

# 2022

## HAY RIVER LIVING WAGE

Living Wage is based on a bare-bones budget without the extras many of us take for granted. The budget includes food, clothing, rent, transportation, child care, health care, adult education, some household expenses, and a small emergency fund.

In 2019, Hay River's Living Wage was calculated to be \$24.75.

The resulting 2022 Hay River Living Wage rate for a couple family with 2 children is \$21.32.

Compared to 2019, the Living Wage reference family— a couple family with 2 children— faces similar annual expenses but attains increased government transfers that offset the need for employment income.

# \$21.32

**per adult per hour**

is Hay River's 2022 Living Wage for a family of 2 parents working 37.5 hours per week and 2 children including self-funded health and dental expenses.

## What is Living Wage?

*It is the hourly earnings required to cover basic expenses. It is based on the actual costs of living in a specific community.*

## What are the benefits?

### *Individuals & Families*

- ✓ Fewer Living in Poverty
- ✓ Fairer Compensation
- ✓ Better Health
- ✓ Better Quality of Life

### *Community*

- ✓ Better Understanding of Local Living Costs
- ✓ More Civic Participation
- ✓ More Spending in the Local Economy

### *Employers/Business*

- ✓ Better Labour Productivity
- ✓ Less Employee Turnover
- ✓ Less Absenteeism
- ✓ Better Customer Loyalty
- ✓ Better Corporate Image



*Alternatives North*

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# How was Hay River's Living Wage calculated?

The *Canadian Living Wage Framework* (CLWF) developed by Vibrant Communities Canada was used as a guide for Hay River's 2022 Living Wage calculation.

**Calculation Method** - Living Wage is the hourly wage rate that allows this formula to balance:

$$\text{Annual Expenses} = \text{Before-Tax Employment Income} + \text{Income from Government Transfers} - \text{Taxes}$$

## Annual Family Expenses

### Budget Exclusions

- × Special dietary needs
- × Owning a home
- × Credit card, loan or other debt/interest payments
- × Savings for retirement
- × RRSP, RESP, or RDSP contributions
- × Costs of caring for a disabled, seriously ill, or elderly family member
- × Hobbies
- × Pet ownership
- × Parking
- × Alcohol or tobacco costs
- × Personal life or disability insurance
- × Financial help to family members

## Annual Expenses

This chart shows the annual expenses used in the 2022 calculation.

