

GREATER MANCHESTER GOOD EMPLOYMENT CHARTER



<https://www.gmgoodemploymentcharter.co.uk/>

OVERVIEW

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.

The reason we have signed up to and advocate for the [Greater Manchester Good Employment Charter](#) (GM GEC) is not just because we're based in Greater Manchester too - although this is certainly how we first came to know them! Instead, we support GM GEC because they are working towards elevating the employment standards in Greater Manchester, helping to [create businesses for good](#) in the city we're based in.

While the organisation is based in Greater Manchester and operates specifically for the employees and employers also based there, this doesn't mean that their work doesn't reach further.

The characteristics of good employment, as defined by GM GEC, are a framework by which all businesses can become good (if not great) employers. They can be used by all as a guide for being a better business.

BACKGROUND

Despite Greater Manchester's underlying economic strength, there are still some significant issues with the quality of work offered – with unstable and low-paid work on the rise, wages not meeting the cost of living, and roles not offering accessibility or flexibility. All of this leads to a workforce that lacks diversity.

- More than 1/3 of workers in Britain are struggling in low quality jobs that risk damaging their health according to [a report by the Health Foundation](#).
- Approximately 14 million people are in poverty in the UK according to [a report from JRF](#), and this is made up of 8 million working age adults, with poverty levels in the workforce on the rise.
- [The Greater Manchester Independent Prosperity Review \(2019\)](#) found that wages had fallen by 6.6% in real terms between 2006-2016 for the average worker in the city region.

To reach their potential, people need to be offered secure, fulfilling and well-paid work. This not only boosts the morale of the workforce, but retention rates, productivity and health. In turn, this leads to business growth and success.

That's why in Greater Manchester they're doing things differently and have launched the Greater Manchester Good Employment Charter. The Charter was developed through a process of co-design, involving the Greater Manchester Combined Authority (GMCA), all GM districts, Trade Unions, and employers and employees from all sectors. [You can learn more about the creation process of the Charter here](#).

WHAT IS THE GREATER MANCHESTER GOOD EMPLOYMENT CHARTER?

The Greater Manchester Good Employment Charter is a voluntary membership and assessment scheme which has been created to improve employment standards across all GM employers, regardless of size, sector or geography. Organisations – including public sector bodies, private sector businesses, service providers, the third sector, and voluntary and community organisations – can sign up to the Charter.

The Charter has two tiers:

Supporters

Employers that support the aim of the Charter and have made a commitment to improving practice in all characteristics of good employment.

Members

Employers that have made the Supporter Commitment and meet the membership criteria in all characteristics of the Charter.

In order to sign up to the Charter as a Supporter, visit their website and complete the [Supporter Registration Form](#). This is the first step in the process of becoming a Member.

By becoming a Supporter you will be making a commitment to improving practice across all characteristics of the Charter, as outlined below.

THE CHARACTERISTICS OF GOOD EMPLOYMENT

There are seven key characteristics of good employment as defined by the GM GEC:

- Secure Work
- Flexible Work
- Pay
- Engagement & Voice
- Recruitment
- People Management
- Health & Wellbeing

More information about all of the above can be found on [this page](#) of the GM GEC website.

WHY SIGN UP?

The Good Employment Charter helps employers to grow and succeed through improved employment standards by encouraging and supporting employers to develop good jobs and deliver opportunities for people to progress. With the Charter, employers can support the health, development and resilience of their workforce whilst experiencing the business benefits that come alongside this.

Signing up as a Supporter of the Charter allows employers to join the Supporters' Network to share good employment practices with and learn from other employers in Greater Manchester. There are webinars and events designed to educate, engage and inspire employers, with expert speakers covering topics across all the characteristics of good employment. As Supporters, employers get access to a growing host of resources, signposting to information and support services helping to improve employment practices across all characteristics.

By becoming a Supporter of Charter employers are making an outward, visible commitment to better the lives of employees in their organisation and across the city region, placing employers in the forefront of the good employment movement. Engaging with the Charter and improving employment standards will benefit employers with better employee retention and satisfaction, and other ensuing business benefits of such practice.

For the latest numbers of employers engaged in the Charter, visit the [Impact of the Charter](#) page. Visit [Members](#) and [Supporters](#) pages for a detailed list of organisations involved.

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GREATER MANCHESTER AND BEYOND

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USEFUL LINKS

- [Greater Manchester Good Employment Charter Website](#)
- [GMCA: Developing a Good Employment Charter for Greater Manchester](#)
- [Good Employment Charter Marketing Brochure](#)
- [Good Employment Charter Membership Criteria](#)
- [Good Employment Charter Employee Guide](#)
- [Good Employment Charter Supporter Commitment](#)

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