

What are the benefits of the Living Wage?

The Scottish Living Wage (LW) is currently **£7.85** per hour.

The National Minimum Wage (NMW) is **£6.50** per hour for those aged 21 and over.

Employers choose to pay the Living Wage on a voluntary basis while the NMW is statutory and must be paid by all employers.

The figure for the Living Wage is calculated using detailed research on what is required to cover the basic cost of living in the UK.

Employee

Those receiving the Living Wage can afford a decent quality of life.

For some, it means working fewer hours and having time to see their families, time to volunteer in their communities, or time to look after their health.

Those working in LW workplaces have better psychological wellbeing than those in non-LW workplaces.

Two-thirds of people interviewed in LW workplaces reported improvements in either their work, family life or finances.

Employer

25% fall in absenteeism.

80% of employers believe the LW has enhanced the quality of the work of their staff.

66% of employers reported a significant impact on recruitment and retention within their organisation.

70% of employers felt that the LW had increased consumer awareness of their organisation's commitment to be an ethical employer.

Society

The causes of poverty are complex. In order to improve lives, a package of solutions is required - LW is part of this.

Paying the LW can give workers more time to spend with their loved ones, and time to dedicate to their local community.

Paying workers a LW can also boost the local economy, by giving people more money to spend on goods and services.

Increasing the income of workers can also reduce the need for in-work benefits such as housing benefit and working tax credits.