**Living Wage Survey**

[**Social Investment Portfolio – Enterprises**](https://forms.gle/GybKXX77or9yLAKJ9)

**Introduction**

The real Living Wage is the only independently calculated wage based on the goods and services that people need to live a dignified life. Rooted in the cost of living, it is £11.95 in London and £10.90 in the rest of the UK. Over 11,000 UK businesses voluntarily ensure that they go beyond the minimum wage to at least pay the real Living Wage to all directly employed staff and that they have a plan in place for all sub-contracted staff to be moving towards this standard. These businesses believe that their staff deserve a baseline level of wage that meets their everyday needs.

The Living Wage Foundation recognises and celebrates the leadership shown by Living Wage Employers across the UK. It is the organisation at the heart of the independent movement of businesses and people that campaign for the idea that a hard day’s work deserves a fair day’s pay. It certifies businesses that comply with the Living Wage measures as accredited Living Wage Employers.

The Joseph Rowntree Foundation is an independent social change organisation working to solve UK poverty. A key outcome for us is that everyone has good living standards and prospects, entailing that people have access to good work which pays them the wage they need to live on. The Joseph Rowntree Foundation is an accredited Living Wage Employer and Living Wage Funder, with respect to its grant-funding. We are now seeking to better understand how our social investees perceive the Living Wage and any related support needs they may have.

**About this survey**

Ahead of Living Wage Week (14-18 November 2022), JRF are seeking to raise awareness about Living Wage accreditation and to better understand how it relates to our social investment portfolio organisations.

We are asking for your assistance in completing this short survey which we expect would take about 15 minutes. The deadline for completing the survey is **Friday 28th October**. This survey is intended as a shared learning tool, and we greatly appreciate your taking the time to respond.

***Please note that all survey results will be treated confidentially and any sharing of data would be on an aggregated and anonymised basis.***

***Awareness of real LW and paying it***

1. Before taking part in this survey, were you aware of the real Living Wage as an employer?
	1. Yes or no
2. Does your organisation at least pay all directly employed staff the real Living Wage?
	1. Yes or No
3. If your organisation does not at least pay all directly employed staff the real Living Wage, what are the main reasons for this?
	1. We do not have to pay the real Living Wage in order to attract qualified staff.
	2. The cost of paying the real Living Wage is too high relative to our revenue.
	3. Other – please describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. If your organisation does not at least pay all directly employed staff the real Living Wage, how many roles in your organisation are currently paid below this level?
	1. Less than 2
	2. Less than 4
	3. Less than 6
	4. More than 6
5. If you do not at least pay all directly employed staff the real Living Wage, by how much would your total costs rise if you did so?
	1. By 0-5%
	2. By 6-10%
	3. By 11-15%
	4. By >15%
	5. Not sure

***Accreditation and barriers***

1. Is your organisation accredited by the Living Wage Foundation as a Living Wage Employer?
	1. Yes or No
2. If your organisation is not currently accredited, are you interested in becoming accredited by the Living Wage Foundation?
	1. 0 = not at all <---scale---> 10 – yes, definitely
3. If your organisation is not an accredited Living Wage Employer but you are interested, what are the most significant barriers to becoming accredited? Select all options which apply. If you select other, please elaborate.
	1. We would like to be Living Wage accredited but there are various internal processes that need to be completed before we can achieve this.
	2. We would like to be Living Wage accredited but are unsure if we could keep up with Living Wage increases in the future.
	3. We do not have time or know-how required to go through the accreditation process.
	4. Not all of our staff are paid the real Living Wage of £11.95 in London or £10.90 elsewhere in the UK.
	5. Not all of our contractors are paying their staff the real Living Wage of £11.95 in London or £10.90 elsewhere in the UK.
	6. We have many contractors and it is too difficult/time-consuming to engage with them to ensure sub-contracted staff are paid the real Living Wage
	7. Other – please describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Living Wage Survey**

[**Social Investment Portfolio – Fund Managers**](https://forms.gle/DaLyEeHc5yFisQfr5)

**Introduction**

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***Please note that all survey results will be treated confidentially and any sharing of data would be on an aggregated and anonymised basis.***

1. Does your organisation at least pay all directly employed staff the real Living Wage?
	1. Yes or No
2. Is your organisation accredited by the Living Wage Foundation as a Living Wage Employer?
	1. Yes or No
3. If your organisation is not currently accredited, are you interested in becoming accredited by the Living Wage Foundation?
	1. 0 = not at all <---scale---> 10 – yes, definitely
4. If your organisation is not an accredited Living Wage Employer, what are the most significant barriers to becoming accredited? Select all options which apply. If you select other, please elaborate.
	1. We would like to be Living Wage accredited but there are various internal processes that need to be completed before we can achieve this.
	2. We would like to be Living Wage accredited but are unsure if we could keep up with Living Wage increases in the future.
	3. We do not have time or know-how required to go through the accreditation process.
	4. Not all of our staff are paid the real Living Wage of £11.95 in London or £10.90 elsewhere in the UK.
	5. Not all of our contractors are paying their staff the real Living Wage of £11.95 in London or £10.90 elsewhere in the UK.
	6. We have many contractors and it is too difficult/time-consuming to engage with them to ensure sub-contracted staff are paid the real Living Wage
	7. Other – please describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***The following questions refer to the organisations in which the funds you manage invest and your investment decision-making process.***

1. What percentage of organisations to which your managed funds currently have active investment commitments are accredited as Living Wage Employers by the Living Wage Foundation?
	1. 0-15%
	2. 16-30%
	3. 31-50%
	4. 51-75%
	5. >75%
2. Does your investment assessment always include a question on whether or not an applicant is a Living Wage Accredited Employer?
	1. Yes or No
3. Does your investment assessment always include a question on whether or not an applicant at least pays all directly employed staff the real Living Wage?
	1. Yes or No
4. If applicant organisations do not at least pay all directly employed staff the real Living Wage, does your assessment ask them to calculate the cost of doing so?
	1. Always, Sometimes, Rarely, Never
5. Do you actively encourage or support organisations in which your funds invest to become accredited Living Wage Employers?
	1. Always, Sometimes, Rarely, Never
6. If you never or rarely encourage or support investee organisations to become accredited Living Wage Employers, what are the main reasons for not doing so?
	1. We do not have time or know-how required to support others in the accreditation process.
	2. Our investees cannot afford to at least pay all directly employed staff the real Living Wage.
	3. The contractors engaged by our investees cannot afford to at least pay sub-contractors the real Living Wage.
	4. It is too difficult or expensive for our investees to work with their contractors in order to ensure that sub-contracted staff are paid the real Living Wage.
	5. Other – please describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. What type of resources and support would you require to help you actively encourage or support investees to become accredited Living Wage Employers? Select all that apply.
	1. Tailored support from the Living Wage Foundation.
	2. Formal group seminars introducing LW and processes.
	3. Informal learning groups with industry peers.
	4. Specific resources, or research materials - please specify the topics you’d like to see: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
	5. Other – please describe: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_