

Reducing Unpaid Labor Through Living Tariff Tool

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No Such Thing as a Free Coffee: On Unpaid Work in the Gig Economy and Possible Solutions
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Implemented by:



Living Tariff: Empowering Fair Wages

Challenges

- Rapid growth of the gig economy
- Unclear legal status and lack of protections
- Outdated and inadequate regulations
- Challenges in fair wages and financial stability
- Resistance from platform companies for higher wage

What is Living Tariff Tool?

- Living Tariff is a free accessible tool designed for gig workers to calculate how much they need to earn to achieve a sustainable income that covers their living expenses.
- It considers all the costs associated with their work, including resources, waiting time, and savings for things like sickness and retirement.



Living Tariff Tool Demonstration

Living Tariff Tool

THE LIVING TARIFF TOOL

Check the lowest Living Tariff per region

Select your region

Andaman and Nicobar Islands

Andhra Pradesh

Arunachal Pradesh

Assam

Bihar

Chandigarh

Chhattisgarh

Dadra and Nagar Haveli and Daman and Diu

Delhi

Goa

Gujarat

Haryana

Himachal Pradesh

Jammu and Kashmir

Jharkhand

Karnataka

Kerala

Lakshadweep

Madhya Pradesh

Maharashtra

Manipur

Meghalaya

Mizoram

Nagaland

Orissa

Puducherry (Pondicherry)

Punjab

Rajasthan

Sikkim

Tamil Nadu

Telangana

Tripura

Uttar Pradesh

Uttarakhand

West Bengal

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 >

Living Tariff Tool Demonstration

THE LIVING TARIFF TOOL

Check the lowest Living Tariff per region

Select your region

Maharashtra ✕

Selected region

A self-employed worker in Maharashtra , India in 2024 should earn a minimum Living Tariff of at least:

- ₹133.25 per hour
- ₹25,741.92 per month full-time
- ₹3,08,903.00 per year.

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

Select platform type

Platform for freelancing ✕

Selected platform

Select type of work

Select one in case of multiple types of work

Creative work ✕

Selected type of work

Continue for your type of work >

WageIndicator Living Wage

- Living Wage refers to the income required by a worker for his/her family to meet a decent standard of living in a specific location.
- The WageIndicator Living Wage data is obtained from the WageIndicator cost of living survey

Living Tariff Tool Demonstration

LIVING TARIFF FOR CREATIVE WORK IN **MAHARASHTRA **

See the Living Tariff for **Creative work** in **Maharashtra** in **India**. 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
<div><div>⌵</div><div>Net Living Wage in 2024</div></div>		
A. Net Living Tariff <u>without</u> costs for work-related equipment, work-related overhead, income tax and social security	₹95.50	₹2,14,687.88
<div><div>⌵</div><div>Work-related costs for equipment in 2024, as calculated for WageIndicator Living Wage</div></div>		
B. Sum of total work-related costs <div>i</div>	₹6.36	₹14,291.27
<div><div>⌵</div><div>Work-related overhead time needed in 2024, 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.</div></div>		
C. Sum of work-related overhead costs <div>i</div>	₹8.75	—
WageIndicator Living Tariff <u>with</u> job related costs and overhead (A + B + C), but <u>without</u> income tax and social security in 2024	₹110.61	₹2,28,979.15

A. WageIndicator Living Wage in selected region

B. Work related equipment
example: smartphone, laptop, vehicle, gas and maintenance

C. Work related overhead time
example: administration, training, waiting time, acquisition and communication

Living Tariff Tool Demonstration

Cost of income taxes and social security in 2024, as calculated for WageIndicator Living Tariff Tool, based on standard full-time working hours		
D. Sum of taxes and social security	₹44.86	₹1,00,880.35
WageIndicator Living Tariff <u>with</u> job related costs and overhead, and <u>with</u> income tax and social security in 2024 (A+B+C+D)	₹155.47	₹3,29,859.50
	PER HOUR	PER YEAR

D. Income tax and social security including pension, health insurance and reservation

(A) + (B) + (C) + (D) = Minimum Living Tariff

A. WageIndicator Living Wage
C. Overhead Cost

B. Work related equipment cost
D. Income tax and social security

Living Tariff Tool Customization

- Every gig worker or freelancer has different needs and situations
- Customize each component variables to suit your situation!

Your preferred paid festive days per year	18 ✓ days per year	Your cost of phone, phone data, power bank and subscription	₹644.32 ✓ ₹. per month
Your preferred paid annual leave days per year	15 ✓ days per year	Your cost of car or van, including fuel, insurance, repairs and clothing	₹23,788.05 ✓ ₹. per month
Your preferred workdays per week	6 ✓ days per week	Your miscellaneous work-related costs	<input type="text"/> ₹. per month
Your preferred working hours per week	48 ✓ hours per week		

Customizable

Living Tariff Tool Customization

- Every gig worker or freelancer has different needs and situations
- Customize each component variables to suit your situation!

For your administration	<input type="text" value="0,9"/> ✓ hours per week	Your income taxes	<input type="text" value="₹0.00"/> per month
For your acquisition and communication	<input type="text" value="1,4"/> ✓ hours per week	Your reservation for pension	<input type="text" value="₹6,589.32"/> ✓ ₹. per month
For your training	<input type="text" value="1,4"/> ✓ hours per week	Your reservation for not being able to work due to sickness	<input type="text" value="₹1,784.61"/> ✓ ₹. per month
For your waiting time	<input type="text"/> hours per week	Your reservation for not being able to work due to disability	<input type="text"/> ₹. per month
		Your reservation for not being able to work due to no work available	<input type="text"/> ₹. per month
		Your insurance for medical costs	<input type="text" value="₹32.77"/> ✓ ₹. per month

Customizable

Customizable

Stakeholder's View on How Living Tariff Tool Could Reduce Unpaid Labour

"For companies, incorporating this tool can align their wage systems to better reflect the nature of gig work, creating avenues for collaborative mechanisms to improve the well-being of gig worker"

- **Syed Nazar Ali**, Secretary General, Employers Federation of Pakistan



"The Living Tariff tool strengthens our push for fair wages. It helps us argue for pricing mechanisms that reflect the true cost of labor"

- **Dan Mihadi**, General Secretary, Transport Workers Union Kenya

"The tools has saved lots of time for me researching on the standard rate per hours for tutors"

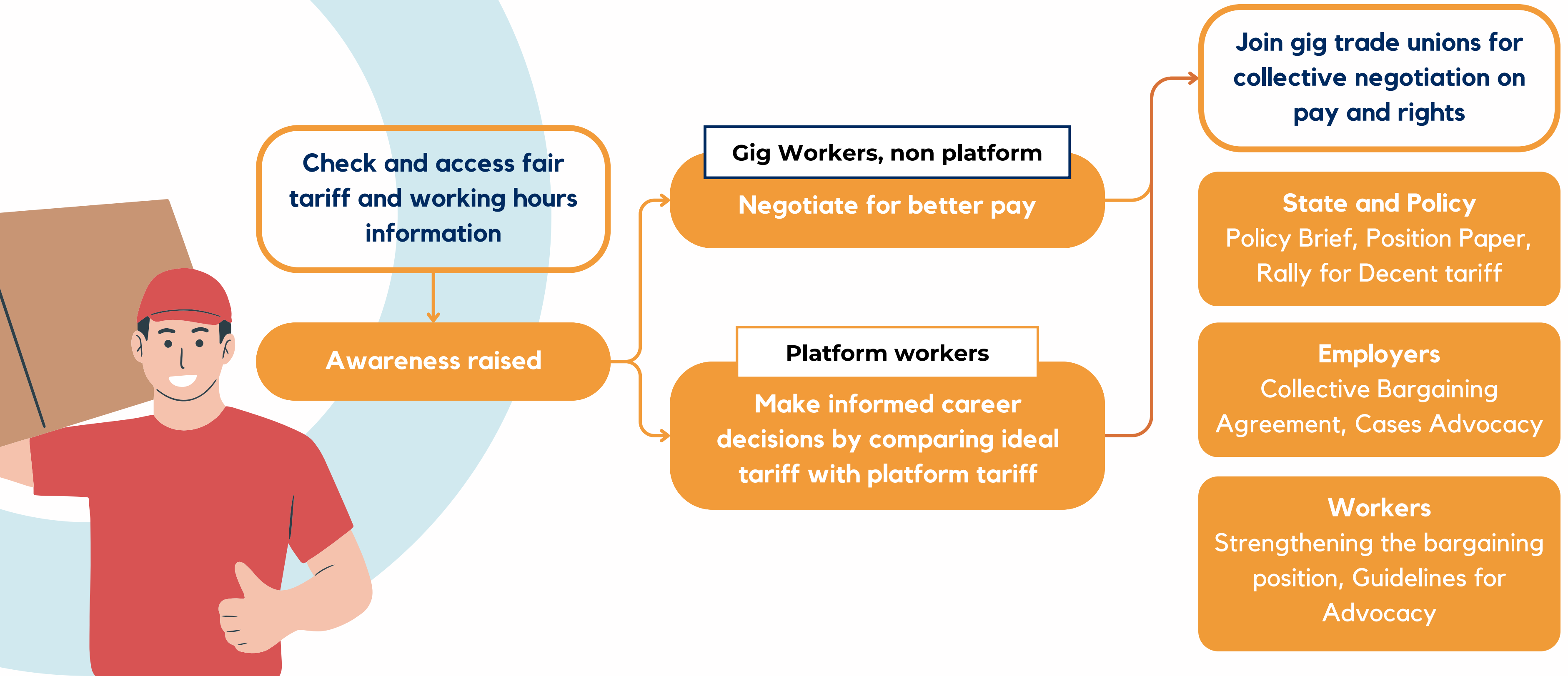
- **Ime Esther**, Private piano lesson tutor



"Knowing the living tariff is good, but then what? The platform always set up the tariff and we can't do anything about it, even we can't have a proper legal regulations for us"

- **Abdul** - registered partner of Grab, Gojek, Maxim and Indriver in Indonesia

The Role of Living Tariff Tool for Gig Workers



Ongoing Advocacy Efforts in Indonesia



Strengthen Gig Worker's Communities and Union

- Conducting research on gig economy issues.
- Digital campaigns to raise awareness about unfair working conditions and the need to form alliances
- Emerging grassroots groups: Indonesian Online Driver Alliance, Serdadu, SINDIKASI.
- Partnering with traditional trade union for stronger negotiation power



Worker's Movement and Protest

- Organizing large-scale protests of ride-hailing drivers against platform companies.
- Demands: More transparent tariff policies, higher tariffs, and government regulation of employment status



In relations with Living Tariff Tool

- Assisting ride-hailing communities with pricing mechanisms and calculation references based on living tariffs
- Providing a salary guide for freelancers based on living tariffs per region, enabling freelancers to set fairer pricing.

Thank you!

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

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

Questions?

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Implemented by:

