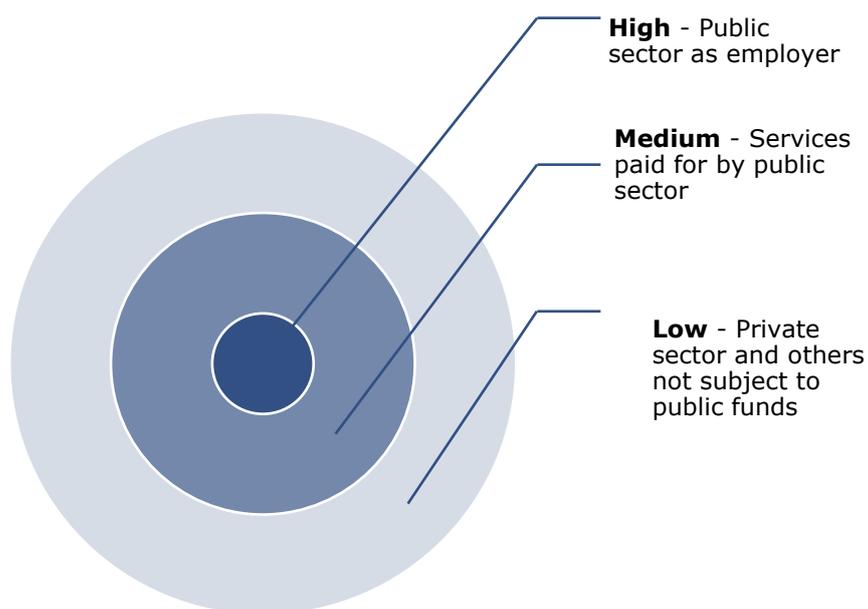


Figure 2. Public sector's spheres of influence in relation to fair work employers

Public Services Boards, City and Growth Deals and the Regional Skills Partnerships all have an important role in ensuring a more prosperous, more equal and healthier Wales.

The role of local authorities is evolving as the European Structural Funding mechanism is replaced by the UK Government's Shared Prosperity Fund. Regional partnerships between authorities are expected

to evolve with the development of Corporate Joint Committees, responsible for economic well-being through the Local Government and Elections (Wales) Act 2021.

In light of this, the time has never been better to consider the role that local and regional agencies and partnerships can play in increasing participation in fair work for health, well-being and equity.

Panel approach

An expert panel was convened drawing on a wide range of expertise including academia, business, public and other sectors as well as lived experiences.

This panel received evidence from Public Health Wales and subject experts, identified additional evidence, and brought member's own expertise to formulate themes, opportunities and draft recommendations (Method, Appendix D).

These recommendations informed an interim report to Welsh Government, and were also used by Public Health Wales to inform development of material for local and regional agencies and partnerships.



Considerations highlighted by the panel

Panel members highlighted a number of key areas that were considered in the development of the draft recommendations:

- The panel adopted the definition of fair work of Fair Work Wales²³. This definition incorporates essential aspects of work which support health. Use of the term allows for consistent messages in Wales, including for employers.
- Monitoring, evaluation and demonstration of impact is an essential aspect of efforts to increase participation in fair work.
- Participation in fair work involves a whole system response, from education and training, supporting key transition points, through to regional economic development and private sector engagement and action.
- There is a growing body of evidence indicating job quality or fair work is associated with increased productivity and wider business benefits.²⁴
- Employers are at different levels of maturity in ensuring fair work and equitable participation in fair work; tools and frameworks need to recognise the spectrum and encourage continued improvement.
- Public sector organisations can be exemplar fair work employers.
- Many of the challenges in ensuring fair work lie in sectors which do not rely on public funds.
- By exemplifying fair work, public bodies can model and help normalise fair work practice; however, there is a risk that

inequalities in participation in fair work may widen between public sector and some other sectors; ongoing monitoring remains essential.

- Substantial work has been developed in relation to fair work since the Fair Work Commission was established, including developing and consulting on the Draft Social Partnership and Public Procurement (Wales) Bill, developing (awaiting publication) fair-work indicators.
- The Fair work agenda needs to progress hand in hand with a sustainable development approach.
- Panel members have lived experience and impact of fair work, there are also documented stories of these available
- The evidence in relation to active labour market and health and equity outcomes was significant in its consistency and direction of positive impact; recognising that the quality of evidence was moderate.
- Evidence in relation to family support policies and health was generally of lower quality and insufficient to provide a rationale for clear recommendations.
- On the question “Is any work better than no work?” the panel noted that from existing evidence there is a lack of a clear signal that low quality work is better than unemployment.

Themes

Themes identified by the panel in the initial meeting are outlined in Figure 3.

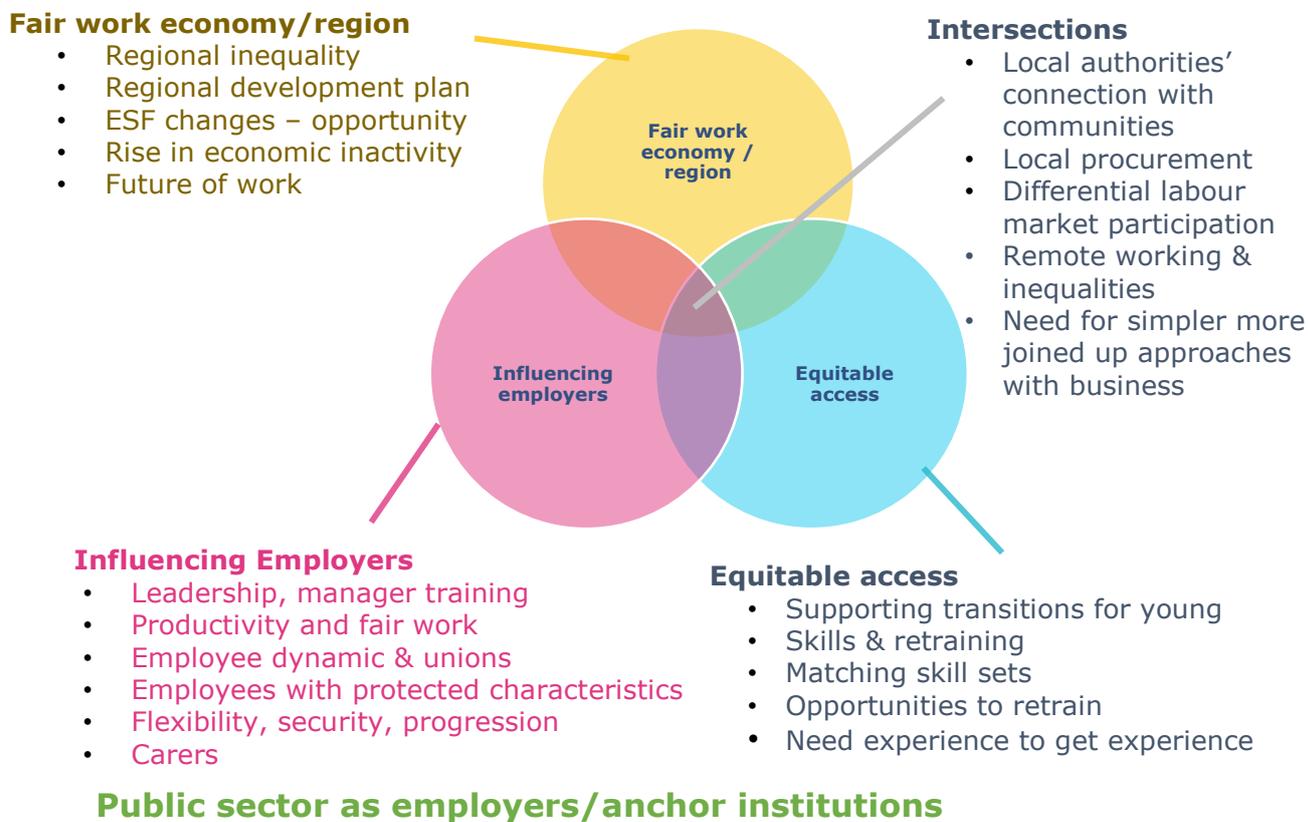


Figure 3. Themes identified by panel

These themes were used to inform the discussion of opportunities and generation of draft recommendations.

Recommendations

Creating fair work

| The panel recommends: | Who should take action? |
|--|---|
| <p>1 Incorporating participation in fair work into relevant policies, strategies and plans in order to demonstrably increase equitable participation in fair work.</p> <p>Why?</p> <p>Few well-being plans or regional economic development frameworks explicitly refer to fair work or its dimensions. Well-being plans and regional economic frameworks have the potential to set the intention for increasing participation in fair work, supported by action and monitoring plans to demonstrate impact. Wider plans and strategies such as transport plans, digital inclusion and local development plans also have an essential role in supporting participation in fair work for different population groups</p> | <p>National, regional and local agencies and partnerships</p> |
| <p>2 Ensuring that public money is spent in ways that improve health, well-being and equity through participation in fair work by:</p> <ul style="list-style-type: none"> • job creation for fair work, • attracting fair work employers and • socially responsible procurement <p>Why?</p> <p>Working towards a well-being economy means ensuring economic opportunities translate into well-being outcomes for all segments of the population, including those at the bottom of the distribution. The concept of 'something for something' when public money is used, as exemplified by the Economic Contract, is well established and should be at the centre of the work of public bodies in Wales. Other tools to support this approach include the Code of Practice: Ethical Employment in Supply Chains; Section 106 agreements; and the Social Value Act. Monitoring and demonstrating the impact of these approaches is essential.</p> | <p>National, regional and local agencies and partnerships</p> |

Supporting fair work

| The panel recommends: | Who should take action? |
|--|--|
| <p>3 Evidence-based tools, resources and accreditation schemes for employers are identified and promoted to support application of fair work practice in order to improve business performance and support health, well-being and equity.</p> | <p>National agency, eg Business Wales working with Healthy Working Wales</p> |
| <p>Tools, resources and accreditation schemes are used to ensure public money is spent in ways that improve health, well-being and equity [recommendation 2] and in engaging with employers [recommendation 4].</p> | <p>Regional and local agencies and partnerships</p> |
| <p>Why?</p> <p>Numerous tools, resources and “kite marks” exist that relate to fair work. Identification and assessment of tools could be led by Business Wales, using knowledge and skills of the Social Partnership Council and Healthy Working Wales.</p> <p>A framework recognising the different stages of being a fair work employer, business size and sector would support appropriate use of these tools. Leadership and management training and resources are an important element in supporting business to be fair work employers. This could be part of a wider effort to simplify the current offer for employers, trainers, job seekers and the public.</p> | |

Normalising fair work

| The panel recommends: | Who should take action? |
|---|--|
| 4 Commissioning work to exemplify the value of, and normalise, fair work for health and well-being for employers and the public. | Welsh Government |
| Become exemplars of fair work practice | National, regional and local agencies and partnerships |
| Engaging with employers in their areas to develop, share and showcase fair work to improve business productivity and employee health and well-being. | Regional and local agencies and partnerships |
| <p>Why?</p> <p>The Fair Work Commission recommends a communication and marketing strategy for fair work (recommendations 28 and 29), and Welsh Government is working to this end. The panel endorses these efforts and advocates the approach and impact of fair work for both the public and businesses.</p> <p>This work should draw on evidence to identify business impacts and benefits associated with fair work practices, and encourage business to business sharing of good practice. Some of these examples already exist, with supporting media, such as from Business in the Community: https://www.bitc.org.uk/case-study/what-if-your-job-was-good-for-you-case-study-anthology/.</p> | |

Skills and access to work

| The panel recommends: | Who should take action? |
|--|---|
| <p>5 Undertaking targeted action with employers and education and training providers within area to ensure that people experiencing inequalities, including those with mental health conditions and physical disabilities, have equitable opportunities for employment into fair work.</p> | <p>Local and regional agencies</p> |
| <p>Why?</p> <p>Some groups are less likely to access fair work, for example younger people, migrant workers, and women, are more likely to be in precarious employment.²⁵ Moderate quality evidence suggests that active labour market policies including job search assistance, job creation, and education and training programmes have health benefits.²⁶ This literature suggests they should be tailored to individual needs.</p> | |
| <p>6 Working with employers and education and training providers to increase local workforce capability to adapt to job opportunities which support health and well-being, through upskilling, in-skilling and reskilling. Efforts should focus on population groups assessed as most disadvantaged and support Welsh Language development.</p> | <p>Local and regional agencies and partnerships</p> |
| <p>7 Developing a fair work approach to employability through the Working Wales and Careers Wales programmes. This should incorporate social marketing, in order to increase young people's and other specific groups' awareness, knowledge and uptake of services supporting access to fair work.</p> | <p>Welsh Government</p> |
| <p>In all that Working Wales and Career Wales undertakes, a fair work approach should be central. This should include specific consideration of</p> | |

| | | |
|---|---|-----------------------------|
| | <p>entrepreneurship and self-employment as routes to fair work. Careers advice should support people to access fair work. Welsh Government should work to ensure educational provision can support entry into fair work.</p> <p>Working with young people during the pandemic demonstrated a lack of knowledge of support services available². To reach this group, and other specific groups, a segmented social marketing approach focused on clear behavioural goals is needed.</p> | |
| 8 | <p>Working with Digital Communities Wales and other agencies to narrow and reduce the impact of the digital exclusion to maximise the opportunities for hybrid working.</p> | Local and regional agencies |
| | <p>Digital exclusion can relate to digital literacy, equipment, network access and adequate space to work from home. The potential of differential digital inclusion in widening health inequalities through access to employment opportunities was identified before the pandemic²⁷. COVID-19 and the response has heightened these challenges. Evidence suggests homeworking is disproportionately taken up by those with better quality jobs as measured by the level of skill they exercise and the pay they receive;²⁸ nonetheless digital exclusion is associated with low income and other disadvantage.²⁷ Inclusive design practice is one element of mitigating the impact of this gap.</p> | |

Monitoring, evaluation and intelligence

The panel recommends:

| | | |
|---|---|--------------------------|
| | The panel recommends: | Who should take action? |
| 9 | <p>Evaluating employment and fair work policy for impact on health, well-being and equity. Wales could become a centre for research on fair work and well-being.</p> | Welsh Government working |
| | <p>Why?</p> <p>Evidence on impacts of specific labour market interventions on health and equity is available from</p> | |

| | | |
|----|---|-----------------------------|
| | <p>moderate quality evidence sources, but often does not provide information on specific subgroups.²⁶</p> <p>Under the Memorandum of Understanding with the World Health Organization, Wales has been established as a 'live policy innovation site' through the development of innovative tools, mechanisms and digital solutions to model outcomes and impact and to monitor progress, as well as providing a forum for sharing information, learning and know-how across the region and beyond.</p> <p>Wales can be the ideal environment, with a wealth of linked data, to understand the impacts of our interventions to share this learning more widely.</p> | |
| 10 | <p>Monitor and evaluate the impact of efforts to increase participation in fair work and use data and intelligence to direct their efforts.</p> | Local and regional agencies |
| | <p>Fair work indicators are expected to be available soon to help track progress across Wales. Where these are available at a local level, they should be used by local and regional agencies to monitor progress. In addition, it is essential that agencies, informed by the efforts of Regional Skills Partnerships, work to understand the challenges of their communities in participating in fair work, engage and involve them in their work and monitor and evaluate efforts to improve health, well-being and equity through improving access to fair work.</p> | |

Appendix A. Relevant reports from Public Health Wales

Public Health Wales has produced a range of resources which can inform agencies, including Welsh Government:

- [COVID-19 and Employment Changes in Wales](#) (2021)
- [National survey: who are most vulnerable to employment changes during the COVID-19 pandemic? Key findings from a national survey](#) (2021)
- [A COVID-19 pandemic world and beyond: The public health impact of Home and Agile Working in Wales](#) (2021)
- [Welsh Health Equity Status Report – WHESRi - World Health Organization Collaborating Centre On Investment for Health and Well-being](#) (2021)
- [Rising to the Triple Challenge of Brexit, COVID-19 and Climate Change for health, well-being and equity in Wales](#) (2021)
- [A Health Impact Assessment of the 'Staying at Home and Social Distancing Policy' in Wales in response to the COVID-19 pandemic.](#) (2020)
- [Inequality in a Future Wales: Areas for action in work, climate and demographic change](#) (2021)
- [What could post-Brexit trade agreements mean for public health in Wales?](#) (2021)
- [The Health and Well-being Impact of Regional Funding in Wales 2022](#)
- [Maximising health and well-being opportunities for spatial planning in the COVID-19 pandemic recovery](#) (2022)
- [Annual Workforce Equality Report](#) (2022)

Appendix B. Terms of Reference (v2a)

Background

The pandemic and control measures have disrupted working lives and opportunities to participate in fair work for many in Wales. Some groups have been particularly affected, such as young people, those from disadvantaged backgrounds, women, especially mothers, and ethnic minority groups.

Public Health Wales has undertaken work to understand these impacts and what can be done about them. This includes [the COVID-19 and employment changes in Wales](#) series and a national survey on [Who are most vulnerable to employment changes during the COVID-19 pandemic](#). This work has looked at:

- What we know about current and future impacts, collating quantitative data
- Insights for policy – young people, employment and health, a qualitative study of young people, third sector and decision makers and influencers (Beaufort Research)
- Promising interventions to improve health and health equity, a mapping of international evidence (Alma Economics)

Local and regional agencies and partnerships have a key role in driving participation in fair work. This includes improving availability of fair work in an area and place-making, supporting access to that work, encouraging and incentivising fair work practice, being exemplars as 'good' employers and anchor institutions and through the implementation of the Socio-Economic Duty.

Purpose of expert panel

The purpose of the expert panel is to produce recommendations for local and regional agencies and partnerships to improve participation in fair work in a way that supports health, well-being and equity, and to advise on communication of these recommendations.

There will be a particular focus on the impact on young people and children, in view of the Future Generations approach and the potential for adverse long term effects among young people

Approach

The panel will:

- Consider and receive evidence on the impact of COVID-19 in relation to participation in fair work and on what works to improve health, well-being and equity
- Advise on opportunities to influence health, well-being and equity through fair work, building on existing strengths
- Help formulate recommendations for action
- Advise on materials and resources needed to influence action in relation to these recommendations
- Advise on evaluation approaches
- Support the work to maximise impact

It is anticipated that material will be developed to influence **local well-being plans** and **regional development plans** and their implementation; although, the approach will be informed by the views of the panel. The findings of the panel will also contribute to an updated **Employability Plan**.

The approach will be informed by the Wellbeing of Future Generations Act, bearing in mind the goals and ways of working.

Panel members are encouraged to share information about the panel and approach with respective networks to raise awareness of the work and input any feedback. Online collaborative tools will be used with the panel, no confidential information should be added to these tools.

Governance

Public Health Wales' Wider Determinants of Health Unit will be responsible for convening the panel and provide the secretariat support. Public Health Wales will be responsible for any final products derived from the deliberations of the panel. The findings of the panel will be also be reported into the *Building a Healthier Wales Coordination Group* and the *Employability Board* of Welsh Government.

Terms of reference Appendix. Panel membership

The panel brings a wide range of expertise, including academia, business, public and other sectors and lived experiences. It is noted that Welsh Government panel members are not in a position to endorse recommendations, however, they can share their knowledge of current and developing policy to inform the panel.

A number of observers will join panel meetings and a number of colleagues from the Wider Determinants of Health Unit at Public Health Wales will join to provide support for workshop style exercises.

| Name | Role | Organisation |
|-----------------------------------|---|---|
| Professor Ceri Phillips (Chair) | Vice-chair Cardiff and Vale University Health Board Emeritus Professor of Health Economics at Swansea University | Swansea University and Cardiff and Vale University Health Board |
| Andrea Parr (Secretariat support) | Wider Determinants of Health Unit Co-ordinator | Public Health Wales |
| Aggie Caesar-Homden | Partnership Manager | Mid Wales Regional Skills Partnership |
| Professor Alan Felstead | Research Professor, School of Social Sciences | Cardiff University; WISERD |
| Professor Ann John | Professor of Public Health and Psychiatry | Cardiff University |
| Christian Heathcote-Elliott | Principal Public Health Practitioner | Public Health Wales |
| Dr Ciarán Humphreys | Consultant in Public Health | Public Health Wales |
| David Hagendyk | Director for Wales | Learning and Work Institute |
| Deb Ryan-Newton | PSB co-ordinator | Merthyr Tydfil PSB |
| Donna Dickenson | Youth Service Manager | Wrexham local authority |
| Ethan Thomas | Equality Team Administration Assistant (via Kickstart Scheme) | Cardiff and Vale University Health Board |
| Glen Bowen | Director of Enterprise | Wales Cooperative Society |
| Helen Cunningham/Steffan Evans | Policy and Research Officer/Head of Policy (poverty) | Bevan Foundation |
| Jonathan Bonville-Ginn | Analyst | Welsh Government |
| Liz Green | Consultant in Public Health/Programme Director for Health Impact Assessment | Public Health Wales |
| Louise Brown | Head of Employability Plan | Welsh Government |

| | | |
|--------------------------------|--|--|
| Mary-Ann McKibben/Rachel Lewis | Consultant in Public Health, Healthy Settings/Principal Public Health Practitioner | Healthy Working Wales, Public Health Wales |
| Philip Daniels | Consultant in Public Health | Cwm Taf Morgannwg Public Health Team |
| Dr Rachel Bowen | Director of Policy and Public Affairs | Colleges Wales |
| Rachel Gidman | Executive Director of People and OD | Cardiff and Vale University Health Board |
| Rhianydd Williams | Equality and Policy Officer | TUC |
| Sian Lloyd Roberts | Regional Skills Manager | North Wales Regional Skills Partnership |
| Stephen Layne | Deputy Director Fair Work | Welsh Government |
| Susan Husband | Director | Business in the Community |
| Tim Peppin | Director of Regeneration and Sustainable Development | Welsh Local Government Association |
| Observers | | |
| Dr Amanda Shriwise | Consultant | WHO Venice Office |
| Tanja Buzeti | Policy Officer | WHO Venice Office |
| Nisreen Anna Mansour | Policy Officer | Wales TUC |

Appendix C. Definitions

Fair work

Fair work is where workers are fairly rewarded, heard and represented, secure and able to progress in a healthy, inclusive environment where rights are respected.

Characteristics within the definition: Fair reward; employee voice and collective representation; security and flexibility; opportunity for access, growth and progression; safe, healthy and inclusive working environment, legal rights respected and given substantive effect.

The promotion of equality and inclusion is integral to all six characteristics.

Source: Fair Work Wales, Report of the Fair Work Commission, 2019

<https://gov.wales/fair-work-wales>

Health and well-being outcomes

Health and well-being is considered holistically and can cover a range of outcomes including: physical health, mental health, mental disorder, psychological well-being and quality of life.

Equity

Equity is the absence of avoidable, unfair, or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically or by other means of stratification.

Health equity (or equity in health) implies that ideally everyone should have a fair opportunity to attain their full health potential and that no one should be disadvantaged from achieving this potential.

Health inequities are avoidable inequalities in health between groups of people, which arise from inequalities within and between countries/societies.

<https://phwwhocc.co.uk/resources/welsh-health-equity-status-report-whesri/>

Active labour market policies

Active labour market policies are interventions that help people find sustainable jobs, promoting directly or indirectly the creation of productive jobs, improving qualifications and productivity of people and guaranteeing links between those looking for jobs and employers.

Active labour market programmes are usually provided to young labour market entrants and low-skilled people. They include youth programmes; education and training programmes; job creation and job search assistance.

Passive labour market policies

A range of policies targeted at the unemployed and includes benefits and income transfers

Family support policies

Family support policies and services include free or affordable childcare; family allowances; parental leave; 'Welfare-to-Work'.

Local and regional agencies

Local and regional agencies in this report refers to public sector bodies with a responsibility for population health, well-being or economy at a local or regional level. In many cases reference will be most relevant to local authorities; however, they are also relevant to others public bodies, including health boards.

Local and regional partnerships

Local and regional partnerships in this report refers to Public Services Boards, Corporate Joint Committees and bodies responsible for City and Growth Deals, supported by Regional Skills Partnerships.

Appendix D. Method

The approach of the panel was to:

- Consider and receive evidence on the impact of COVID-19 in relation to participation in good fair work and evidence on what works to improve health, well-being and equity
- Advise on opportunities to influence health, well-being and equity through good work, building on existing strengths
- Help formulate recommendations for action
- Advise on materials needed to influence action in relation to these recommendations
- Advise on evaluation approach
- Support the work to achieve impact

To support the panel evidence reviews were undertaken relating to active labour market strategies and family support strategies impact on health and well-being. A collation of current national interventions and evaluations was also developed.

Evidence presented to the panel included:

Meeting 1 (29 September 2021):

- COVID-19 and employment changes: insights relating to young people (Wider Determinants of Health, Public Health Wales)
- "What do employers think?" (Healthy Working Wales, Public Health Wales)
- Current position of labour market (Institute for Employment Studies)

Meeting 2 (8 October 2021):

- Evidence of effectiveness for active labour market and family support policies for health, well-being and equity (Wider Determinants of Health Unit, Public Health Wales)
- "Is any job better than no job?" a systematic review (Observatory Evidence Service, Public Health Wales)
- Covid-19, Employment and Health Study (Research and Evaluation, Public Health Wales)

Meeting 4 (21 December 2021)

- Insights with local authorities/Public Services Boards leads
- Case studies

There were additional contributions and collation of evidence from panel members during and outside of meetings through on line collaborative tools.

The panel also met: meeting 3 (18 October 2021) and meeting 5 (15 February 2022).

References

- ¹ Welsh Government (2020) *Stronger, fairer, greener Wales: a plan for employability and skills* <https://gov.wales/stronger-fairer-greener-wales-plan-employability-and-skills>
- ² Public Health Wales (2021) *COVID-19 and Employment Changes in Wales (series)*. [COVID-19 and Employment Changes in Wales](#)
- ³ StatsWales (2021) *Labour market summary by measure, age, UK country and quarter (seasonally adjusted)*. [Labour market summary by measure, age, UK country and quarter \(seasonally adjusted\) \(gov.wales\)](#)
- ⁴ Welsh Government (2021) *Key Economic Statistics, January 2021*. [Key Economic Statistics, January 2021 \(gov.wales\)](#)
- ⁵ Public Health Wales (2021) *A COVID-19 pandemic world and beyond: The public health impact of Home and Agile Working in Wales*. [A COVID-19 pandemic world and beyond: The public health impact of Home and Agile Working in Wales - World Health Organization Collaborating Centre On Investment for Health and Well-being \(phwwhocc.co.uk\)](#)
- ⁶ Welsh Government (2022) *Smarter working: a remote working strategy for Wales*. [Smarter working: a remote working strategy for Wales \[HTML\] | GOV.WALES](#)
- ⁷ Welsh Government (2021) *Labour market overview, October 2021*. [Labour market overview: October 2021 | GOV.WALES](#)
- ⁸ Welsh Government (2022) *Labour Market Overview, April 2022*. [Labour Market Overview, April 2022 \(gov.wales\)](#)
- ⁹ Institute for Employment Studies (2021) *Labour Market Statistics, September 2021*. [Title \(employment-studies.co.uk\)](#)
- ¹⁰ Institute for Employment Studies (2022) *Labour market statistics, April 2022*. [Labour Market Statistics, April 2022 | Institute for Employment Studies \(IES\) \(employment-studies.co.uk\)](#)
- ¹¹ Public Health Wales (2021) *Rising to the Triple Challenge of Brexit, COVID-19 and Climate Change for health, well-being and equity in Wales Spotlight on: Food Security*. [Rising to the Triple Challenge of Brexit, COVID-19 and Climate Change for health, well-being and equity in Wales Spotlight on: Food Security - World Health Organization Collaborating Centre On Investment for Health and Well-being \(phwwhocc.co.uk\)](#)
- ¹² Bell M, Bristow D, Martin S (2017) *The Future of Work in Wales*. <https://www.wcpp.org.uk/wp-content/uploads/2018/04/The-Future-of-Work-in-Wales.pdf>
- ¹³ Wellbeing Economy Alliance [accessed 20 October 2021] *Wales joins Wellbeing Economy Governments partnership*. [Wales joins Wellbeing Economy Governments partnership - Wellbeing Economy Alliance \(weall.org\)](#)
- ¹⁴ OECD (2019) *The Economy of Well-being Creating opportunities for people's well-being and economic growth*. SDD WORKING PAPER No. 102. [https://www.oecd.org/officialdocuments/publicdisplaydocumentpdf/?cote=SDD/DOC\(2019\)2&docLanguage=En](https://www.oecd.org/officialdocuments/publicdisplaydocumentpdf/?cote=SDD/DOC(2019)2&docLanguage=En)
- ¹⁵ Rogers G and Richmond K (2016) *Fair work and productivity*. https://www.strath.ac.uk/media/departments/economics/fairse/fecvol40no3/Fair_work_and_productivity.pdf
- ¹⁶ Arends I, Prinz C and Abma F (2017) *Job quality, health and at-work productivity*. OECD Social, Employment and Migration Working Papers, No 195. [Job quality, health and at-work productivity | OECD Social, Employment and Migration Working Papers | OECD iLibrary \(oecd-ilibrary.org\)](#)
- ¹⁷ Warhurst, C, et al. (2021) *Does good work have a positive effect on productivity? Building the evidence base. A literature review prepared for the Carnegie UK Trust*.
- ¹⁸ Saint-Martin A, Inanc H and Prinz C (2018) *Job Quality, Health and Productivity: An evidence-based framework for analysis*. OECD Social, Employment and Migration Working Papers No. 221.

-
- ¹⁹ WHO (2019) *The European Health Equity Status Report Initiative*. <http://www.euro.who.int/en/health-topics/health-determinants/social-determinants/health-equity-status-report-initiative>
- ²⁰ HM Government (2014) *An evidence review of the drivers of child poverty for families in poverty now and for poor children growing up to be poor adults*. [35357-Book.indb](https://publishing.service.gov.uk/35357-Book.indb) (publishing.service.gov.uk)
- ²¹ Waddell G and Burton K (2006) *Is work good for your health and well-being?* https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/214326/hwwb-is-work-good-for-you.pdf
- ²² Welsh Government, StatsWales (2022) *Employment in the public and private sectors by Welsh local authority and status*. <https://statswales.gov.wales/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Employment/Persons-Employed/publicprivatesectoremployment-by-welshlocalauthority-status>
- ²³ Fair Work Commission (2019) *Fair Work Wales*. <https://gov.wales/fair-work-wales>
- ²⁴ RSA (2020) *Can good work solve the productivity puzzle? Collected essays*. <https://www.thersa.org/reports/good-work-productivity-puzzle>
- ²⁵ Gray et al (2020) Differences in the impact of precarious employment on health across population subgroups: a scoping review. *Perspectives in Public Health*, 141(1):37-49.
- ²⁶ Winding et al (2021, review for panel, unpublished). *Interventions to improve health and health equity through employment related activity*. Evidence Review. Cardiff: Public Health Wales NHS Trust.
- ²⁷ Honeyman D et al. (2020) *Digital technology and health inequalities: a scoping review*, Public Health Wales. <https://phw.nhs.wales/publications/publications1/digital-technology-and-health-inequalities-a-scoping-review/>
- ²⁸ Felstead A (2021) *Outlining the contours of the 'Great Homeworking Experiment' and its implications for Wales*, Senedd Economy, Infrastructure and Skills Committee Commissioned Report, <https://research.senedd.wales/research-articles/new-publication-outlining-the-contours-of-the-great-homeworking-experiment-and-its-implications-for-wales/>



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales