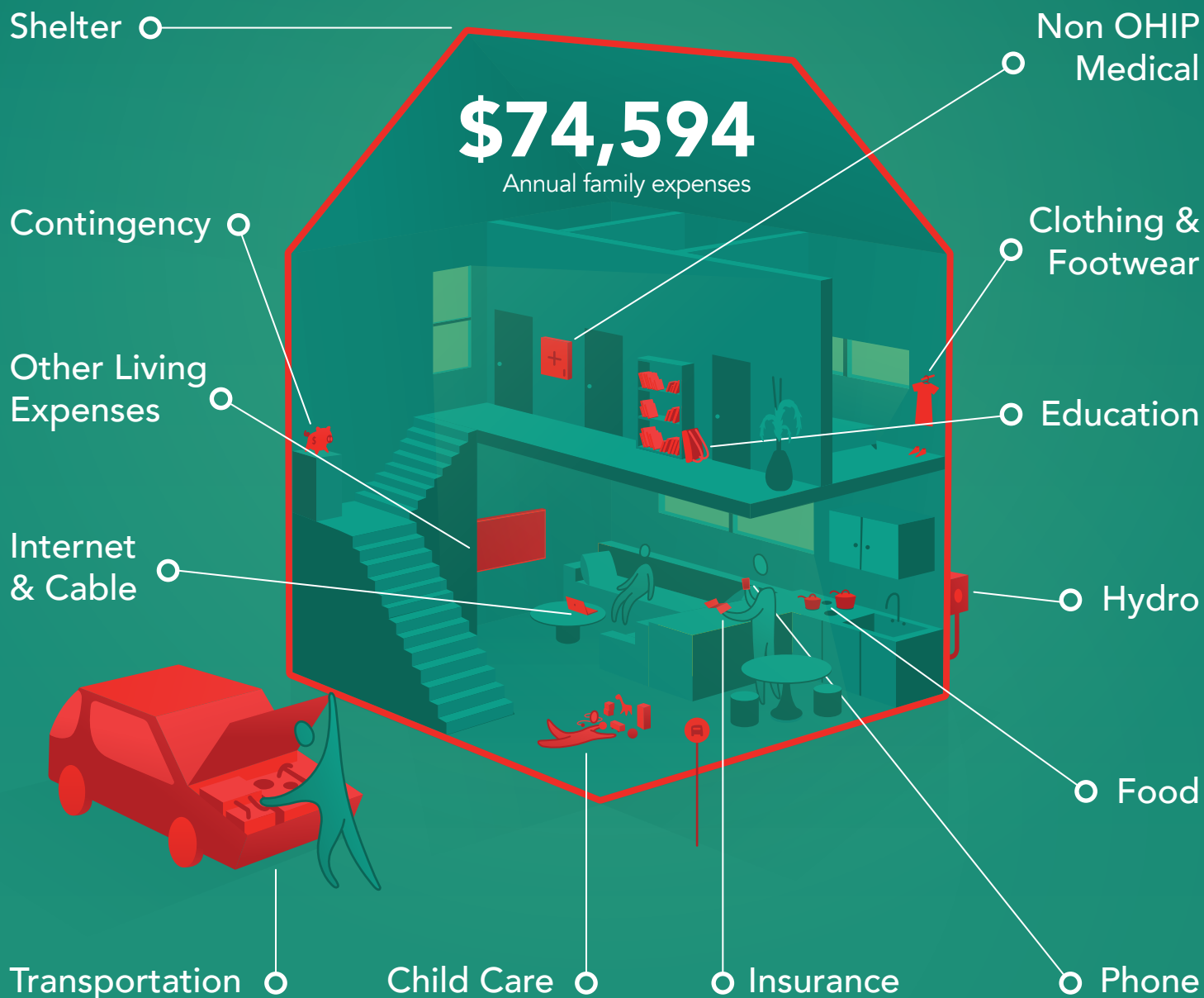


A Living Wage: Peterborough

\$17.63/Hour

Based on a family of 2 parents & 2 children
with both parents working full time.



**2019 Annual Living Wage for
Peterborough City & County**



United Way
Peterborough & District
uwpeterborough.ca



Why we need to look at a Living Wage

People should not have to choose between food and shelter. Local food banks continue to serve increasing needs as our local economy struggles with increasing precarious employment. We cannot expect to build a sustainable and vibrant community until we stabilize and reverse the downward social/economic spiral. It is within this context that this report is being offered. What constitutes the community-specific costs of working and living in Peterborough? Carefully researched and referenced costs represent **a modest, not a luxurious,** living of essentials such as food, shelter, utilities, transport, healthcare and recreation. This is a standard that allows only for a family's full and healthy participation in work, family life, and community. The calculation defines the wage required to provide this standard.

The concept of a living wage is not about poverty, it is about community capacity building, community education and wealth creation for the purposes of building a healthy economic future for our community.

How we developed a Living Wage for the Peterborough region

The Living Wage project has been sponsored and facilitated by the United Way of Peterborough. The collaborative process brought together a working group of diverse organizations and individuals from the Peterborough community. These include organizations that work with families with low incomes, and individuals with community and social policy expertise. The meetings, discussions and reflections included input from representatives of the United Way of Peterborough, Peterborough Public Health, City of Peterborough, Literacy Ontario Central South, Peterborough & District Labour Council, social policy advocates and community planners.

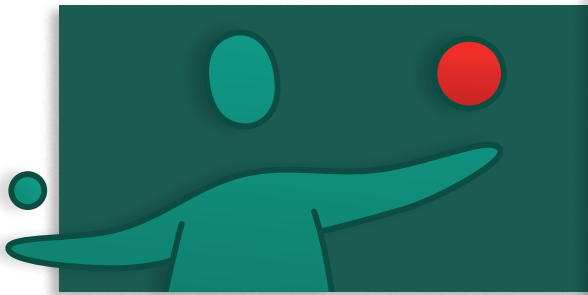
*Peterborough Census metropolitan area, includes the city and adjacent townships of Selwyn, Cavan Monaghan, Otonabee-South Monaghan and Douro-Dummer.

The Process Entailed Four Stages

1. Building on foundational principles for calculating a Living Wage
2. Collecting local costs
3. Referenced local planning documents
4. The actual cost of living in the Peterborough CMA* expressed as an hourly wage

Foundational Principles for a Living Wage

The living wage is founded on values of fairness central to the well-being of individuals, families, communities, and the economy. While the actual living wage calculation is focused on couple families with young children, the living wage for a single parent is likely to be higher than that of a two-parent household with children. A living wage provides an adequate income throughout the life cycle so that young adults will not be discouraged from having children and older workers will have the means to support aging parents.



How Does it Differ from Minimum Wage?

MINIMUM WAGE

- Set by the Province of Ontario
- Does not take into account the basic needs to maintain a healthy, sustainable life

VS

LIVING WAGE

- Adjusted regularly to take into consideration cost of living, changes and alterations in government transfers and deductions
- Voluntary
- Locally derived
- Reflective of the basic necessities of life



Consider the following

What does it say about our economy when families are doing all the right things—working hard and working long hours—yet have to choose between paying the rent and putting food on the table?

Families who work for low wages face impossible choices—buy food or heat the house, feed the children or pay the rent. The result can be spiraling debt, constant anxiety and long-term health problems. In many cases it means that the adults in the family are working long hours, often at two or three jobs, just to pay for basic necessities. They have little time to spend with their family, much less to help their children with school work or participate in community activities. The frustration of working harder only to fall further behind is one many Canadians can relate to. Most families are taking home a smaller share of the economic pie despite working longer hours, getting more education and contributing to a growing economy.

What is a living wage?

- The hourly wage required of two working parents supporting two children

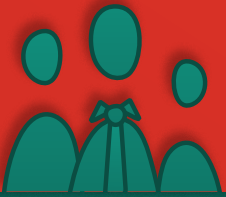
What it does:

- Enables working families to have sufficient income to cover food, clothing and shelter
- Supports healthy child development
- Ensures that families are not under severe financial stress
- Encourages participation of families in the economic and social life of their community



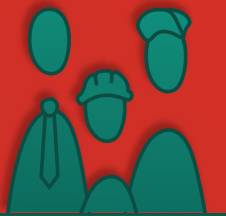
Why Pay a Living Wage?

EMPLOYER BENEFITS



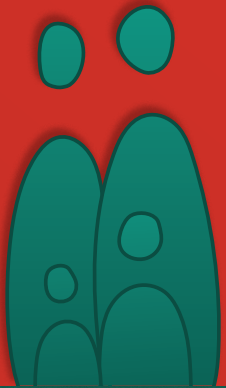
- Enhances marketing strategy for recruitment
- Increases employee retention and value proposition
- Elevates employer profile in the community
- Decreases turnover rates and re-training costs
- Increases staff morale and loyalty
- Improves productivity and service delivery

WORKER BENEFITS



- Reduces the need to work multiple jobs to pay bills
- Improves nutrition and reduces the constant stress of financial pressures, resulting in better health
- Raises standards of living and quality of life
- Provides opportunities for skills training to improve employment opportunities
- Promotes social inclusion

COMMUNITY BENEFITS



- Raises consumer spending in local economy
- Empowers low-income working families to move out of poverty
- Increases civic participation (e.g. coaching a soccer team, volunteering at the public library, attending a forum about the municipal election, serving on the board of a community organization)
- Lowers child poverty rates
- Supports healthy child development
- Promotes gender equality
- Provides research-based assessment of current, actual living costs

Did you know?

The literature shows that children from low-income families are less likely to do well at school, have lower literacy levels, and are more likely as adults to suffer from job insecurity, under-employment, and poor health.

Did you know what the calculations do not include?

Family expenses do not include things such as savings for retirement or owning a home, or provision for full time post-secondary education for either parents or children.

Resources & sources:

Perth Huron United Way

<http://perthhuron.unitedway.ca/srpc/living-wage-report/>

Working for a Living Wage Making Paid Work

Meet Basic Family Needs in Vancouver and Victoria

http://www.policyalternatives.ca/sites/default/files/uploads/publications/BC_Office_Pubs/bc_2008/ccpa_bc_living_wage_2008.pdf

Peterborough Social Planning Council,

Calculating A Living Wage for Peterborough, 2013

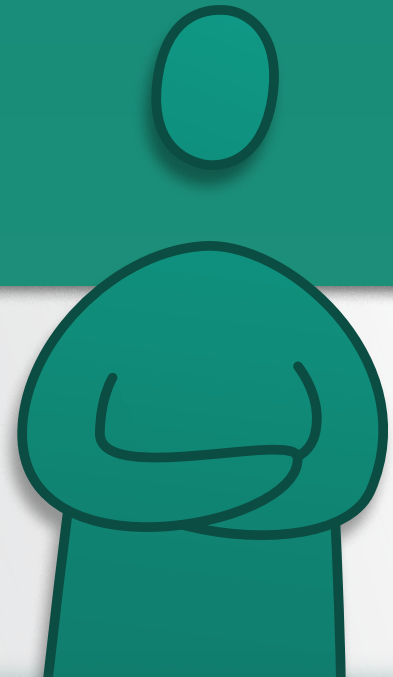
Become a Living Wage Employer

DETAILS HERE: https://www.ontariolivingwage.ca/become_a_living_wage_employer

Nearly **250 certified Living Wage Employers** in Ontario employ over **8,061** full-time, part-time, contract, and trainee/practicum workers earning at least a current living wage.

Share the message of living wage benefits, support living wage employers, and encourage employers to become living wage employers.

DETAILS HERE: https://www.ontariolivingwage.ca/individual_org_pledge



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