

# A Living Wage For Simcoe County

The living wage is the hourly pay that each parent must earn to cover the basic expenses of an average family of four. It considers housing, food, transportation, child care, health care, and is the “bare-bones” a family needs for an adequate quality of life.

## Why do we need a living wage?

Work should lift a person out of poverty. Working families that do not earn a living wage may face difficult choices, such as deciding between paying rent and purchasing healthy food.

Earning a living wage provides security for families to avoid severe financial stress and is associated with better health for children, families, and their communities.

## 6 Benefits of Being a Living Wage Employer:

1. Reduced absenteeism
2. Decreased turnover rates
3. Lower recruitment and training costs
4. Increased morale and loyalty
5. Improved productivity and service delivery
6. Greater corporate recognition and public relations

The Simcoe County Living Wage for 2019 was calculated using local data and a standard methodology from The Canadian Centre for Policy Alternatives, in partnership with the County of Simcoe and the Simcoe County Poverty Reduction Task Group.

Read the full report at [www.simcoecountycoalition.ca/poverty-reduction-task-group](http://www.simcoecountycoalition.ca/poverty-reduction-task-group), and compare our region’s living wage to other Ontario communities at [www.ontariolivingwage.ca](http://www.ontariolivingwage.ca).

What is the Living Wage for Simcoe County? **\$18.01**

Simcoe County Poverty Reduction Task Group May 2019



**A living wage is not the same as a minimum wage, which is the legal minimum all employers must pay.**

**The living wage sets a higher standard—a living wage is calculated on the actual costs of living in a specific community. The living wage is a call to private and public sector employers to take a more compassionate approach, voluntarily paying wages that are sufficient to provide for basic needs and allow employees to fully participate in their community.**

**Because one job should be enough.**