



Skills & Employment Committee

29 July 2024

Title:	Good Work Charter: Progress Report
Report of:	Laura Guymer, Strategic Careers Lead
Lead Member:	Cllr Lucy Nethsingha, Lead Member - Skills
Public Report:	Yes
Key Decision:	No
Voting Arrangements:	No vote required

Recommendations:

A	To receive a progress update/ presentation on plans to launch a Good Work Charter in 2025
B	To note the collaborative work with partners to gather insights which are helping to inform co-creation
C	To note the strategic engagement to date and future intentions, with the opportunity to input and shape the Good Work Charter

Strategic Objective(s):

The proposals within this report fit under the following strategic objective(s):

✓	Achieving ambitious skills and employment opportunities
✓	Achieving good growth
	Increased connectivity
✓	Enabling resilient communities
✓	Achieving best value and high performance

The Combined Authority's devolution agreement and commissioning of skills programmes contributes to the above strategic objectives, aligned to the pillars within the Employment and Skills Strategy (2022):

- **Pre-work learning and formal education:** improving learning and experiences of work, including quality careers information, advice, and guidance, during formal education; providing a strong foundation for labour market entry and future working lives.
- **Employer access to talent:** developing priority skills that support sustainable growth, improving employers' engagement with education and improving job quality
- **Life-wide and lifelong learning:** improving access to life wide careers guidance and a rich learning and skills offer to upskill and reskill residents through their life-course
- **Support into and between work:** Supporting the unemployed residents to transition into training and then employment and support to disadvantaged groups to access the labour market.

1. Purpose

1.1	This report (and accompanying presentation) provides members of the Skills and Employment Committee with an update on CPCA's proposed Good Work Charter
1.2	Members are requested to note that progress on the Charter has not been as swift as anticipated due to capacity issues within the CPCA's Skills team.
1.3	Members are invited to input into the shaping of the Charter.

2. Proposal

2.1	The proposal for a Good Work Charter aligns the CPCA with best-practice approaches adopted across other Combined Authorities.
2.2	It enables much greater alignment between health outcomes, employment and skills across the CPCA region, The requirement for a Good Work Charter is referenced in our ICB's WorkWell bid and in the Action Plan for Poverty/ Employment which went to October 23's Joint Health and Wellbeing Board.
2.3	It also resonates with the NHS Cambridgeshire and Peterborough Joint Forward Plan; specifically, one of their key blocks of reducing poverty through better employment and housing.

3. Background

3.1	<p>Good employment is one of the main social determinants of health and there is substantial evidence about the effectiveness of Employment Charters as a tool for encouraging inclusive growth and supporting productivity¹.</p> <p>Dame Carol Black's reviews in 2008 and 2011 brought a focus on how work can have a significant impact upon health.</p> <p>In 2017 the 'Improving Lives: the future of work, health and disability' Green Paper made a clear acknowledgement that disability or a health condition should not be an obstacle to work and a commitment to improving the work opportunities of those living with poor health or a disability or both.</p>
3.2	<p>Good Work: The Taylor Review of Modern Working Practices (2017).</p> <p>This set out a single overriding ambition; all work in the UK economy should be fair and decent with realistic scope for development and fulfilment.</p> <p>Taylor Review: Principles</p> <ul style="list-style-type: none">• Fairness demands that society ensures people, particularly those on lower incomes have routes to progress in work, have the opportunity to boost their earning power and are treated with respect and decency at work.• Employment is vital to citizens' health and wellbeing; quality of work is a major factor in enabling people to stay healthy and happy. This, in turn, benefits both the individual and their family, and the economy through increased productivity and the wider public interest.• Better designed work that maximises an individual's skills and talents, contributes towards tackling the complex challenge of low productivity.• Citizens feel respected, valued, trusted, and enabled and expected to take responsibility.

¹ See Dickinson, P., Erickson, E., and Sarter, E.K., 2023. The role and impact of employment charters and procurement by subnational authorities to achieve good work standards.

3.3

The Good Work Charter

The Institute for the Future of Work² (IFW) is an independent Think Tank which convenes the All-Party Parliamentary Group on the Future of Work. IFW has developed a framework for the Good Work Charter. This sets out ten principles of ‘good work.’

The Good Work Charter

1 Access
Everyone should have access to good work

2 Fair pay
Everyone should be fairly paid

3 Fair conditions
Everyone should work on fair conditions set out on fair terms

4 Equality
Everyone should be treated equally and without discrimination

5 Dignity
Work should promote dignity

6 Autonomy
Work should promote autonomy

7 Wellbeing
Work should promote physical and mental wellbeing

8 Support
Everyone should have access to institutions and people who can represent their interests

9 Participation
Everyone should be able to take part in determining and improving working conditions

10 Learning
Everyone should have access to lifelong learning and career guidance

3.4

Mayoral Combined Authorities: Good Work Charters

Five MCAs have adopted a Charter promoting Good Work and/or Fair Work and they have featured as Mayoral manifesto commitments. The Charters are rooted in the local place and reflect local needs. They are examples of ‘nudging’ employers to offer better jobs as opposed to ‘hard’ directives underpinned by legislation, such as the National Minimum Wage (NMW).

It is worth noting a strong alignment between the principles of the IFW’s Good Work Charter and the CPCA’s three ‘C’s: Compassion, Co-operation, and Community.

Evidence suggests that proportion of people in ‘good jobs’ declines for those in low wage/low skill occupations and sectors, those in lower socio-economic groups and young people.³ Charters, therefore, assist such groups to ‘share’ in the benefits of economic development and growth.

Summary of MCA Charters launched to date.

MCA	Name of Charter	Launch Date
Greater London Authority	Good Work Standard	2019
Greater Manchester Combined Authority	Good Employment Charter	2019
Liverpool City Region	Fair Employment Charter	2021
North of Tyne Combined Authority	Good Work Pledge	2020
West of England Combined Authority	Good Employment Charter	2022
West Yorkshire Combined Authority	Fair Work Charter	To be launched

² Institute for the Future of Work

³ Dobbins, T., 2022. Good work: policy and research on the quality of work in the UK.

3.5	The proposal for a CPCA Good Work Charter is referenced in the Cambridgeshire & Peterborough Integrated Carer Board's WorkWell bid and also in the Action Plan for Poverty/ Employment which went to October 2023 Joint Health and Wellbeing Board. It also resonates with the NHS Cambridgeshire and Peterborough Joint Forward Plan; specifically, one of their key blocks of reducing poverty through better employment and housing.
3.6	<p>Consultation to date (2024)</p> <ul style="list-style-type: none"> • CEOs constituent councils (March) • Skills Committee (March) • Employment and Skills Board • Economic Development Panel • Economic Development Officers - one-to-ones • Cambridge Ahead • Chambers of Commerce / 50+ employer workshop • Employer one-to-ones • Public Health colleagues • DWP colleagues • Good Work Charter Steering Group: DWP, Public Health, employer rep, Chamber of Commerce • CEOs constituent Councils (July)
3.7	<p>Progressing the Charter</p> <p>While Charters should not be relied on to address long-term structural issues within the labour market, they can play a role as a 'soft lever,' in engaging business and pressing for change. They set the standard for improving employment conditions and the employability and skills of citizens in a given area.⁴</p> <p>The Combined Authority has identified key considerations of the Charter and is inviting Members to input into the shaping of the Good Work Charter. This work will allow officers to continue the development of the Charter and to also identify where and how the Charter will fit into the current Economy and Growth portfolio.</p>

4. Appendices

4.1	None
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5. Implications

Financial Implications

5.1	Budget has been identified (up to £xxx) within the existing MTFP for further development of the Charter. Any procurement will follow the Single Assurance Framework and procurement processes.
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Legal Implications

5.2	There are no significant legal implications arising from the report at this stage.
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Public Health Implications

5.3	The report recommendations have positive implications for public health in the longer-term. The connection between good work, health and wellbeing are widely evidenced by research.
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⁴ See Hurrell, D.L., Hughes, C. and Ball, E., 2017. Local employment charters: case studies from the UK.

Environmental & Climate Change Implications	
5.4	None identified
Other Significant Implications	
5.5	The recommendations in this report have due regard to the Combined Authority's Equalities duties under the Equality Act 2010 in implementing funding policies and projects which seek to widen participation and make learning opportunities more accessible for all citizens including all protected characteristics.
Background Papers	
5.6	None