



Response to the Low Pay Commission's Consultation on the National Minimum Wage

June 2023

To the Low Pay Commission,

Over the past six weeks **66,807 people** responded to your Commission's call for perspectives on the impact of the national minimum wage and national living wage. Their voices and experiences make up this report.

94% of people think that the proposed minimum wage of £11.16 still isn't enough to live on for over 23s

Respondents come from a variety of backgrounds:

- 25% of respondents earn between £10.42 - £15 an hour
- 38% of respondents are employed
- 12% of respondents are self-employed

"It would make life so much easier if everyday essentials and bills were actually affordable! The cost of everything is going up alarmingly fast and the wages do not reflect the true cost of how much it costs to live!"

- Tesco employee on £10.42 an hour

54% of the public believe that the national minimum wage should be £15 per hour

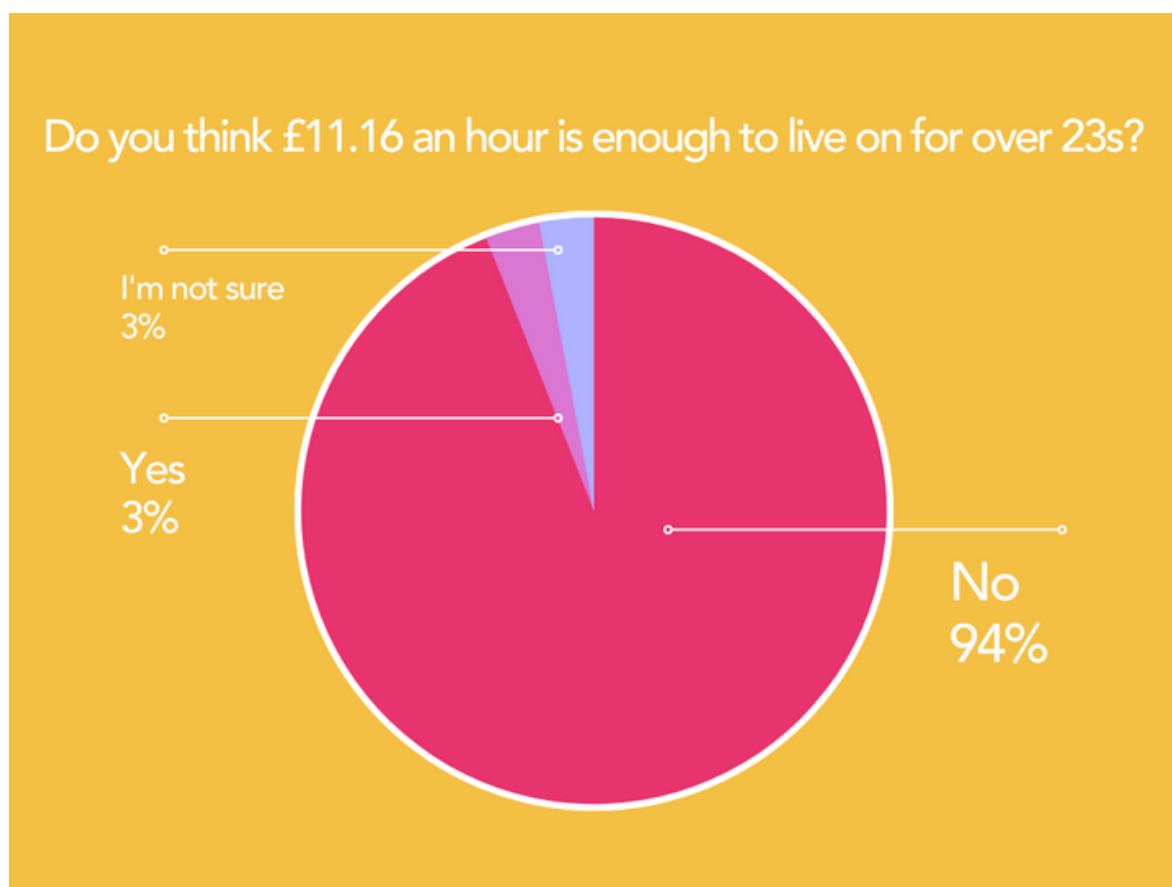
82% of respondents think the national minimum wage should be at least £13 per hour in 2024, while 54% of those polled say it should be £15 per hour or more.

"Paying ordinary bills is a struggle and there is constant worry about the future. There is no money for recreational pursuits or holidays and running a car is difficult."

- Kent County Council Employee

"Minimum wage doesn't match cost of living. Either drive the cost of rent and bills down, or massively raise minimum wage so we can afford to live. Right now, earning £22k/year, I cannot afford to rent my own house."

- Bristol & Weston NHS Foundation employee



"I'm struggling a little bit, living from month to month. A significant raise would make my life so much better."

- Morrisons employee

"I'm struggling significantly. I can't afford to move out of my Mum's house despite being 32 years old and working since age 18 (with some periods of unemployment and previous ill health). I'm struggling with my mental health and the financial worries, and job insecurity and stress is exacerbating this.

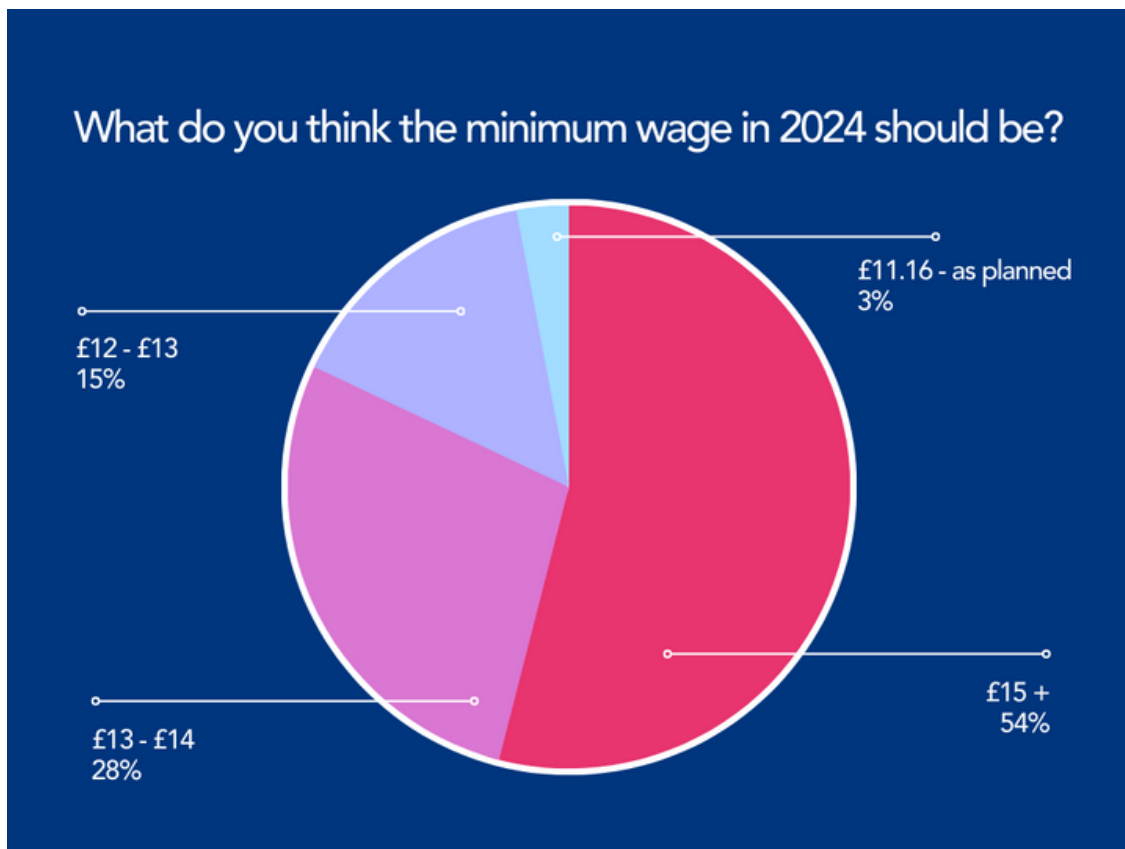
I can't afford to go to Uni and study to get a degree/qualification that would lead to better employment opportunities and higher paying jobs - so I'm stuck with low paying jobs which are quite high-pressure and hard work environments with lots of tasks and often short-staffed, high staff turn over. I can't afford to get driving lessons or a car.

I feel like a failure and despite being a hard-working and reasonably intelligent person I just can't seem to improve my life or situation and it's frustrating. Especially with the high cost of living and wage stagnation, housing costs etc.

The govt could easily raise the minimum wage and make it a real living wage - not just scraping by and existing and working extremely hard just to pay the bills and keep a roof over your head."

- Co-Op employee

When asked about the government's proposed minimum wage, 94% of people feel that the proposed minimum wage still isn't enough to live on for over 23s, while only 3% feel that it's enough to live on.



82% believe it should be at least £13 per hour while 54% believe it should be at least £15 per hour.

"I work four different jobs to try and make up a "living" wage. It's a struggle to balance my life and keep the wolf from the door. I'm in my sixties now and it's exhausting."

- Royal Liverpool Philharmonic employee

"Don't have any money left after I have paid my bills. Got to think twice before spending money. Don't feel appreciated for the work we do, earn same as any other person working in a shop or McDonalds. People working for private sector are getting better paid than government workers."

- Her Majesty's Passport Office (HMPO) employee

"I earn £11.05 per hour in a school so it's classed as part time even though I'm in school 37 hours per week term time. Groceries have become so expensive. Luxuries are fewer than they've ever been. The chance of a week's holiday in the school holidays even in the UK is impossible. I'm not being greedy but we're helping kids learn and people are earning more per hour working in a supermarket."

- School worker from Kent

"It is mentally, physically and emotionally crippling. You have to think about every penny. Even a cup of tea out is impossible, let alone a sandwich on the go. Putting the heating on becomes a treat!"

- Self-employed Sports & Leisure worker

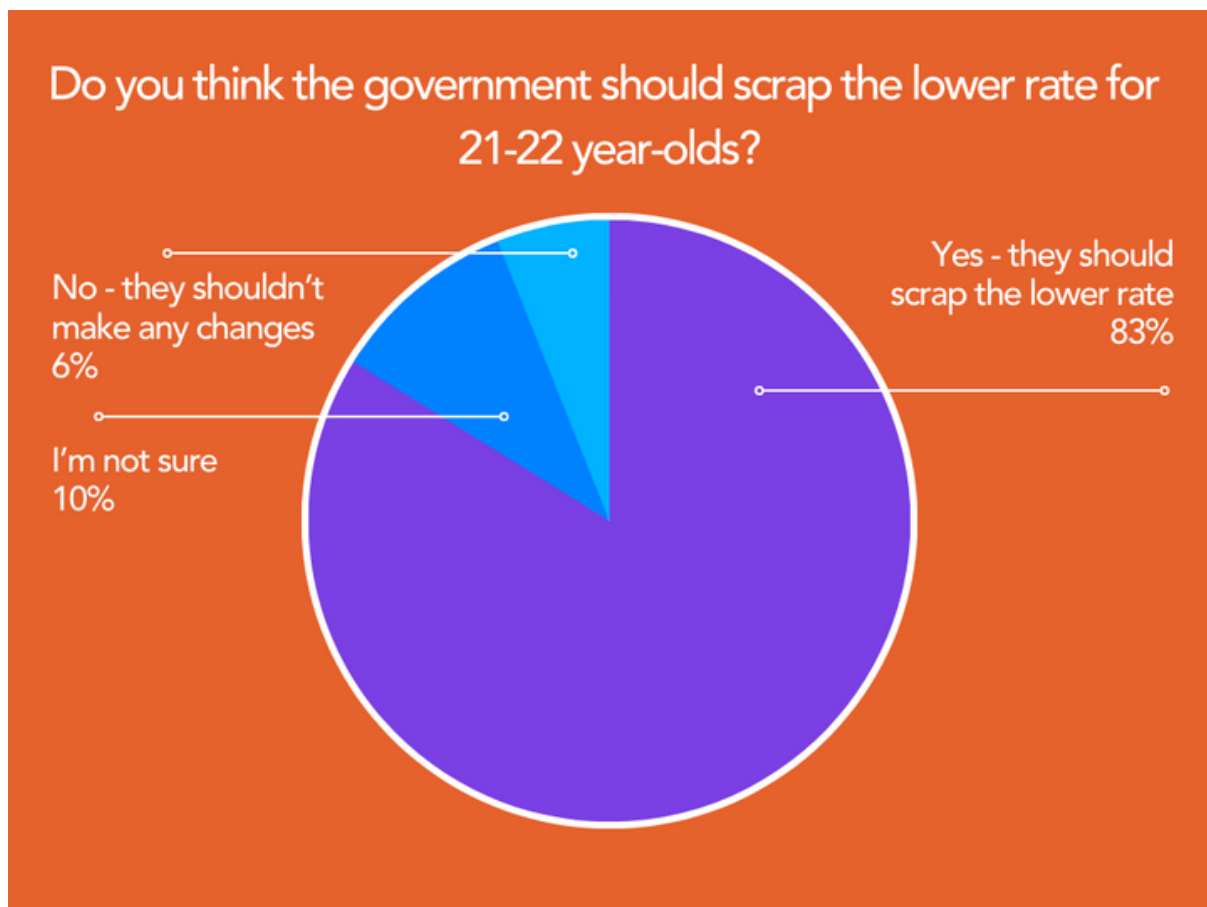
"I run a small company and since setting up 10 years ago have never paid anyone less than £15ph. I don't believe it is possible to live life in the UK at less than £15ph without it impacting negatively on mental and physical health."

- Education sector business owner

"My daughter is on apprentice wages doing the same work as people on higher pay. Her partner is on minimum wage. They find it impossible to plan for their future on such a low income. A rise in pay would let them seriously consider a future of independence. So many people seem to think it's impossible to pay £15 an hour minimum wage, but in my opinion that is only because it's so far removed from the poor starting point we are at now. Give people what they deserve, a genuine living wage."

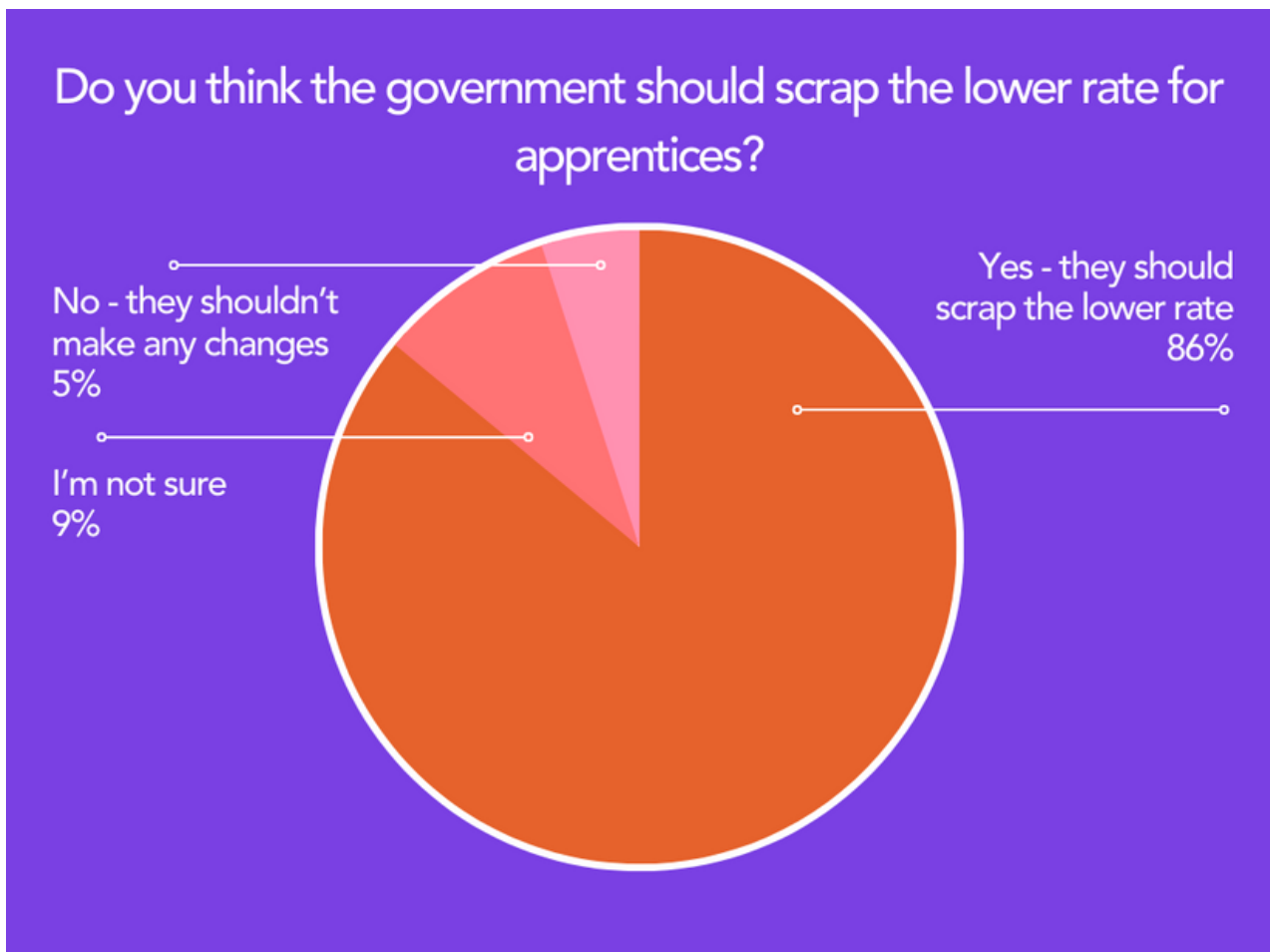
- Engineering & Construction self-employed worker

When asked if the government should keep the lower hourly rate for 21-22 year-olds (rather than paying them the same as over 23s), **only 6%** of people think the different rates should continue.



Instead, **83%** of people believe that **under 23s should be paid the same national minimum wage** as over 23s for doing the same job.

When asked if the government should scrap the lower hourly rate for apprentices (£5.28), **only 5%** of people think no changes should be made.



Instead, **86%** of people believe that **apprentices should have the same standard hourly rate as other workers.**

Please raise the minimum wage to at least £13 an hour in 2024.

Scrap the lower hourly rate for under 23s.

And raise the apprentice minimum wage in line with the national standard.

**Signed,
66,807 members of the Organise
network**

Notes:

[1] Organise Survey: <https://the.organise.network/surveys/1516/results/public>

[2] Organise Survey: <https://the.organise.network/surveys/1517/results/public>

To respond to this petition, please contact Chloe Green at chloe@organise.network