



Living Wage in the UK

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Living Wage Foundation

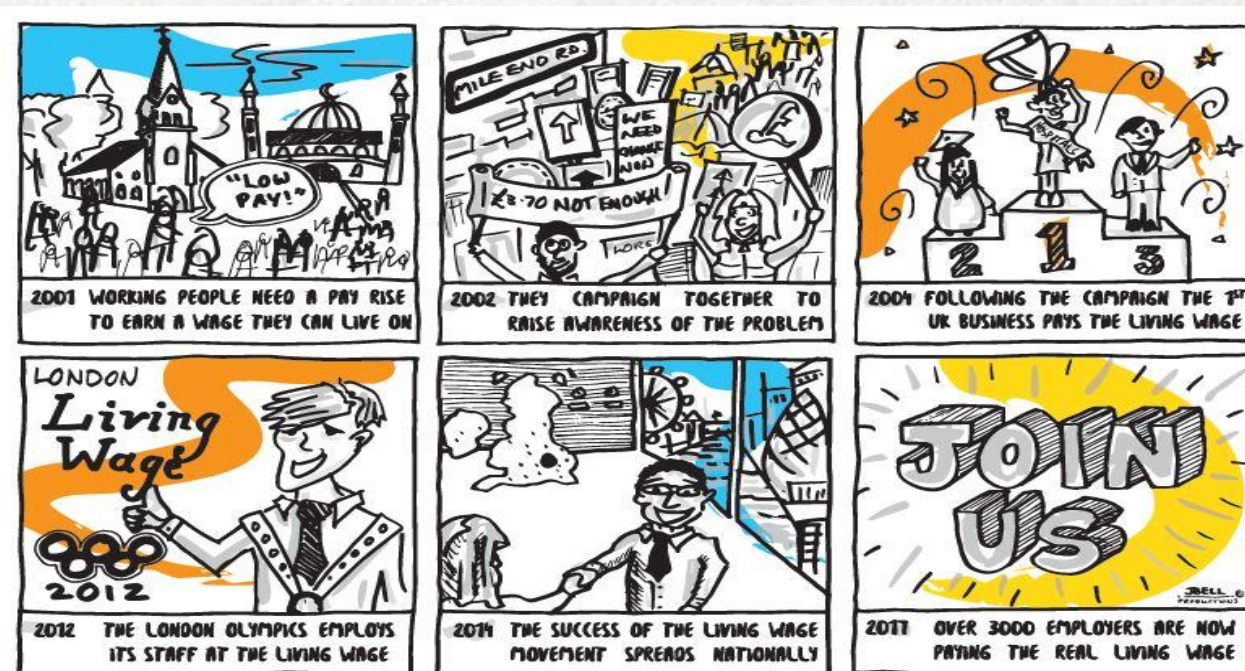
Living Wage Foundation

The Living Wage Foundation recognises and celebrates the leadership shown by Living Wage Employers across the UK.

- **Intelligence**
- **Influence**
- **Accreditation**

History

- 2001 – Campaign started by parents in East London, Citizens UK
- 2003 – First London Living Wage rate calculated by the GLA
- 2011 – Living Wage Foundation established
- 2015 – Chancellor announces ‘National Living Wage’
- 2016 – Living Wage Commission launched to oversee calculation



Living Wage employers



Why is the Living Wage needed?

Earning less than the real Living Wage

- 1 in 5 workers (19%)
- 5.2 million people
- 26% of women compared to 16% of men
- 2 in 3 children in poverty have a parent in work

£9.30
UK Rate



£10.75
London
Rate

HOW DO I BECOME A **LIVING WAGE EMPLOYER?**

PAY THE REAL
LIVING WAGE
TO ALL YOUR
DIRECTLY
EMPLOYED
STAFF

HAVE A PLAN
TO PAY YOUR
ON-SITE
CONTRACTORS
A LIVING WAGE

COMPLETE THE
APPLICATION
FORM ONLINE

www.livingwage.org.uk/become-a-living-wage-employer

Subcontracted staff

- Success of campaign
- Phased implementation
- Regular staff
- Onsite

Why accreditation matters

- Long term **commitment** to the rates
- Accredited employers **uprate** each year, ensuring workers will always earn the Living Wage
- They get the Employer mark which gives consumers, users and clients a clear sign of their status as a **responsible employer**
- It builds our movement, demonstrates **leadership** and encourages other employers to get on board and sign up

Business benefits

93%

SAY IT HAS BENEFITED THE BUSINESS

86%

SAY IT HAS IMPROVED THE REPUTATION OF THE BUSINESS

75%

SAY IT HAS INCREASED MOTIVATION AND RETENTION RATES FOR EMPLOYEES

64%

SAY IT HAS HELPED DIFFERENTIATE THEMSELVES FROM OTHERS IN THEIR INDUSTRY





*Global
Living
Wage*

- Principles of Global Living Wage
- SDG Paper
- International dialogues
- Developing a network of accreditation bodies
 - New Zealand, Canada, USA, Hong Kong, South Africa, Jersey

Thank you

Please contact:

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