

North West TUC

A City Region Employment Charter

We want the Mayor to commit to all the standards marked ★

The Mayor's commitment should entail

(1) a commitment to meet the standards as a direct **employer**

(2) a commitment to only **commission / procure** from other organisations that undertake to reach the same standard

(3) a commitment to **encourage other public sector and partner anchor institutions** in the city region to adopt each of these standards as employers and to embed them in their contracting processes and supply chains.

We want the Mayor to commit to **encourage all employers** in the city region to adopt the standards marked 🎯

(1) A Living Wage

The real living wage is the minimum needed to live on. It is currently calculated to be £8.75 per hour. It is neither economically nor morally justifiable for public money to be paid to organisations that do not pay the real living wage to its employees. The TUC's medium term objective is for a £10 per hour minimum wage



The Mayor's Office / Combined Authority will become an accredited living wage employer.



All employers in the city region are encouraged to become accredited living wage employers and to encourage organisations in their supply chain to do the same.

(2) A Secure Income

Insecure incomes cause workers and their households unnecessary stress and hardship. Workers' living standards are at risk when their contracted working hours are much lower than the paid hours they normally work. Employers should not use agency or 'self-employed' status as a method of avoiding responsibility to long-term employees.



The Mayor's Office / Combined Authority will not use zero hours contracts or other forms of casual contracts, will employ staff on contracts that reflect the actual hours they work, and will offer direct employment to long-term staff, rather than requiring them to be classed as agency staff or self-employed.



All employers in the city region are encouraged to end the use of zero hours and insecure casual contracts and to offer staff contracts that guarantee payment for the hours that they regularly work. All employers are encouraged to offer staff who work for them for a prolonged period with the opportunity to become direct employees.

(3) Support to Access Employment and Develop at Work

Good quality jobs should be accessible to everybody in the city region.



The Mayor's Office / Combined Authority will always procure locally whenever possible. We will offer and promote high quality apprenticeships and accessible opportunities for learning throughout life. We will support a properly funded, high quality and accessible lifelong skills sector recognising that further education colleges are key anchor institutions in their local communities.



All employers in the city region are encouraged to procure locally when possible, to provide high quality apprenticeships for local people; and to provide development opportunities for workers such as paid time off for training.

(4) Equality of Treatment

A fundamental principle in this city region is that people should be treated equally.



The Mayor's Office / Combined Authority will ensure that women and men are paid equally for work of equal value and will promote work/life balance and strive to eradicate discrimination in all its forms. We will aim to have a workforce that is representative of the community that we serve.



All employers in the city region are encouraged to be transparent in their pay policies and take action to close the gender pay gap, to actively promote work-life balance, and to eradicate discrimination in all its forms. Employers are encouraged to adopt the aim of having a workforce that is representative of the community where they are located.

(5) A Strong, Independent Voice at Work

Collective bargaining and regular constructive dialogue between employers and trade unions is important to ensure good employment relations and safe workplaces, facilitate mutually-beneficial adjustments to employment practices, and to ensure high-quality service delivery.



The Mayor's Office / Combined Authority will recognise and work with trade unions. We will abide by collective bargaining agreements and arrangements. Where workers delivering outsourced or externally-procured services (such as social care) are not covered by collective bargaining arrangements, we will explore and pursue opportunities to establish sectoral collective bargaining at the most appropriate levels within and across the city region.



All employers in the city region are encouraged to recognise, work with and bargain with trade unions. Employers should ensure that there is no black-listing or victimisation of trade union members.
