



CYNNAL | SUSTAIN
CYMRU | WALES

Living Wage in Wales

January 2023



£10.90
UK LIVING
WAGE

**FOR THE COST
OF LIVING**

£11.95
LONDON
LIVING
WAGE



£10.90

**CYFLOG
BYW'R DU**

AM GOSTAU

BYW

£11.95
**CYFLOG BYW
LLUNDAIN**



[Click here for
more
information
on the
calculation](#)



EXPLAINING UK WAGE RATES

THE MINIMUM WAGE

Government minimum
for under 23s

What is it?

£9.18

Is it the law

Statutory

What age group is covered?

21 and older

How is it set?

Negotiated settlement based
on recommendations from
businesses and trade unions

Is there a London weighting?

No London weighting

NATIONAL LIVING WAGE

Government minimum
for over 23s

What is it?

£9.50

Is it the law

Statutory

What age group is covered?

23 and older

How is it set?

A % of medium earnings, it aims
to reach 66% of median earnings
by 2024

Is there a London weighting?

No London weighting

REAL LIVING WAGE

The only wage rate based on
what people need to live

What is it?

£10.90 across the UK, £11.95 in London

Is it the law

Voluntary

What age group is covered?

18 and older

How is it set?

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

Is there a London weighting?

Yes - separate higher rate for London

#LIVINGWAGE

ESBONIAD O GYFRADDAU CYFLOG

YR ISAFSWM CYFLOG

Isafswm y Llywodraeth
i bobl dan 23 oed

Beth yw hi?

£9.18

A yw hi'n gofyniad cyfreithiol?

Statudol

Pa grŵp oedran a gwmpesir?

21 a hŷn

Sut gaiff ei chyfrifo?

Setliad wedi'i negodi yn seiliedig
ar argymhellion gan fusnesau ac
undebau llafur

A oes cyfradd i Lundain?

Nac oes. Dim cyfradd i Lundain

CYFLOG BYW CENEDLAETHOL

Isafswm y Llywodraeth
i bobl dros 23 oed

Beth yw hi?

£9.50

A yw hi'n gofyniad cyfreithiol?

Statudol

Pa grŵp oedran a gwmpesir?

23 a hŷn

Sut gaiff ei chyfrifo?

% o enillion canolrif,
gyda'r nod o gyrraedd
66% erbyn 2024

A oes cyfradd i Lundain?

Nac oes. Dim cyfradd i Lundain

CYFLOG BYW GO IAWN

Yr unig gyflog sy'n seiliedig ar yr hyn
sydd ei angen ar bobl i fyw

Beth yw hi?

£10.90 ar draws y DU £11.95 yn Lundain

A yw hi'n gofyniad cyfreithiol?

Gwirfoddol

Pa grŵp oedran a gwmpesir?

18 a hŷn

Sut gaiff ei chyfrifo?

Cyfrifiad a wneir yn ôl costau byw,
yn seiliedig ar fased o nwyddau a
gwasanaethau

A oes cyfradd i Lundain?

Cyfradd ar wahân uwch i Lundain

#LIVINGWAGE #CYFLOGBYW-

Living Wage and public bodies

- In November 2021 the First Minister wrote to all public bodies in Wales to set out the expectation that they should:

Lead by example** as employers and provide all those who work for them with fair, safe, secure and rewarding work.... **We urge you to consider starting a journey towards accreditation and to exploring the benefits of that for your organisation and for those that work for you.

- There are currently **30 accredited public bodies** in Wales with **over 50 staff**, many of whom are also extending their commitment to paying the rLW to their directly employed staff and those on-site contractors to their procurement processes

In Wales, the Living Wage movement has...

- Put almost **£67 million** back into the pockets of low paid workers
- Lifted almost **18,000** workers onto the real Living Wage
- Almost **500** accredited Living Wage Employers



Yng Nghymru, mae'r mudiad Cyflog Byw wedi...

- Dodi bron **£67 miliwn** ym mhocedi gweithwyr cyflog isel
- Codi bron **18,000** o weithwyr i lefel y Cyflog Byw go-iawn
- Mae bron **500** o Gyflogwyr Cyflog Byw Go-iawn wedi'u hachredu



Living Wage – Becoming Accredited



PAY THE REAL LIVING WAGE
TO ALL YOUR DIRECTLY
EMPLOYED STAFF

2022-23 - Pay all staff
over 18 at least **£10.90**
per hour

HAVE A PLAN TO PAY YOUR
CONTRACTORS A LIVING
WAGE

**Contractors working in the scope
of the license agreement for 2
hours per week for 8 consecutive
weeks**

**Encourage all contractors to pay
Living Wage**

COMPLETE THE APPLICATION
FORM BELOW

Simple process

**Support available from Cynnal Cymru –
the Living Wage accreditation partner
for Wales**

The Living Wage is good for business



Cardiff Business School
Ysgol Busnes Caerdydd

- **81%** of accredited employers benefitted from **enhanced corporate reputation**
- Over **60%** reported **improved staff recruitment and retention**
- **64%** reported **improved relations between staff and employees**
- **50%** reported that being a Living Wage employer had helped them **attract more customers/clients**
- **36%** reported that being a Living Wage employer helped **secure contracts with private sector clients** and **39% with the public sector.**

[Click here for more information about Cardiff University research on the real Living Wage](#)



Making
Living Wage
Places

MAKING LIVING WAGE CITIES AND BOROUGHES

LEADING LOCAL EMPLOYERS
WORKING TOGETHER TO GROW
THE LIVING WAGE LOCALLY



*Living
Hours*

LIVING HOURS

PROVIDING SECURITY OF HOURS ALONGSIDE A REAL LIVING WAGE.

Living Wage and the Well-being Goals

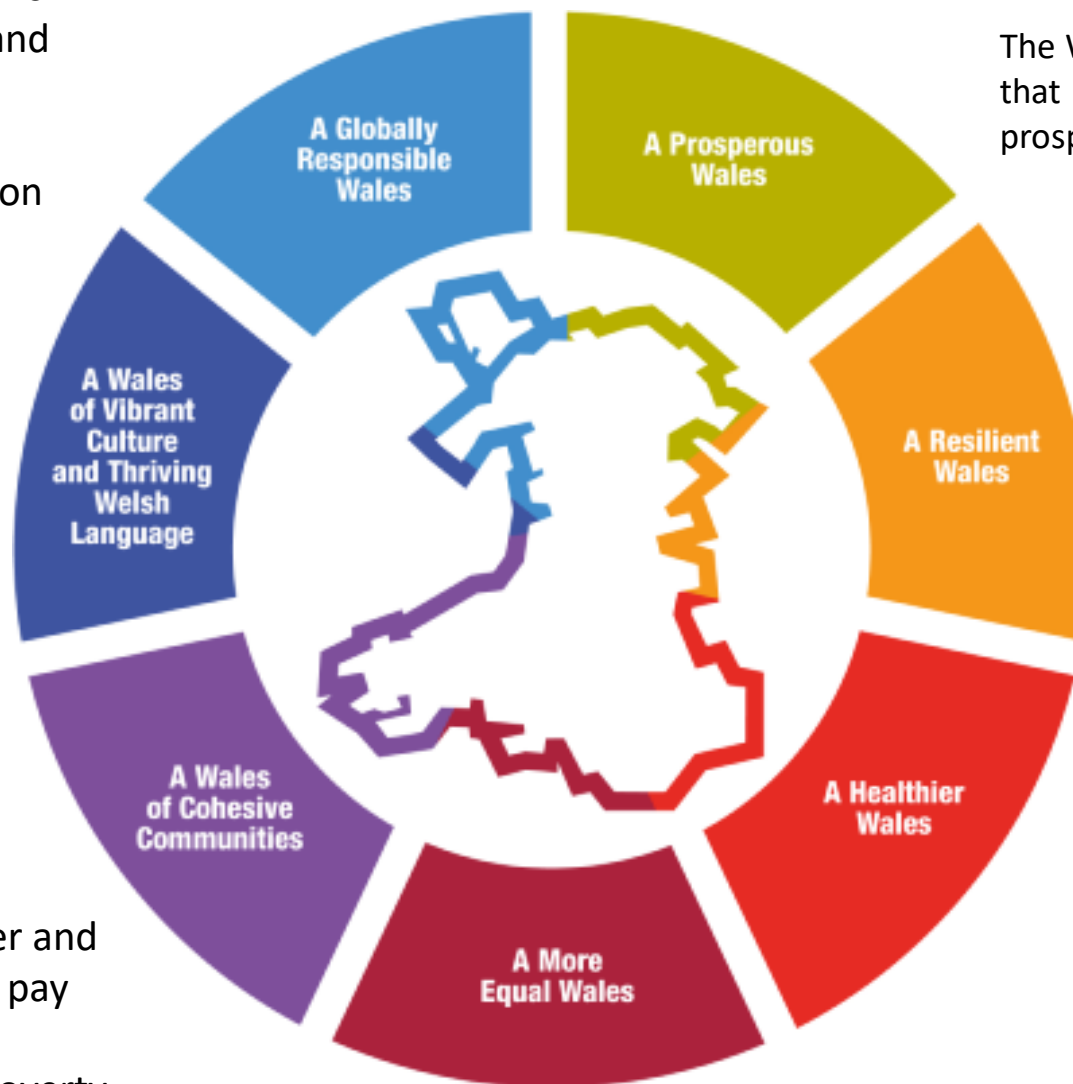


A rLW paid throughout supply chains mitigates human rights, logistical and reputational risks (see Code of Practice on Ethical Procurement); Living Wage is key to a just transition

Living Wage helps to support the arts and culture sector by retaining talent and enabling access

- Living Wage Places
- Sustainable Food Places

The rLW helps to close gender and ethnicity pay gaps, as well as pay differences existing between sectors; also combats child poverty



The WFGA 2015 recognises the role that Fair Work plays in creating a prosperous Wales for all.

A rLW enables people and communities to have capacity to learn and take action for a more resilient Wales

PhW [Fair Work for Health, Well-being and Equity](#)

Diolch / Thank you

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