Tech Workers
Charter

Scottish Tech Workers

Transparency in work

Transparent pay and responsibilities

- Defined pay grades with clear objectives, responsibilities, and paths for progression.

Security against redundancy

- Transparency on funding and financial health.
- Offering permanent contracts wherever possible.

Sensible non-competes

- Non-compete clauses that don't lock employees out of future jobs.

Quality and partnership at work

Right to switch off

- No sign out of the Working Time Directive.
- Collaborative approach with workers to establish rules around what **on call, flexible** work, and **fair hours** should entail.

Right to Intellectual Property

- By default, workers should be allowed to own their personal code and re-use it.
- The employer forsakes rights to any project done outside of contracted work.

Flexible working hours

- Options available for **remote** work and **part-time work**.
- This should include progression objectives that do not exclude non-traditional working.

Tech for good

Equality, Diversity and Inclusion policies

- Tracking pay gaps and committing to closing them
- Policy and training around inclusion of the protected characteristics of the Equality Act 2010.
- Dropping 'grade requirements' and university degrees as 'essential' and taking CVs on the merit of experience and education.

Ethical protections

- Workers must have the right to withhold their labour from projects that are of widespread ethical concern.
- Whistleblower protections.

Sustainability in Tech

- Divest from fossil fuels, with a commitment to a Just Transition
- Sustainability central to the greatest extent possible throughout the supply chain.

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