

Press release: 7th November 2023

Living Wage Foundation Partners with the Sustainable Hospitality Alliance

Living Wage Foundation joins the Alliance as a strategic partner to drive the living wage through the hospitality sector

London, 7th November 2023; During Living Wage Week, The Sustainable Hospitality Alliance (the Alliance) is pleased to announce the addition of the Living Wage Foundation as its newest partner. The partnership will focus on supporting and developing the People pillar of the Alliance's Pathway to Net Positive Hospitality, which was launched earlier this year.

The UK-based Living Wage Foundation, which was founded in 2011, joins the Alliance which has nearly 50 donor and affiliate members who have a reach of over 7 million rooms. The Alliance brings together engaged hospitality companies, the wider hospitality value chain, and strategic partners, such as the Living Wage Foundation, to tackle key challenges affecting the planet, people, and places worldwide.

The Living Wage Foundation believes that a hard day's work deserves a fair day's pay and works to ensure everyone can earn enough to live on. The Living Wage commitment that organisations sign up to, sees that every employee receives a minimum hourly wage of £13.15 in London and £12 in the rest of the UK, significantly higher than the government minimum for over 23s, which currently stands at £10.42 per hour.

The Living Wage Foundation states that the real Living Wage is the only rate calculated according to the costs of living. It provides a voluntary benchmark for employers that wish to ensure their staff earn a wage they can live on, not just the government minimum. Since 2011 the Living Wage movement has delivered a pay rise to over 460,000 people and put £3 billion extra into the pockets of low paid workers. The Living Wage network includes KPMG, Aviva, IKEA and many more.

Katherine Chapman, Director, Living Wage Foundation said: *"We're delighted to align with the Sustainable Hospitality Alliance on this important issue impacting millions of people globally. In London, the hospitality sector has the highest proportion of low-paid jobs in London compared to other industries, with 52 percent of jobs being paid below the real Living Wage. Our movement in the UK currently has over 14,000 responsible employers who have voluntarily committed to go further than the government minimum to make sure all their staff earn enough to live on. We look forward to developing our partnership and supporting the hospitality sector to achieve fairer wages for all as part of the Making London a Living Wage City project."*

Glenn Mandziuk, Chief Executive Officer of the Sustainable Hospitality Alliance, comments on the addition of the Living Wage Foundation to its network, stating, *"As an accredited Living Wage Employer, we, at the Alliance, know the importance of championing fair wages for a hard day's work, across the sector. Our work on People and Employability addresses issues of fair pay for all, as well as supporting and empowering groups including young people, refugees and women. The real Living Wage is the mark of a responsible employer and our work together over the coming months will drive this message home, across the industry."*

For further information about the work of the Sustainable Hospitality Alliance, please visit <https://sustainablehospitalityalliance.org>

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Notes for Editors

For media enquiries, please contact:

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About the Sustainable Hospitality Alliance

The Sustainable Hospitality Alliance brings together engaged hospitality companies and the wider hospitality value chain, along with strategic partners, to address key challenges affecting the planet, people and places around the world.

Through their strategic initiatives and global networks, they develop practical programmes and resources to create a prosperous and responsible hospitality sector that gives back to the destination more than it takes.

Their members represent over 50,000 hotels spanning 270 brands – totalling over 7 million rooms – and include world-leading companies including Accor, Choice Hotels International, Hilton Hotels & Resorts, IHG Hotels & Resorts, Marriott International, and Wyndham Hotels & Resorts, as well as regional brands. Their network also includes other parts of the hospitality value chain, including owners, investors, suppliers, and other partners to further drive joined up action on sustainability, and accelerate the industry on the path to Net Positive Hospitality.

About Living Wage Foundation

The real Living Wage is the only rate calculated according to what people need to make ends meet. It provides a voluntary benchmark for employers that choose to take a stand by ensuring their staff earn a wage that meets the costs and pressures they face in their everyday lives.

The UK Living Wage is currently £12 per hour. There is a separate London Living Wage rate of £13.15 per hour to reflect the higher costs of transport, childcare and housing in the capital. These figures are calculated annually by the Resolution Foundation and overseen by the [Living Wage Commission](#), based on the best available evidence on living standards in London and the UK.

The Living Wage Foundation is the organisation at the heart of the movement of businesses, organisations and individuals who campaign for the simple idea that a hard day's work deserves a fair day's pay. The Living Wage Foundation receives guidance and advice from the Living Wage Advisory Council. The Foundation is supported by our principal partners: Aviva; IKEA; Joseph Rowntree

Foundation; KPMG; Linklaters; Nationwide; Nestle; Resolution Foundation; Oxfam; Trust for London; People's Health Trust; and Queen Mary University of London.

What about the Government's national living wage?

In July 2015 the Chancellor of the Exchequer announced that the UK Government would introduce a compulsory 'national living wage'. It was introduced in April 2016, originally applying for all workers over the age of 25, is currently £10.42 an hour and applies for workers over the age of 23. The rate is **different** to the Living Wage rates calculated by the Living Wage Foundation. The government rate is based on median earnings while the Living Wage Foundation rates are calculated according to the cost of living in London and the UK.