



## Scotland's Inclusive Growth Conference Summary

**09:30-09:40**

**Welcome to Scotland's international inclusive growth conference**

**Chair:**

*Dr Gary Gillespie, Chief Economist, Scottish Government*

**Speaker:**

*Professor Sir Anton Muscatelli, Principal, University of Glasgow; Council of Economic Advisers*

**Summary of session:**

Gary Gillespie welcomed speakers and delegates to the conference and introduced the host for the day, Anton Muscatelli. Anton Muscatelli provided an additional welcome to speakers and delegates. He highlighted key aspects of inclusive growth, including: geographic inequalities; the need for multi-dimensional measurement similar to the Scotland's National Performance Framework; the importance of investing in human capital, cities and regions; and the interplay between taxation and how government money is spent.

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**9:40-9:55**

**Inclusive growth in Scotland**

**Keynote Speaker:**

*Nicola Sturgeon, First Minister of Scotland*

**Summary of speech:**

The First Minister's keynote address noted how timely the conference was as inclusive growth is becoming more mainstream and it's time to push inclusive growth forward into practice. It was noted that Scotland is helping to shape the debate on inclusive growth. Scotland's Economic Strategy was described, reflecting the fact that inclusive growth has been part of the Scottish agenda for a number of years. There were four main announcements:

- Douglas Baillie was announced as the 400<sup>th</sup> company that has signed up to the Business Pledge.
- A consultation was launched on a Scottish National Investment Bank.
- A Just Transition Commission will be set up: a panel of experts from across society will advise on how to make the move to a low-carbon economy as equitable as possible.
- The feasibility of implementing Citizen's Basic Income will be investigated.

The full text of speech can be found here: <https://news.gov.scot/speeches-and-briefings/inclusive-growth-conference>

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**9:55-10:15**

**Inclusive growth – a global perspective**

**Chair:**

*Dr Gary Gillespie*, Chief Economist, Scottish Government

**Speaker:**

*Gabriella Ramos*, Chief of Staff and Sherpa to the G20, OECD

**Summary of session:**

Gabriella Ramos put the Scottish Approach in international context. She gave an overview of the range of evidence that underpins the need for a change to an alternative economic model. Ms Ramos stated that this is the time to act. Inequality is across multiple areas, from income and wealth, to gender and regions, to inequalities between firms. The key drivers noted as reasons for rising inequality were globalisation and technological change. Key areas to take action in are broader metrics of economic success; early education and childcare; up-skilling workers; and gender equality. Ms Ramos concluded by saying that rather than the 'welfare state' we now need to think about an 'empowering state' that gives people the means to succeed and improve their own wellbeing.

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**10:15-10:35**

**Inclusive growth - a global ambition**

**Chair:**

*Derek Mackay*, Cabinet Secretary for Finance and Constitution, Scottish Government

**Speakers:**

*Per Bolund*, Minister for Financial Markets and Consumer Affairs, Swedish Government

*Dr Gerry Rice*, Director of Communications, International Monetary Fund

**Summary of session:**

This session provided a perspective from Scotland, Sweden and the IMF on inclusive growth and what we can do to make it a reality. Derek Mackay set out the cultural and environmental changes that need to take place to allow for a more inclusive fiscal environment in Scotland, including a focus on growth promoting measures, regional devolution and spending to strengthen the social contract. Per Bolund emphasised the commonality of agenda between Sweden and Scotland. He outlined some of the steps the Swedish Government is taking towards creating more sustainable and inclusive growth, including a broader basket of measures of success linked to the budget. Finally Gerry Rice explored both the drivers of inequality and also what can be done to tackle them, focusing on the IMF's recent call for more



progressive taxation. He concluded that Scotland's values of innovation, community and compassion mean that the country is well placed to drive inclusive growth.

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**11:00-11:45**

**Building capacity, inclusion, entrepreneurship and fair work for inclusive growth**

**Chair:**

*Grahame Smith*, General Secretary, Scottish Trades Union Congress

**Speakers:**

*Professor Sir Harry Burns*, Professor of Global Public Health, University of Strathclyde

*Professor Sara Carter*, Associate Principal (Learning & Teaching) and Professor of Entrepreneurship, University of Strathclyde

*Professor Patricia Findlay*, Professor of Work and Employment Relations, University of Strathclyde and Member of/Academic Advisor to, the Fair Work Convention

**Summary of session:**

Patricia Findlay, Harry Burns and Sara Carter gave a practical insight into key dimensions of inclusive growth. Harry Burns explored the impact of early years experiences on life outcomes and reducing inequality. He stressed the importance of small scale interventions for big results. Sara Carter outlined opportunities entrepreneurship offers to women and ethnic minorities and how this supports inclusive growth. Patricia Findlay outlined how the Scottish approach to creating Fair Work isn't just about training and progression but how employees are respected and valued.

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**11:45-12:50**

**Breakout sessions – perspectives on inclusive growth**

**Workshop 1: Overcoming exclusion from growth**

**Chair:**

*Naomi Eisenstadt*, Deputy Chair, Poverty and Inequality Commission

**Speakers:**

*Jim McCormick*, Associate Director Scotland, Joseph Rowntree Foundation

*John Wilkes*, Head of Scotland, Equality and Human Rights Commission

*Ruchir Shah*, Policy Manager, Scottish Council for Voluntary Organisations

**Summary:** Economic exclusion is experienced particularly by women, ethnic minorities, disabled people, and in places where there are concentrations of poor people. Potential solutions include: a place focus, including investment in communities via an inclusive growth focus of city and growth deals; an anchor



institution approach; an increase in local, collaborative and people-centred asset-based approaches; a focus on low paid sectors; a more progressive tax system; promotion of business models that ‘spread not siphon’ wealth; addressing rural-specific barriers; and applying a gender lens to everything. Across these solutions, good use of data and indicators to identify issues and drive activity is crucial.

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## **Workshop 2: SMEs: challenges and opportunities**

### **Chair:**

*Susan Love*, Federation of Small Businesses

### **Speakers:**

*Lynne Cadenhead*, Women’s Enterprise Scotland

*James Dunbar*, Chief Executive, New Start Highland

*Robin Worsnop*, Chief Executive, Rabbie’s

**Summary:** This workshop explored the experiences of small business owners, social enterprise entrepreneurs and the role of advice services and mentoring. The importance of understanding the stages of business development, and the particular needs of different business owners was discussed. Whilst challenges were identified, it was recognised that inclusive work practices benefit businesses, at all stages of their development, and that advice services and mentoring need to help new start-ups in particular to recognise those benefits early on. These changes do not have to be significant – simply ensuring that employees are treated with dignity and respect has advantages in terms of performance and retention.

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## **Workshop 3: Innovation in policy making for wellbeing**

### **Chair:**

*Lorenzo Fioramonti*, Professor, University of Pretoria

### **Speakers:**

*Per Bolund*, Minister for Financial Markets and Consumer Affairs, Sweden

*Alenka Smerkolj*, Minister for Development, Strategic Project and Cohesion, Slovenia

*Alvaro Cedeno*, Ambassador to the WTO, Costa Rica

*Tim Ng*, Chief Economic Adviser, New Zealand Treasury

*Gary Gillespie*, Chief Economic Adviser, Scottish Government

*Gabriela Ramos*, Chief of Staff and Sherpa to the G20, OECD

**Summary:** This session focused on the shared international challenge that growth (in simple GDP terms) does not reflect the wellbeing of citizens or take account of the environment. There is recognition that a broader approach is needed to create sustainable, healthy economies in the future. Traditional approaches to defining the economy and measuring progress are no longer sufficient and there is a need to



move away from simplifications (e.g. high-level aggregate outcomes). Countries such as Slovenia, Sweden, Costa Rica, New Zealand, and Scotland are taking forward innovative approaches to drive (and measure) equality and sustainability.

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**13:40-14:20**

### **Business opportunities for inclusive growth**

**Chair:** *Alan Thornburrow*, Director, Business in the Community Scotland

**Speakers:**

*Caroline Colliston*, Director (Corporate Tax) DWF LLP

*Stephen Pearson*, General Counsel, Virgin Money

*Robin Worsnop*, Chief Executive Officer, Rabbie's

**Summary:** Businesses, led in a Q&A by Alan Thornburrow discussed the benefits and challenges that an inclusive growth focus brings to them. Caroline Colliston from DWF spoke about the steps her firm is taking to ensure a more inclusive workplace. Stephen Pearson from Virgin Money explained how his firm is driving financial inclusion through an innovative programme with Scotcash. Robin Worsnop from Rabbie's set out how inclusion and Fair Work are embedded throughout his business model, supporting small and local businesses especially in rural areas. Discussion focused on the respective roles of government and business in driving inclusive growth.

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**14:20-15:25**

### **Breakout session – Perspectives on inclusive growth**

#### **Workshop 4: Fair Work: building more inclusive growth**

**Chair:**

*Hugh McAloon*, Deputy Director, Fair Work, Scottish Government

**Speakers:**

*Linda Hanna*, Managing Director, Strategy and Sectors, Scottish Enterprise

*David Coyne*, Director of Centre for Work-Based Learning, Skills Development Scotland

*Charlotte Wright*, Chief Executive Highlands and Islands Enterprise

**Summary:** The workshop focused on Fair Work as a key driver for inclusive growth. The panel outlined the approaches that the skills and enterprise agencies are taking. Discussion focused on levers to change business behaviour, including a debate about the relative merits of persuasion, legislation, procurement change, consumer behaviour change and the role of unions.



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## Workshop 5: Using evidence for policy

**Chair:** *Uzma Khan*, Deputy Director, Economic Strategy, Scottish Government

**Speakers:**

*Sam Mealy*, Policy Analyst, OECD

*Ellie Crawford*, Economic Adviser, Scottish Government

*Dr David Waite*, University of Glasgow

**Summary:** This workshop explored approaches being developed to help improve the inclusive growth evidence base, both in terms of diagnosing the problem and evaluating success. Each speaker spoke about applying evidence in a different contexts; at international, national and local levels, yet there were clear commonalities. The challenge of being able to access good data at the appropriate level of detail continues to be an issue, as does ensuring that unique local factors are not lost in the process. Being able to identify what does and doesn't work, and thinking about how to replicate and scale up successful policies in different contexts was discussed as being a key priority going forward. Using different approaches to gathering evidence, including greater use of qualitative data alongside quantitative data, such as the Scottish Government's social security experience panels, can also help to augment the evidence base.

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## Workshop 6: Delivering inclusive growth on the ground

**Chair:**

*Shirley Laing*, Deputy Director Social Justice & Regeneration, Scottish Government

**Speakers:**

*Ian Manson*, Chief Executive, Clyde Gateway

*Douglas Cowan*, Strengthening Communities Director, HIE

*Neil McInroy*, Chief Executive, CLES

**Summary:** This session showcased practical examples and explored best practice in achieving inclusive growth in a variety of settings – from local community level initiatives to regeneration – in rural economies and urban areas. This considered how national and regional policies can support local inclusive growth as well as how communities can be empowered to drive this forward. Clyde Gateway are undertaking comprehensive economic regeneration in the East end of Glasgow and Rutherglen, Highlands and Islands Enterprise are tailoring regional approaches to local circumstances which support community empowerment, and the Centre for Local Economic Strategies, promote the concept of municipalism – a new local ecosystem approach where social outcomes are embedded as a natural function of the economy.

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**15:40-16:30**

**Reflections on delivering more inclusive growth: international and national policy approaches and close**

**Chair:**

*Dr Gary Gillespie*, Chief Economist, Scottish Government

**Speakers:**

*Gemma Corrigan*, Economist, World Economic Forum

*Alenka Smerkolj*, Minister without portfolio responsibility for Development, Strategic Projects and Cohesion, Slovenia

*Dr Gerry Rice*, Director of Communications, International Monetary Fund

*Professor Sir Anton Muscatelli*, Principal, University of Glasgow; Council of Economic Advisers

**Summary:** In this session Gemma Corrigan, Alenka Smerkolj and Dr Gerry Rice reflected on the day and how international or national policy approaches from their own organisations are helping to advance inclusive growth. Alenka Smerkolj outlined the work that Slovenia has done to develop a holistic national development agenda, with associated indicators. Gemma Corrigan outlined some of the work the WEF is taking forward on inclusive growth, including an international index and a crowd-sourcing platform to source innovative policies and facilitate collaboration. Gerry Rice noted that we don't just have consensus that inclusive growth is the right thing to do, but also that we have the perfect opportunity to drive it forward, in a period of recovering international growth.

Anton Muscatelli closed the conference, summarising the key themes as being the importance of political leadership, evidence and scalability, the holistic nature of inclusive growth and the need to communicate openly and with impact.

All of the speakers in the closing session stressed the importance of collaboration and sharing, and noted the unique opportunity that this conference gave to bring together a coalition of likeminded individuals – from politicians to business to academia.