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# THE LIVING WAGE SMALL CHANGE; BIG DIFFERENCE



Citizens UK charity no. 1107264

# WHAT IS THE LIVING WAGE?



**The Living Wage is an hourly rate of pay, calculated according to the basic cost of living in the UK.**

It provides an acceptable standard of living for employees and their families and a benchmark for employers who are able to pay more than the National Minimum Wage.

There are two Living Wage rates, the UK Living Wage and the London Living Wage. New Living Wage rates are announced in November each year.

Employers choose to pay the Living Wage rates on a voluntary basis.

Living Wage Foundation celebrates employers that pay the Living Wage by awarding an ethical mark for them to display.

**“It is not just the right thing to do, it makes absolute business sense. It ensures that we attract and retain the best and most motivated people, whether directly employed by us or by others. We want good people and the Living Wage is an excellent way of getting and keeping them.”**

Matthew Sparkes  
*Linklaters*



With thanks to our Principal Partners



# WHY SHOULD I PAY THE LIVING WAGE?

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**We think it's the right thing to do, for your employees and for your organisation.**

Paying the Living Wage can have positive effects on staff wellbeing and team morale.

Employers have told us it can mean increased productivity, reduced absenteeism, better recruitment and retention, improved quality of work, and an increased consumer awareness of your organisation's ethical credentials.

Across the UK one in five workers earns less than the Living Wage.

85% of consumers think that companies that can afford to do so should voluntarily pay the Living Wage.


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**More than 80% of employers believe that the Living Wage had enhanced the quality of the work of their staff, while absenteeism had fallen by approximately 25%.**

**2/3 of employers reported a significant impact on recruitment and retention within their organisation.**

**“Before, I had to work two jobs to put food on the table and pay the rent. I had no time for my family or my community. When the Living Wage was introduced I was able to prioritise the one job and that means I've been able to be there for my family and set up a youth group in my community. What I've been given, I'm now able to give back.”**

Amin Hussein  
*Cleaner and Youth worker*



**“The cost of living is a constant pressure and the Living Wage has allowed us to be more secure in our finances and planning out a happier future. I had never heard of the living wage before I was at Fresh Logistics and the impact on my families' lives is fantastic. Thank you, it is truly appreciated.”**

Stefan Proudlove  
*Fresh Logistics*



# WHO ELSE PAYS THE LIVING WAGE?



Living Wage Employers range from community pubs, wholesalers, service providers and Local Authorities to consultancies, charities, banks, building societies and food manufacturers.

The majority of our employers are in the private sector.



# WHERE DID IT COME FROM?



## **The Living Wage is an idea that began with parents and families.**

It came from stories which were shared by the member communities of our parent charity Citizens UK. Parents were working hard, often in two jobs, but struggling to make ends meet and spend time at home.

These stories started the Living Wage movement and remain at its heart.

The Living Wage story is a partnership between civil society and responsible business.



# WHAT DOES IT MEAN TO BE ACCREDITED?

**Accredited Living Wage Employers sign a licence agreement with us to confirm they pay the Living Wage to all employees.**

The Living Wage applies to employees over the age of 18. However it doesn't apply to temporary, developmental schemes, such as apprenticeships and internships.

Living Wage Employers also commit to paying the Living Wage to all subcontracted workers who regularly work on their premises. These may be cleaners working for a third party, or security guards or catering teams.

Rolling out the Living Wage across contracts can be phased in over time, as contracts come up for renewal.

We can work with you to develop a phased accreditation plan that works for your organisation.

Accreditation means committing to pay the new Living Wage rates year on year, which ensures your employees' pay keeps up with the cost of living.



# WHAT ARE THE BENEFITS OF BECOMING ACCREDITED?

- Accredited employers display the Living Wage Employer Mark on their materials and in their buildings.
- We will provide you with guidance on paying the Living Wage, including best practice on how to implement the rate increases and work with third party organisations.
- We will celebrate your accreditation and work with you on publicity and media. We will also keep you up to date with news about the Living Wage campaign, and the rates.
- You will be included in the publicly available list of Living Wage Employers, meaning that consumers, prospective employees, or grant makers can easily find you.
- You will become part of a thriving network of UK employers that support and promote the Living Wage.

To start your journey to accreditation simply fill in the form on the Living Wage Foundation website [www.livingwage.org.uk/contact](http://www.livingwage.org.uk/contact) and we will be in touch.

“With the economy showing signs of recovery, employers that can pay a Living Wage must do so. They should choose between continuing to make gains on the back of poverty wages, or doing the right thing and paying a fair wage for a hard day’s work.”

Dr. John Sentamu  
*Archbishop of York*

“We must campaign for the cause of fairness, decent pay and putting money in people’s pockets and purses which will boost our local economy.”

Ian Stewart  
*Mayor of Salford*

“Paying the London Living Wage is not only morally right, but makes good business sense too.”

Boris Johnson  
*Mayor of London*



## **The Living Wage Foundation**

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**[www.livingwage.org.uk/contact](http://www.livingwage.org.uk/contact)**

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