



GREATER MANCHESTER
GOOD
EMPLOYMENT
CHARTER



**The Greater Manchester
Good Employment Charter**

Improving employment standards across all GM employers
regardless of size, sector, or geography

GMgoodemploymentcharter.co.uk



“Greater Manchester is once again leading the way with the Greater Manchester Good Employment Charter. We do things differently here, and we know keeping what’s good for our people at the heart of what we do will only strengthen our place.

“We have a proud history of ensuring that economic progress goes hand in hand with social progress, and that is the basis of this Charter. Providing good employment is a win-win for Greater Manchester businesses, and our employers who are best at engaging and supporting their employees are the most successful.

“This Good Employment Charter is a major step towards making sure that new and existing jobs right across Greater Manchester are underpinned by a commitment to equality, fair pay, and giving employees a say in how their workplaces are run – securing our city-region as an area of employment excellence. As we face up to the challenges of these unprecedented times, the Good Employment Charter will be absolutely fundamental to our ambitions to build back better and fairer for all.”

Mayor of Greater Manchester, Andy Burnham

There remain some significant issues with the quality of work in Greater Manchester.



Unstable low-paid work is on the rise



Cost of living is greater than wages



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

The Greater Manchester Good Employment Charter is a voluntary membership and assessment scheme which has been created to:

- Help deliver good jobs with opportunities for people to progress and develop
- Contribute to a thriving and productive local economy in the city region
- Work alongside other standards and accreditations to recognise employers
- Engage with all GM organisations at no cost to employers

Benefits of joining the good employment movement



PEER TO PEER SUPPORT



ACCESS TO RESOURCES



NETWORK EVENTS



COMMITMENT TO EMPLOYEES



PERFORMANCE IMPROVEMENT

The Characteristics of Good Employment

The Charter has set out seven characteristics of good employment, all underpinned by the principles of equality, diversity and inclusion



Secure Work



Flexible Work



Pay



Engagement & Voice



Recruitment



People Management



Health & Wellbeing

“Driven to develop diverse, equal, and truly inclusive working condition across Greater Manchester.”



“Being Members of the Charter gives us the opportunity to demonstrate a solid commitment to our colleagues, to continuously strive for improvement in our culture and people practices, and to share knowledge and best practice with other companies who are committed to being good employers.”

**Jennifer Atkins -
People Director at Bruntwood**

“The Charter recognises the need to engage with and listen to employees and we believe this is critical to our success as a business, particularly during times of change. I’d encourage anyone to work towards becoming a Member of the Charter and we look forward to helping to build up a network of like-minded businesses to help our great region prosper.”

**Rachael Parr -
Head of HR at Electricity North West**



“We are working to establish a culture where all can contribute, develop and achieve – and we want to support other organisations to do the same. The Charter network has given us the chance to share this knowledge with our peers while learning from other employers dedicated to good employment. We are proud to be one of the first Members of the Charter.”

**Siobhan Pollitt -
Chief Executive at Back on Track**



Join the **#goodemployment** movement

GMgoodemploymentcharter.co.uk/get-involved



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