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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.

- **Accreditation** - Recognition through the Living Wage employer mark. Also run a Service Provider Recognition Scheme for those providing staff in lowest pay sectors.
- **Intelligence** – Advice and support on how to implement the Living Wage.
- **Influence** – Public forum to support the Living Wage including Living Wage Week each November.

Our Principal Partners



6 Resolution Foundation



Linklaters



OXFAM



Trust for London
Tackling poverty and inequality

BURBERRY



What is the Living Wage?



- Hourly rate independently-calculated each year based on what employees and their families need to live
- Takes into account a basket of goods and services – based on Minimum Income Standards

The Living Wage

£8.45

UK rate

£9.75

London rate

The only rates calculated based
on the real cost of living





The real Living Wage

The minimum wage:
government minimum for
under 25s

National Living Wage:
government minimum for
over 25s

Real Living Wage: The
only wage rate based on
what people need to live

£7.05

£7.50

£8.45 across the UK and
£9.75 in London

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Is it the law?

Statutory

Statutory

Voluntary

What age group is covered?

21 and older

25 and older

18 and older

How is it set?

Negotiated settlement
based on recommendations
from businesses and
trade unions

A % of median earnings,
currently at 55% it aims to
reach 60% of median
earnings by 2020

Calculation made according
to the cost of living, based
on a basket of household
goods and services

Is there a London weighting?

No London weighting

No London weighting

Yes - there is a separate
higher rate for London

What is Living Wage accreditation?



- Mark of a responsible employer
- Accredited Living Wage employers commit to:
 - ✓ pay all directly employed staff the Living Wage
 - ✓ having a plan in place to roll the Living Wage out across third party contracts as they come up for renewal, usually over 2-3 years
 - ✓ The Living Wage applies to people who deliver services on the premises e.g. catering, cleaning, security

Our employers



OLIVER BONAS



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wellcome trust



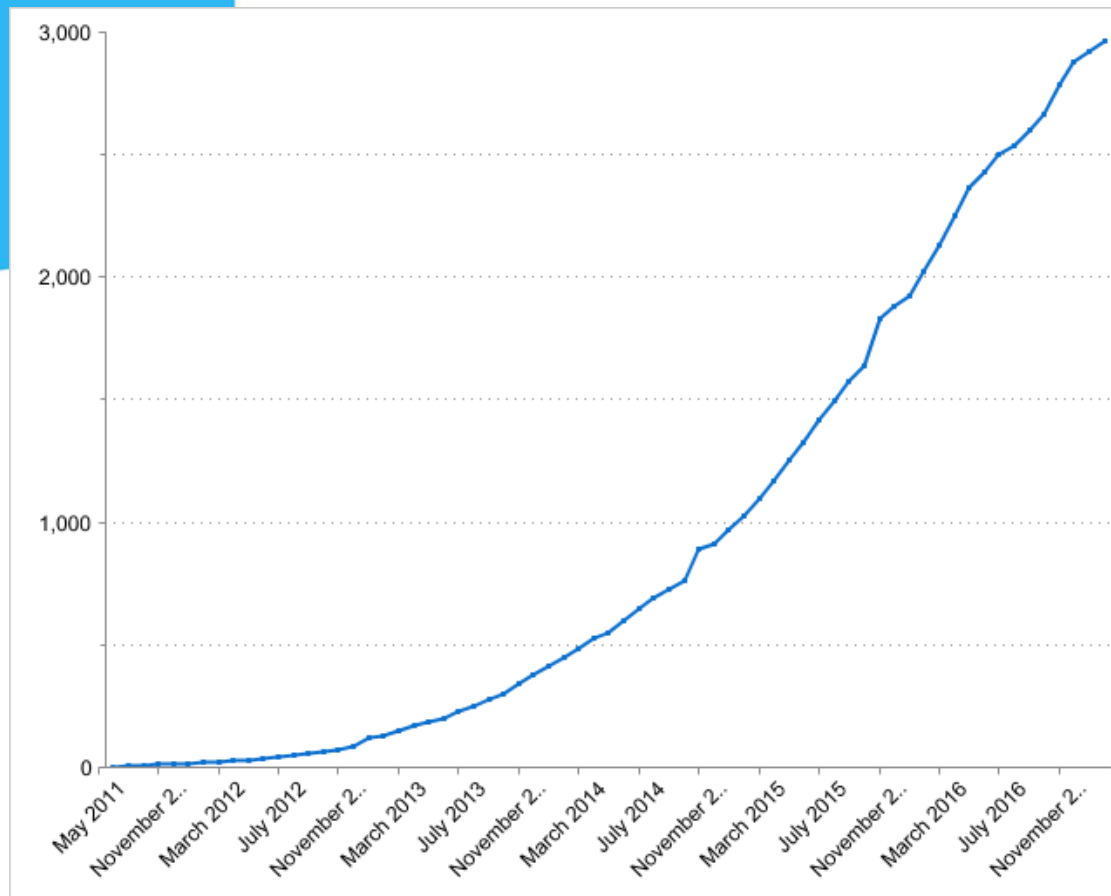
nationalgrid



Sotheby's



Living Wage Growth



- Over **3,300** employers
- Over **150,000** staff uplifted
- **30%** FTSE 100
- Breakthroughs in low paying sectors: IKEA, Oliver Bonas, Majestic Wine
- Doubled since NLW announced
- **85** Local Authorities accredited in the UK

Procurement UK wide



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EDF Energy accredited as living wage employer

By Debbie Lovewell-Tuck 29th March 2016 11:08 am



EDF Energy has been accredited as a living wage employer by the Living Wage Foundation.

The organisation has been accredited for its commitment to paying all its staff at least the national living wage of £8.25 an hour.



Why Accreditation Matters

Long term **commitment** to the rates

Accredited employers **update** each year, ensuring all 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

Living Wage Week



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Heating on Minimum Wage.



Heating on Living Wage.



The Living Wage means low-paid workers can finally start saving. Show your support at livingwage.org.uk





Business benefits

- **93%** of employers reported they had gained as an organisation after becoming a real Living Wage employer
- **76%** of large Living Wage employers reported improved retention
- **64%** of accredited organisations felt that accreditation differentiated them from others in the same industry
- **80%** of employers felt that the Living Wage had increased consumer awareness of their commitment to be an ethical employer
- **7 out of 10** of consumers said they would consciously shop in favour of a Living Wage accredited retail chain

Living Wage and Local Authorities



We work with a range of Councils to promote the Living Wage across towns and cities, through:

- Targeted outreach
- Business engagement / networking events
- Business Rates schemes
- Living Wage Friendly Funder scheme
- Celebrating Living Wage Week
- Announcing new employers going LW



Thank you



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