




## Summary of Responses

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### 1

Have you read the background information about the Oxford Living Wage?

Yes		93% (13)
No		7% (1)
Don't Know		0% (0)

### 2

Are you responding on behalf of an organisation?

Yes		14% (2)
No		86% (12)

### 3

If you answered yes to Question 2, on behalf of which organisation are you responding?

This question has been answered 2 times.

## 4

To what extent do you agree or disagree that low pay is a significant issue affecting the city or its people?

Strongly agree		93% (13)
Agree		0% (0)
Neutral		7% (1)
Disagree		0% (0)
Strongly disagree		0% (0)

## 5

If you agree that low pay is a significant issue affecting the city or its people, please can you summarise any experience you have of the impacts of low pay in Oxford?

This question has been answered 10 times.

## 6

The legal minimum wage for employees aged 25 or over is £7.50 per hour (£14,434 per year). Do you think the legal minimum wage is high enough to meet the basic needs of a person or family living and working in Oxford?

Yes		7% (1)
No		93% (13)
Don't Know		0% (0)

## 7

The legal minimum wage for employees aged 21 to 24 is £7.05 per hour (£13,696 per year) and for employees aged 18-20 it is £5.60 per hour (£11,096 per year). Do you agree with the principle that the legal minimum wage should be lower for adults aged under 25?

Yes		0% (0)
No		93% (13)
Don't Know		7% (1)

## 8

Thinking about the relatively high cost of living in Oxford, to what extent do you agree or disagree with the principle that the City Council should pay its employees more than the legal minimum?

Strongly agree		86% (12)
Agree		7% (1)
Neutral		0% (0)
Disagree		0% (0)
Strongly disagree		7% (1)

## 9

To what extent do you agree or disagree with the principle that employers in the city should also be encouraged to pay their employees more than the legal minimum?

Strongly agree		93% (13)
Agree		0% (0)
Neutral		0% (0)
Disagree		0% (0)
Strongly disagree		7% (1)

## 10

The Living Wage Foundation promotes the payment of the 'Living Wage' which is based on what people need to live. The Living Wage rate is £8.45 per hour (£16,743 per year) for employees of all ages outside of London. Do you think the Living Wage is high enough to meet the basic needs of a person or family living and working in Oxford?

Yes		7% (1)
No		86% (12)
Don't Know		7% (1)

## 11




Thinking about the cost of living in Oxford, to what extent do you agree or disagree that the Council should promote the payment of a wage rate that is higher than the Living Wage for the rest of the country (outside of London)?

Strongly agree		93% (13)
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Agree		0% (0)
Neutral		0% (0)
Disagree		0% (0)
Strongly disagree		7% (1)

## 12





The City Council has a policy to promote the payment of the ‘Oxford Living Wage’, which is £9.26 per hour (£18,303 per year) for employees of all ages. Do you think the Oxford Living Wage is high enough to meet the basic needs of a person or family living and working in Oxford?

Yes		57% (8)
No		29% (4)
Don't Know		14% (2)

## 13







The rate of the Oxford Living Wage has been set at 95% of the ‘London Living Wage’, which is based on the cost of living in London and is reviewed annually. This decision was informed by a comparison of housing and transport costs in Oxford and London. To what extent do you agree with the principle of linking the Oxford Living Wage with the London Living Wage in this way?

Strongly agree		36% (5)
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Agree		29% (4)
Neutral		21% (3)
Disagree		7% (1)
Strongly disagree		7% (1)

## 14

Which of the following wage rates do you think the City Council should pay its employees as a minimum?

More than £9.75 per hour		29% (4)
The London Living Wage - £9.75 per hour		43% (6)
The Oxford Living Wage - £9.26 per hour		21% (3)
The Living Wage - £8.45 per hour		7% (1)
The legal minimum - £7.50 per hour for over 25s / £7.05 for ages 21-24 / £5.60 for ages 18-20		0% (0)
Don't know		0% (0)

## 15

Please use this space to make other comments on the issue of low pay.

This question has been answered 9 times.

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