

Real Living Wage

Health and Wellbeing Board

March 2023

Emma Moseley – Policy Officer

Real Living Wage

320 Directly employed staff between council and schools provided with an uplift to Real Living Wage (£10.90) **as of January 2023**

Trafford has applied to be Accredited as a Real Living Wage organisation

This involves a 3 year procurement plan to work with **eligible** contracted suppliers to support them to pay the Real Living Wage to their employees

This includes eligible contracts totalling £10Million total value over the next 3 years

Key Findings from latest GM Living Wage City Region Action Group

- The incidence of jobs paying less than a RLW has **fallen** to its lowest level in almost a decade.
- 12.5% of jobs paid less than a RLW in GM (compared with 12.2% nationally)
- Part-time work is more likely to be low paid jobs and women account for a majority of the low paid.
- Data from the GM Residents Survey indicating sectors such as hospitality, retail and 'other services' account for high proportions of below-RLW jobs
- Younger workers have an especially high incidence of pay below the RLW, especially as many work part-time.
- Younger and older workers are the two key groups of insecure workers.
- Rates of insecurity are very similar between GM and the rest of England overall.

Significant differences between resident and workplace low pay in GM

Proportions of jobs paying less than a RLW, GM workplaces and GM residents, 2021

	Workplaces		Residents	
	Number below RLW	% below RLW	Number below RLW	% below RLW
Greater Manchester	194,000	19.1	199,000	19.6
Bolton	24,000	22.4	22,000	22.6
Bury	12,000	22.9	10,000	14.1
Manchester	43,000	14.6	40,000	23.1
Oldham	16,000	23.1	16,000	20.6
Rochdale	12,000	19.4	16,000	22.3
Salford	16,000	16.3	21,000	20.4
Stockport	17,000	17.8	17,000	15.1
Tameside	13,000	28.5	18,000	22.3
Trafford	21,000	19.3	14,000	14.1
Wigan	21,000	23.5	26,000	19.7
North West	534,000	18.4	532,000	18.5
United Kingdom	4,785,000	17.1	4,785,000	17.1

- Note: resident living wage data for 2022 not yet available. Chart refers to 2021.
- In some districts of GM the difference between the proportion of jobs in local workplaces that pay less than a living wage and the proportion of jobs among GM residents is very large.

Source: Annual Survey of Hours and Earnings (ASHE)/ONS.

What is the **Charter**?



The Greater Manchester Good Employment Charter is a voluntary membership and assessment scheme that aims to raise employment standards across GM, for all organisations of any size, sector or geography.

Characteristics of Good Employment



Pay (including the real Living Wage)



Secure Work



Engagement & Voice



Flexible Work



Recruitment



People Management



Health & Wellbeing

Good Employment Charter

Two tiers: **Supporter** or **Member**

Supporters

Employers that support the aim of the Charter and have made a commitment to improving practice in all characteristics of good employment.

Members

Employers that have made the Supporter Commitment and meet the membership criteria in all characteristics of the Charter.

Good Employment Charter

Activity in Trafford

- Trafford Council is currently a Public Sector Supporter
- Plan to explore membership once we are Real Living Wage Accredited
- Plans to have an annual event in Trafford on Good Employment with partners

Thank you

Any questions?

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