

Developing a Greater Manchester Good Employer Charter:

Summary Document

**“Our vision is to make Greater Manchester one of the best places in the world to grow up, get on and grow old....A place where all voices are heard and where, working together, we can shape our future”.
(Greater Manchester Strategy)**

Why are we developing a Greater Manchester Good Employer Charter?

Greater Manchester has world-leading businesses and sectors, investing, innovating and growing. They have created a record number of jobs in our city region. Our public services and voluntary and community sector – despite the cuts to funding they have faced – are using devolution and closer partnership to find new ways to better serve the public. Across all sectors, employers are providing good jobs, which are well-paid, secure and with opportunities to get on.

But we can do better. On average, our businesses are less productive than others in the UK, and even further behind London and the rest of the world, while our public services and voluntary and community sectors face social challenges of increasing complexity and scale. And too many of our residents are in low paid and insecure work, unable to fulfil their potential, get a home or provide a secure start for their children.

These challenges are linked. As good employers across Greater Manchester tell us, **the route to leading the competition and growing is to get the best from their employees** with fairly-paid roles, responding flexibly to make use of their skills and strengths, and providing excellent opportunities.

That is why we are developing a GM Good Employer Charter – to support employers to reach best practice, helping them to grow and provide the good jobs we need.

How will the Charter be developed?

The Charter will only deliver this aim if it is developed with employers, employees and others – drawing on the best available expertise and experience. It is therefore being drawn up through a process of ‘co-design’, with close engagement at every stage. While we can set out our goals, only our businesses, public servants, volunteers and residents can find a route to reach them.

We also want to make sure **the Charter draws on the best available evidence.** The districts which make up Greater Manchester already have established programmes to support and encourage employers to make the city region a great place to live and work. Other cities and regions across the UK are developing their own approaches. Our universities have cutting-edge research to help us understand the challenges we face and develop solutions. **A summary of this evidence is set out in the accompanying Evidence Paper, which you can read at:**

www.greatermanchester-ca.gov.uk/business_and_economy.

What do other Charters include?

Existing Employer Charters cover areas such as encouraging fair pay, promoting good job design, offering skills and training opportunities, employee engagement and healthy workplaces. Specific commitments often include the payment of a real Living Wage, commitments to security in hours worked, and developing the role of trade unions and worker representation. Other national challenges which Charters can seek to address include reducing the gender pay gap, ending differential rates of pay for young people and apprenticeships which do not match their contribution, and providing wider opportunities to increase diversity and make workplaces more representative and inclusive. They can be also used to achieve broader social and economic objectives by creating local employment opportunities for people struggling to get jobs, such as those with a long-term health conditions, to encourage engagement with schools, and to retain profits locally and improve environmental sustainability.

The evidence also shows that existing Charters attempt to combine ease of signing up for employers with commitments which are stretching. They can also look to vary their commitments by the size of employer or the sector they are operating in.

How can you have your say?

To draw on this experience and evidence we are consulting on a series of questions – set out below – on what should be in a GM Good Employer Charter and how it should work. Responses would be welcome by 13th April 2018, and can be submitted via www.surveymonkey.com/r/GMgoodwork.

We're really keen to hear from employers and employees of all sizes and from all sectors. Therefore we'd be really grateful if you would share the survey link with your professional networks and contacts.

We will use the responses to these questions and the evidence we have gathered to start drafting a Good Employer Charter for Greater Manchester. We will then publish the draft Charter for further consultation, to make sure that it will support our businesses to grow, our public and voluntary and community services to continue to improve, and create the well-paid, secure and fulfilling jobs our city region needs.

If you would like more information about the GM Good Employer Charter, please email goodwork@greatermanchester-ca.gov.uk.

Questions

Question 1: What does a good employer do (or not do)?

Question 2: What do you want from the GM Good Employer Charter?

Question 3: What should be in the Charter, which employers would have to sign up to?

Question 4: How could a GM Good Employer Charter be promoted?

Question 5: How could employers be encouraged to sign up? What could discourage employers from signing up?

Question 6: Should different sizes and types of employer be treated differently by the Charter? If so, how?

Question 7: What should the relationship be between the GM Good Employer Charter and other local and national standards and Charters, to ensure that they are mutually reinforcing and avoid confusion for employers?

Question 8: How should the application process and ongoing monitoring of the Charter work so that it is straightforward for employers but also ensures that commitments are met?

Question 9: How could the impact of the Charter be measured and who should do this?

Question 10: Is there other evidence which should be considered in the development of the Charter from academic research, practical experience or other sources?