

Fairness in Flux: navigating the gig economy through regulatory innovation and new tools for fair pay.

Fiona Dragstra - WageIndicator Foundation
Daniela Ceccon - WageIndicator Foundation
Nadia Pralitasari – Gajimu & WageIndicator Foundation
Martijn Arets – GigCV & WageIndicator Foundation







On location work

Uber

Helpling

Algorithmic match /
Worker accepts or rejects

Manual match /
Client chooses worker

amazon
mechanical turk

fiverr[®]

Location independent work

Gig economy / platform work - key characteristics

Opportunities

Flexibility in working time and income

Opportunities for people with difficult access to the labour market (e.g. people with disabilities)

Cross-border operation

Challenges

Status of platforms

Data protection

Algorithmic management of human work

Employment vs. self-employment of gig workers

In this session

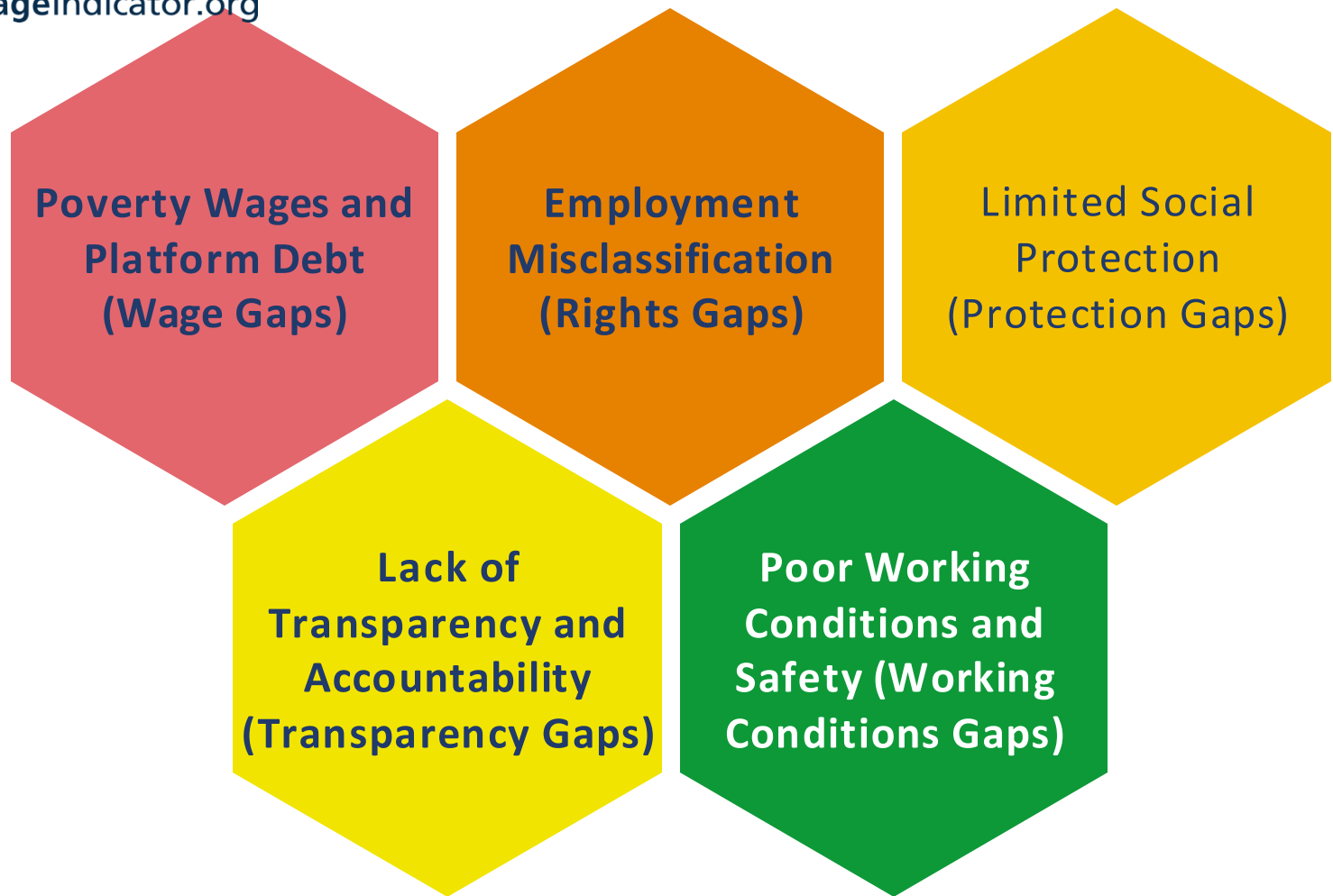
- ▶ **The current state of events in global regulations of platform work / the gig economy** - Fiona Dragstra, director of the WageIndicator Foundation
- ▶ **Reflection on regulation and data portability: the case study of GigCV** - Martijn Arets, independent researcher and member of the gig team at the WageIndicator Foundation
- ▶ **Fair pay in the gig economy:** the case study of the Living Tariff - Nadia Pralitasari member of the gig team Gajimu/WageIndicator and Daniela Ceccon, director of data at the WageIndicator Foundation

► THE CURRENT STATE OF EVENTS IN GLOBAL
REGULATIONS OF THE PLATFORM ECONOMY

Iftikhar Ahmad

Global Labour Law Expert, WageIndicator Foundation

Founder, Centre for Labour Research



CHALLENGES FACED BY PLATFORM WORKERS

While platform work offers flexibility and income opportunities, platform workers also face several challenges that necessitate regulatory intervention. Here are some key challenges faced by platform workers:

- **Poverty Wages and Platform Debt (Wage Gaps):** Platform work, especially on-location work, is low-paid work, and workers are often barely making minimum wages, let alone the living wage, after accounting for various work-related costs. There is a phenomenon of platform debt/negative incomes where the cost of working with the platform exceeds the earnings. Working poverty is rampant.
- **Employment Misclassification (Rights Gaps):** The classification of platform workers as independent contractors rather than employees raises concerns. It denies them access to employment benefits and protections under labour laws, limiting their ability to negotiate fair terms of work and leaving them without recourse for unfair treatment or dismissal. This is bogus self-employment and deprives the platform workers of the protection of traditional labour rights and benefits, such as minimum wages, social security, paid leave, and health insurance. This leaves them vulnerable to exploitation and financial insecurity.

CHALLENGES FACED BY PLATFORM WORKERS

- **Limited Social Protection (Protection Gaps):** Platform workers often lack access to social protections, such as unemployment benefits, workers' compensation in the event of an accident/injury or disease, and retirement plans. The absence of a safety net exacerbates their vulnerability, particularly during periods of economic downturn or personal emergencies.
- **Lack of Transparency and Accountability (Transparency Gaps):** Platform workers often face challenges related to opaque rating systems, arbitrary decision-making algorithms, and limited transparency in job allocation. They may experience unfair treatment, discrimination, or biased evaluations without a clear avenue for addressing grievances.
- **Poor Working Conditions and Safety (Working Conditions Gaps):** Platform workers may face long working hours, lone working, physically demanding tasks, and unsafe working conditions without adequate protection or recourse. Additionally, the absence of clear guidelines and monitoring of occupational health and safety standards poses risks to their well-being.



RIGHTING THE WRONGS IN PLATFORM ECONOMY



SELF REGULATION BY PLATFORMS

- **Crowdsourcing Code of Conduct (2015):** 10 principles such as “fair payment”, “only serious tasks” and “open and transparent communication”. 10 platforms have signed the code of conduct, and IG Metall, the signatory platforms, and the German Crowdsourcing Association established an “Ombuds Office” to effectively implement the code of conduct and resolve disputes between workers and signatory platforms.
- **World Economic Forum Charter of Principles for Good Platform Work (2020):** signed by prominent digital labour platforms, including Cabify, Uber, Deliveroo and Grab. The Charter commits the platforms to diversity and inclusion; safety and well-being; flexibility and fair conditions; reasonable pay and fees; social protection; and ensuring that fairness and non-discrimination are a priority in the design of algorithms.
- **Glovo Couriers Pledge (2021):** Glovo introduced a 'Couriers Pledge' in 2021. The Pledge rests on four pillars: fair earnings, 360-safety, community, and equality. Glovo establishes a recommended level of Earnings Per Hour based on data provided by the WageIndicator.










REGULATION THROUGH COLLECTIVE BARGAINING

► Table 1: CBAs in the location-based platform economy (January 2022)

Country	Year	Parties	Sector	Level	Status
 Denmark	2018	Hilff - United Federation of Danish Workers (3F)	Cleaning	Company	Under re-negotiations
 Spain	2019	CEHAT-FEHR - UGT-CCOO-CIG	Hotel and catering (food delivery)	Sectoral	extended to 2021
 Norway	2019	Foodora (Delivery Hero) - Fellesforbundet	Food delivery	Company & Sectoral	2020-22
 Chile	2020	Delivery Technologies SpA - Comershop Chile Company Union	Food delivery (supermarkets)	Company	2020-22
 Republic of Korea	2020	Woowahan - General Services Union	Food delivery	Company	2020-22
 Austria	2021	Austrian Chamber of Commerce - Austrian Transport and Services Union (vida)	Food delivery	Sectoral	2021-
 Sweden	2021	Foodora (Delivery Hero) - Swedish Transport Workers' Union	Food delivery	Company & Sectoral	2021-2023 (implementation during 2021)
 Italy	2021	Just Eat Takeaway.com - CGIL, CISL and UIL	Food delivery	Company & Sectoral	2021-2024 (implementation during 2021)
 Sweden	2021	Bzzt - Swedish Transport Workers' Union	Taxi transport	Company & Sectoral	2021-23
 Denmark	2021	Dansk Erhverv (covering Just Eat Takeaway.com) - United Federation of Danish Workers (3F)	Food delivery	Sectoral	2021-23 (implementation during 2021)
 Spain	2021	Just Eat Takeaway.com and UGT & CCOO	Food delivery	Company	2021-

- **11 collective agreements** signed till February 2022.
- The majority of agreements concluded in Europe.
- 9 agreements focused on food delivery.
- 1 agreement: passenger transport
- 1 agreement: cleaning

REGULATION THROUGH CASE LAWS

<div>GIG Gigpedia</div> <div>search.. </div> <div>Resources + Research + About +</div>							
Home / Research / Court Cases / Court Cases overview							
Court Cases overview							
<div> <div>Clear </div> <div>Clear </div> <div>Clear </div> <div>Ruled in favour of workers </div> <div>No - Holiday pay </div> <div>Clear </div> <div>Clear </div> <div>Clear </div> </div>							
COUNTRY	PLATFORM	ASSOCIATED PARTIES	RULING STATUS	RULING IN FAVOUR OF SELF-EMPLOYED STATUS OR EMPLOYEE STATUS	RULING DATE	SUMMARY	PLATFORM FAIRWORK SCORE (out of 10)
Argentina	Repartos Ya S.A.	Repartos Ya S.A. / Deliverers	Ruled in favour of workers	Yes - Employee status	2021	Repartos Ya failed to disprove the presumption of employment.	No ratings available
Argentina	Rappi	Rappi / Rojas Luis Roger Miguel y otros	Ruled in favour of workers	No - Platform ban	2019	The judge finds that the denial of access to the platform for the riders and drivers petitioning multiple complaints regarding the working conditions is a violation of the right to freedom of association.	0 Fairwork Ratings

A world map illustrating the global distribution of the four major world religions. The map uses a color-coded system: blue for Christianity, orange for Islam, green for Hinduism, and yellow for Buddhism. Christianity is predominantly found in North America, Europe, and parts of Africa and South America. Islam is concentrated in the Middle East, North Africa, and parts of Southeast Asia. Hinduism is primarily located in South Asia, specifically in India. Buddhism is found in East Asia, Southeast Asia, and parts of Central Asia. The map also shows the outlines of continents and countries, with some regions in grey indicating areas not covered by the four major religions.





Universal Labour Guarantees

or

Basic Labour Protections

- 1. Fundamental workers' rights:** freedom of association and the effective recognition of the right to collective bargaining, freedom from forced labour, child labour and discrimination; and safe and healthy workplaces
- 2. Set of basic working conditions:** adequate living wage; limits on hours of work
- 3. Basic social protection** in the form of state-administered old age, survivors', invalidity, unemployment, and work injury benefits.

Reflection

- ▶ This presentation focusses on regulation of platform work. But there is no planet gig or planet platform.
- ▶ Unbundling 'platform' and 'work in legislation
- ▶ Platform
 - ▶ Responsibility of platforms: DMA, DSA, P2B, DAC-7, GDPR, AI-act, etc. etc.
 - ▶ Broader: worker tech > Impact of technology on the worker (Amazon warehouses, surveillance management by technology, etc.)
- ▶ Work
 - ▶ Conditions for fair work, decent pay, acces to social security, right to unionize, etc.

Reflection

- ▶ Platform Work Directive does both. But that is strange.
- ▶ Does a taxi driver that uses the Uber/Bolt/Grab/Ola app has different rights then a taxi driver that works via a dispatcher?
- ▶ Or is platform work, aka the gig economy, a good way to create momentum to have a good discussion on better conditions for precarious workers?

Regulation vs enforcement

Uber settles VAT claim with HMRC and posts better than expected results

US-based company hands over £615m to UK tax authorities after previously claiming it was exempt from VAT



📷 A series of court rulings deemed that Uber's drivers were workers and not self-employed. Photograph: Robyn Beck/AFP/Getty Images

Uber is handing £615m to UK tax authorities to settle an investigation into unpaid VAT, as it reported better than expected results, sending its shares higher.

Michael Murphy · May 6, 2021 · 2 min read

Uber set aside over £430million for UK driver back-payments following workers' rights decision



Government & Policy

Drivers in Europe net big data rights win against Uber and Ola

Natasha Lomas / 9:22 AM PDT · April 5, 2023

[Comment](#)



📷 Image Credits: Adam Berry / Getty Images

In a major win over opaque algorithmic management in the so-called gig



New tools for fair pay.





Portable Worker Portfolios for the Gig Economy

MARTIJN ARETS

Challenge:

Platforms make it easier to enter the labor market. It is a fine first step, but perspective is missing.

Data

Data on reputation and transaction earned on the platform while doing work is valuable for the worker to get more work and in some cases better pay.

Reports

ILO - THE ROLE OF DIGITAL LABOUR PLATFORMS IN TRANSFORMING THE WORLD OF WORK

There is an assumption that giving this worker their data will empower the position in the labor market and make it easier to multi-home and find non-platform work. But nobody takes this into practice to validate all assumptions around data portability.



Ministerie van Economische Zaken
en Klimaat



PORTABILITY OF REPUTATION AND TRANSACTION DATA FOR GIG WORKERS



Martijn Professional
Arets Outsider
Consultancy

MAIN QUESTION:

Can the portability of reputation and transaction data contribute to the employability of a worker in the labor market, both within and outside the gig economy?



Trustcloud / Deemly / Traity / eRated





OUR TECHNOLOGY: NETWORK OF TRUST

In 2016 we were awarded a [patent \(US9363283B1\)](#) for the Network of Trust, which recognises our work in how we measure people's reputation based on their social media footprint.

On Traity you can build your reputation through:

    + more

Your own social accounts, which Traity will analyze on your behalf, giving you privacy while proving the important things.



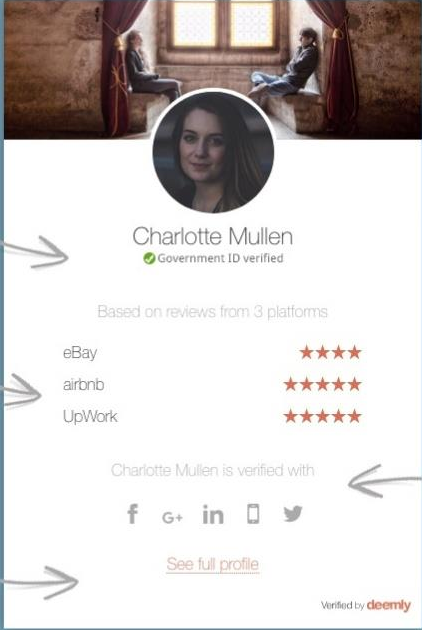
Recommendations from other friends who have high reputations on Traity.



Together this builds your reputation score and profile, which you will be able to share and show to the people or companies you want to prove your trustworthiness and footprint history.

TRUST PROFILE WIDGET

Add our customizable, 'plug & play' widgets to your site for your users to display and leverage their trust profile.



The widget displays a user's profile with a circular profile picture of a woman, the name 'Charlotte Mullen', and a green checkmark indicating 'Government ID verified'. Below this, it shows 'Based on reviews from 3 platforms' with a table of ratings: eBay (5 stars), Airbnb (5 stars), and UpWork (5 stars). It also includes social verification icons for Facebook, Google+, LinkedIn, and Twitter, and a link to 'See full profile'. The Deemly logo is at the bottom right.

Platform	Rating
eBay	★★★★★
airbnb	★★★★★
UpWork	★★★★★

Charlotte Mullen is verified with

[See full profile](#)

Verified by **deemly**

[LEARN MORE](#)





Action research: GigCV

A data sharing standard that facilitates platforms to share data in a well designed PFD document (for free) with their workers. Under the condition that they participate in independent academic research.

Every platform worker a personal GigCV

GigCV is an easy tool for anyone working in or gaining work experience in the gig economy. With this open standard, you will be able to easily download your own reputation and transaction data, which serves as proof of your work experience and skills on connected platforms.





Jaap Janssen

★★★★★ 16 beoordelingen

jaap@example.com

**Jaap heeft 16 klussen afgerond bij 8 opdrachtgevers.
De eerste klus was 12 april 2021.**

98%

Opkomst

85%

Punctualiteit

Als echte eigen baas weet jij als geen ander wat er allemaal bij het freelancen komt kijken. Terwijl je net de uren van die ene freelance opdracht hebt afgerond.

Restaurants

★★★★★

8 klussen

Service, Waitering, Hospitality,
Taking Orders

Bars

★★★★★

8 klussen

Barkeeper, Service, Waitering,
Hospitality, Taking Orders

Reviews van werkgevers

★★★★★

Di - 07 Sep 2021

Het was heel fijn om samen te werken met Jaap. Hij was altijd op tijd en maakte zijn werk netjes af binnen de gegeven tijd. Ik zou hem zo nog een keer aannemen voor.

★★★★★

Di - 07 Sep 2021

Jaap heeft bij ons gewerkt als barman. Hij maakte de beste cocktails en kwam zelfs met nieuwe eigen recepten. Hij was soms wel te laat en liet dat dingen weten.

Top 5 werkgevers

1. Club Jaapie
2. Cafe Borrelnootje
3. Picnic
4. HelloFresh
5. Noir

Status

- 125.000 workers
- 35.000 downloads
- Netherlands, Belgium, Germany, UK, France, Kenya and Uganda


5 perspectives


- Worker
- Client (receiver of the data)
- Platform
- Society
- Institutions

Home > [Electronic Markets](#) > Article

The role of contextual and contentual signals for online trust: Evidence from a crowd work experiment

Research Paper | [Open access](#) | Published: 14 August 2023
Volume 33, article number 41, (2023) [Cite this article](#)

Download PDF 

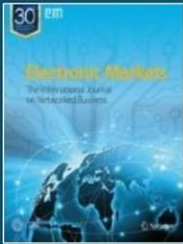
 You have full access to this [open access](#) article

[Rense Corten](#), [Judith Kas](#), [Timm Teubner](#)  & [Martijn Arets](#)

 996 Accesses  3 Altmetric [Explore all metrics](#) →

Abstract

Platform workers can typically not take their ratings from one platform to another. This creates lock-in as building up reputation anew can come at prohibitively high cost. A



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Avoid common mistakes on your manuscript.



Sections	Figures	References
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[Abstract](#)

[Introduction](#)

Remarks

- Data sharing is not hard. It is not complex. But you can make it hard and complex.
- Data sharing via API's is in the core of every platform company.
- Non-platform companies also have data on workers. They can also share this data with the workers.
- A lock-in based on keeping data to yourself is an act of weakness. You should think how to strengthen your value proposition by sharing data.
- I expect regulation will shift from 'on demand' (GDPR) to 'realtime' data sharing (DMA).



Thanks. For your attention.

 More info & download report at www.gigcv.org

 martijn@collaborative-economy.com

 [@martijnarets](https://twitter.com/martijnarets)

Living Tariff for Gig Workers

Lessons from Indonesia, Pakistan, and Kenya

Presented at

International Society for Labour and Social Security Law World Congress
(Rome, 17-20 September 2024)

Special session - Fairness in Flux: Navigating the Gig Economy Through Regulatory
Innovation and New Tools for Fair Pay

Presenter

Nadia Pralitasari

Implemented by:



Living Wages in the Gig Economy

WageIndicator's Living Tariff as a tool for a Living Tariff for gig workers

Presented at
The ISLSSL – Rome – XXIV World Congress (20th September 2024)

**Special session - Fairness in Flux: Navigating the Gig Economy through
Regulatory Innovation and New Tools for Fair Pay**

Paulien Osse
Co-founder, WageIndicator Foundation
Lead, Living Wages, WageIndicator

Daniela Ceccon
Director of Data, WageIndicator Foundation



A Living Wage for Everyone

How does WageIndicator calculate Living Wage estimates?

**Estimates are based on 10 baskets
of goods and services**

Food



Water



Transport



Clothing



Healthcare



Housing
and energy



Education



Phone and
internet



Taxes



Emergency
expenses

Assumptions:

- Employee
- Normal working hours
- Employers pays taxes and social security

Extras for self-employed

- Occupational costs
- Different working hours and time for other activities
- Taxes and social security

THE LIVING TARIFF TOOL

Check the lowest Living Tariff per region

Select your region

Baringo	Bomet	Bungoma	Busia	Elgeyo-Marakwet	Embu	Garissa	Homa Bay	Isiolo	Kajiado	Kakamega	
Kericho	Kiambu	Kilifi	Kirinyaga	Kisii	Kisumu	Kitui	Kwale	Laikipia	Lamu	Machokos	Makueni
Mandera	Marsabit	Meru	Migori	Mombasa	Muranga	Nairobi	Nakuru	Nandi	Narok	Nyamira	Nyandarua
Nyeri	Samburu	Siaya	Taita-Taveta	Tana River	Tharaka-Nithi	Trans-Nzoia	Turkana	Uasin Gishu	Vihiga	Wajir	
West Pokot											

Select platform type

Select one in case of multiple platforms

Delivery platform (transportation of goods)	Platform for freelancing	Platform for housekeeping and repair at home	Platform for microtasks
Taxi / ride-hailing platform			

Continue for your type of work

THE LIVING TARIFF TOOL

Check the lowest Living Tariff per region

Select your region

Baringo X

SELECTED REGION

A self-employed worker in Baringo, Kenya in 2023 should earn a minimum Living Tariff of at least:

- Ksh 290.46 per hour
- Ksh 51,868.35 per month full-time
- Ksh 622,420.20 per year.

Note: This tariff includes social security and taxes, but it does not include work-related equipment or overhead.

Select platform type

Select one in case of multiple platforms

Delivery platform (transportation of goods)

Platform for freelancing

Platform for housekeeping and repair at home

Platform for microtasks

Taxi / ride-hailing platform

Select your region

Baringo X

REGION-SPECIFIC

A self-employed worker in Baringo, Kenya in 2023 should earn a minimum Living Tariff of at least:

- Ksh 290.46 per hour
- Ksh 51,868.35 per month full-time
- Ksh 622,420.20 per year.

Note: This tariff includes social security and taxes, but it does not include work-related equipment or overhead.

= Gross Gross Living Wage Per Month (Guidance 2023 or latest quarter)

=

WageIndicator Living Wage + Social Security Due by the Employer

Note: WageIndicator Living Wage includes cost of living and taxes and social security due by the employee

Select your region

Baringo ✕

A self-employed worker in Baringo, Kenya in 2023 should earn a minimum Living Tariff of at least:

- Ksh 290.46 per hour
- Ksh 51,868.35 per month full-time
- Ksh 622,420.20 per year.

Note: This tariff includes social security and taxes, but it does not include work-related equipment or overhead.

Note:

- Taxes and social security costs are recalculated throughout the tool (they are % that apply to the total)
- The hourly Living Wage is calculated from the monthly Living Wage as follows:
 - Monthly LW / 4.333 weeks in a month / normal working hours in a week (45 for Kenya)
- The yearly Living Wage is calculated from the monthly Living Wage as follows:
 - Monthly LW * 12 months in a year.

Select your region

Baringo X

A self-employed worker in Baringo, Kenya in 2023 should earn a minimum Living Tariff of at least:

- Ksh 290.46 per hour
- Ksh 51,868.35 per month full-time
- Ksh 622,420.20 per year.

Note: This tariff includes social security and taxes, but it does not include work-related equipment or overhead.

Select platform type

Delivery platform (transportation of goods) X

Select type of work

Select one in case of multiple types of work

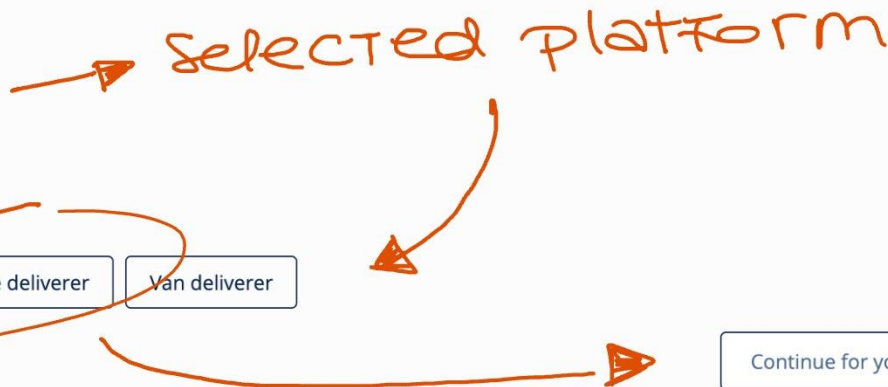
Bicycle deliverer

Car deliverer

Motorcycle deliverer

Van deliverer

Continue for your type of work >



LIVING TARIFF FOR MOTORCYCLE DELIVERER IN BARINGO

See the Living Tariff for Motorcycle deliverer in Baringo in Kenya. All components of the Living Tariff are shown below. The column 'per hour' indicates the Living Tariff for an hour of work. The column 'per year' refers to the Living Tariff for a whole year of work.

Are you looking for a personalized Living Tariff per hour, per month, or per year? Continue to the next page.

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PER HOUR

PER YEAR



Net Living Wage in 2023

A. Net Living Tariff without costs for work-related equipment, work-related overhead, income tax and social security

Ksh 205.76

Ksh 424,246.92



Work-related costs for equipment in 2023, as calculated for WageIndicator Living Wage

B. Sum of total work-related costs



Ksh 107.30

Ksh 221,223.70



Work-related overhead time needed in 2023, as calculated for WageIndicator Living Tariff Tool. It is estimated that a platform worker has to spend time on work-related activities, that cannot be declared.

→ GROSS 622420.20 - taxes social sec. = STARTING NET AMOUNT

	PER HOUR	PER YEAR
Net Living Wage in 2023		
Net Living Wage, as calculated for WageIndicator Living Wage ⓘ	Ksh 181.32	Ksh 424,246.92
Year-round working days in the country ⓘ	—	286.00 days
Standard paid festive days per year in the country	—	13.00 days
Standard paid annual leave days per year in the country	—	21.00 days
Standard full-time working days, based on year-round working days minus festive and leave days ⓘ	—	252.00 days
Standard full-time working hours, based on year-round working days minus festive and leave days ⓘ	—	2061.82 hours
A. Net Living Tariff <u>without</u> costs for work-related equipment, work-related overhead, income tax and social security ⓘ	Ksh 205.76	Ksh 424,246.92

motorcycle deliverer

HOURLY

YEARLY



Work-related costs for equipment in 2023, as calculated for WageIndicator Living Wage

Cost of computer or laptop and internet access

...

...

Cost of phone, phone data, power bank and subscription

Ksh 3.74

Ksh 7,720.77

Cost of car or van, including fuel, insurance, repairs and clothing



...

...

Cost of scooter, including fuel, insurance, repairs, clothing and helmet



Ksh 103.55

Ksh 213,502.93

Cost of electric bicycle, including electricity, insurance, repairs, clothing and helmet

...

...

Cost of bicycle, including repairs, clothing and helmet

...

...

B. Sum of total work-related costs



Ksh 107.30

Ksh 221,223.70

COST OF living
survey data

(B)



Work-related overhead time needed in 2023, as calculated for WageIndicator Living Tariff Tool. It is estimated that a platform worker has to spend time on work-related activities, that cannot be declared.

Administration	i	1.50 minute	6.00 days
Acquisition and communication	i	0.80 minutes	3.00 days
Training	i	1.50 minute	6.00 days
Waiting time	i	5.00 minutes	19.83 days
Sum of work-related overhead time		8.80 minutes	34.83 days
Standard full-time working hours adjusted for unpaid work-related time		—	1776.88 hours
C. Sum of work-related overhead costs	i	Ksh 45.97	—
WageIndicator Living Tariff <u>with</u> job related costs and overhead (A + B + C), but <u>without</u> income tax and social security in 2023		Ksh 359.03	Ksh 645,470.62

RESEARCH (Job -

A + B + C (NET)



Cost of income taxes and social security in 2023, as calculated for WageIndicator Living Tariff Tool, based on standard full-time working hours.

Income taxes	i	Ksh 106.18	Ksh 218,915.64
Reservation for pension	i	Ksh 47.59	Ksh 98,114.16
Reservation for not being able to work due to sickness	i	Ksh 0.00	Ksh 0.00
Reservation for not being able to work due to disability	i	...	Ksh 0.00
Reservation for not being able to work due no work available	i	Ksh 9.04	Ksh 18,641.64
Insurance for medical costs	i	Ksh 0.22	Ksh 516.84
D. Sum of taxes and social security	D	Ksh 163.02	Ksh 336,188.28
WageIndicator Living Tariff <u>with</u> job related costs and overhead, and <u>with</u> income tax and social security in 2023 (A+B+C+D)		Ksh 522.05	Ksh 981,658.90
		PER HOUR	PER YEAR

Research

Are you looking for a personalized Living Tariff per hour, per month, or per year? Continue to the next page.

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13 ✓

days per year

21 ✓

days per year

5,5 ✓

days per week

45 ✓

hours per week

Are you looking for a personalized Living Tariff per hour, per month, or per year? Continue to the next page.

< Previous

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Your work-related costs for equipment per month in 2023

Your cost of phone, phone data, power bank and subscription

Ksh 643.40



Ksh . per month

Your cost of scooter, including fuel, insurance, repairs, clothing and helmet

Ksh 17,791.91



Ksh . per month

Your miscellaneous work-related costs

Ksh . per month

45



hours per week



THANK YOU

You can access the Living Tariff Tool and find more information here:

Video: https://youtu.be/Gn-pmosAQj8?si=-D8BskH3Xa_kaDkH

Webpage: <https://wageindicator.org/salary/living-wage/living-tariff-7>

Questions?

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Thank you!

Questions?

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