



**GREATER MANCHESTER  
GOOD  
EMPLOYMENT  
CHARTER**

Supported by



**GMCA** GREATER  
MANCHESTER  
COMBINED  
AUTHORITY

**ANDY BURNHAM**  
MAYOR OF  
GREATER  
MANCHESTER

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Good Employment Charter Implementation Unit

# What is the **Charter?**

GREATER MANCHESTER  
**GOOD  
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CHARTER**

The Greater Manchester Good Employment Charter is a voluntary membership and assessment scheme that aims to **raise employment standards across GM**, for all organisations of any size, sector or geography.

[GMgoodemploymentcharter.co.uk](https://gmgoodemploymentcharter.co.uk)

# Why is the Charter important?

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Despite its underlying economic strength, there are **issues with the quality of work** in Greater Manchester.



Wages not meeting the  
cost of living



Accessibility and flexibility  
not offered in roles leads  
to lack of diversity



Unstable, low paid work  
on the rise

# Employer Pathway



**Employer Engagement**

**Supporter**

**Development  
Evaluation &  
Assessment**

**Member**

**Commitment & Action Plan**

**Engagement with Charter Team,  
Events and Supporters' Network**

**Develop Membership Evidence**

**Evidence considered by  
Independent Advisory Panel**

**Membership Recommendations  
Quarterly to the Board**



# Characteristics of Good Employment

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Pay



Secure Work



Engagement & Voice



Flexible Work



Recruitment



People Management



Health & Wellbeing

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# Characteristics of Good Employment

*Inequalities  
as the  
'Golden Thread'*



# 1,000 Employers

Employers engaged in the process



# c.400 Supporters

Employers signed up to the Charter

# 250,000+ Employees

Employees covered by Supporters

# 68 Members

Employers that have progressed from Supporters to Members

# Employer 'Benefits'

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*"Good Employment isn't a soft fuzzy thing, it's a direct major source of productivity and results"*

*Prof Cary Cooper,  
CIPD President*



Performance Improvement



Linked to Public Procurement



Visible Commitment to Employees



Access to Resources



Network of Employers



# Some Work Streams ...



## **Disability in the Workplace**

Breakthrough UK supported by ACAS and CIPD.



## **Flexible and Hybrid Work**

Masterclasses and Toolkits in partnership with Timewise



## **Racism and Allyship**

Race Equality Panel, GMHSCP, MMU



## **Foundational / NTE**

Developing sectoral characteristics



## **Public Procurement**

Ensuring good jobs for public spend



## **Leadership for Good Employment**

Several, including Manch Uni, CIPD, ACAS



## **Ageing in the Workplace**

With GMCA and Centre for Ageing Better



## **Real Living Wage**

GMCA, LWF & GMFA



## **Good Employment "Chatter" Podcast**

Equality, Diversity & Inclusion



## **Bus Franchising**

In partnership with TfGM

# Thank You

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