

The Liverpool City Region Combined Authority was established on 1 April 2014 as part of central government moves to devolve more powers to English regions, including Greater Manchester and the West Midlands.

The Liverpool City Region brings together six local authority areas – Liverpool, Halton, Knowsley, Sefton, St Helens and Wirral – and the 1.6m people who call these areas home – under the leadership of Mayor Steve Rotheram.

Steve was elected as the first Mayor of the Liverpool City Region in 2017, with 59% of the vote. Previously he has served as the Member of Parliament for Liverpool Walton and as the PPS to Jeremy Corbyn, Leader of the UK Labour Party.

The Liverpool City Region's economy faces many and complex challenges. Our population fares badly on multiple indicators of deprivation, and our businesses face challenges in securing workers with the right skills for the future world of work. Poor health and in particular poor mental health act as a barrier to economic activity for too many of our residents, and child poverty rates are depressingly high. Using the Joseph Rowntree Foundation metrics to measure inclusion, Liverpool City Region fares the second worst of all the English Economic Areas.

Mayor Rotheram stood on a manifesto that committed to put fairness and social justice at the heart of everything we do as a city region. He said: **“Successful modern cities are not built on low-skill economies or exploitative labour markets. That’s why we need to be an exemplar for a fair, progressive and sustainable economy” and has implemented a range of policies to support that ambition”**.

In 2017, Steve established the innovative Fairness and Social Justice Advisory Board, made up of citizens from across the Liverpool City Region who bring their professional and their lived experience of inequality and injustice. The Board seeks to ensure future policies and practices focus on tackling inequality and unfairness, and the board has been instrumental in ensuring that business and investment decisions are made in a different way.

Since his election, Steve has introduced a £500m Strategic Investment Fund to invest in projects that will build an inclusive economy by curbing the use of zero-hours' contracts, guaranteeing a Real Living Wage and trade union recognition. He ensured that the Liverpool City Region Combined Authority became the first of the new devolved authorities in the country to pay a Real Living Wage and he is working to implement a Fair Employment Charter.

The development of the Fair Employment Charter encapsulates a new approach to policymaking, ensuring that delivery partners are involved in the co design and co-production of the charter and its proposed implementation. A widespread consultation exercise took place in January 2019 to gain views about what mattered most about good work, and employers, trades unions, specialist organisations and individuals contributed to the consultation.

During the summer of 2019 a Reference Panel was established made up of all partners with an interest in good work, and the panel acts as a sounding board for ideas and is helping to shape the next stages of the development of the charter.

The work taking place is being informed by the development of similar charters in other economic areas, and arises in the absence of action from national government to improve employment rights and pay regulation for UK workers.

The developing Fair Employment Charter will focus on :-

- A **Fair employer** – who pays the real living wage , gives people security of their hours of work
- An **Inclusive employer**.....who ensures equality of opportunity from recruitment through to access to lifelong learning ....lets people balance work and life, creates a healthy and inclusive workplace
- A **Just employer**...who gives people a voice at work , gives young people a chance of a good apprenticeship, trains managers to ensure consistency of practice

The presentation will talk about the need for a charter, the process of developing the charter, and how the charter links to the wider work of the Liverpool City Region Combined Authority