

LONDON FOR ALL

A ROADMAP TO END POVERTY

Income & Employment

2.5 Establish the Living Wage figure for London

Great work by the London Poverty Research Centre at King's University College and the Middlesex London Health Unit.

When determining a Living Wage for a given community, it is necessary to consider a wide range of local factors and conditions that can affect how earners are able to meet their basic needs. A Living Wage is specific to the community for which it is calculated.

The methodology used to guide the research for a Living Wage in London, Ontario was based on the **Canadian Living Wage Framework**; the calculations themselves were made using the Canadian Centre for Policy Alternatives' (CCPA) 2014 *Living Wage Calculator*.

In 2016, researchers were able to determine that the Living Wage for London, Ontario is \$15.53 per hour; however, where the employer provides an employee medical insurance plan, the Living Wage drops to \$14.57 per hour.

A wide range of factors that impact the costs facing wage earners and their families, were considered for the calculation, including:

- housing and utilities;
- nutritious food;
- clothing and footwear;
- transportation;
- child care and school-associated fees;
- leisure time, including sports fees, entertainment and outings;
- health, dental and vision care;
- and, other personal costs.

Update:

In 2019, the London Poverty Research Centre at King's University College calculated the city's living wage as \$16.20 per hour, a 4.3 per cent increase over the 2016 living wage, when the calculation was last made. The London Poverty Research Centre

(LRCP), lead agency for Living Wage Ontario in London, made the announcement as part of Living Wage Week Nov. 4 to 10.

It's also more than \$2 more than the province's minimum wage, which currently sits at \$14/hour.

Ideally, the living wage will be calculated on an annual basis by the members of the local community. London has not had a local group working on the living wage calculation since 2016. In 2019, the London Poverty Research Centre acted as the local lead, performing the local calculation, writing the report and participating in the certification process.

A living wage is not the same as the minimum wage. It is the hourly wage a worker needs to earn to cover their basic expenses and participate in their community. It serves as a beginning point for conversations about what fair wages are and how they impact our community. Investments made to address poverty reduction can strengthen communities and provide tremendous savings with long-term social and economic benefits.

See London Living Wage Report 2019 attached.