

● • WageIndicator

# The Advantage of Paying a Living Wage

A presentation by Paulien Osse,  
Co-Founder and Global Lead Living Wages  
August, 2025

**Collect, Share, Compare. Aware.**

# WageIndicator journey

A timeline of our databases

## Salary Check

Started in The Netherlands,  
now in 75 countries

## Labour Law

Started in Mozambique  
now in 145 countries; + a  
Labour Rights Index

## Living Wages

Started with a model in 100  
countries. Now 400  
on-the-ground data  
collectors do the job in 175  
countries.



# Our Living wage database

WageIndicator has continuously improved the calculations, coverage, and scope of its Living Wage database to ensure easy access to up-to-date estimates

WageIndicator calculates its estimates based on cost-of-living data collected by ~400 data collectors worldwide. Each quarter fresh data! No drama with inflation, the data will show the prices.

Currently there are Living Wage estimates for 178 countries, covering 3000 regions. Available for sale, as well as partly publicly available on our websites.



## Living Wages are connected with other databases on:

Labour  
Laws



Actual  
Wages



CBA's



Minimum  
Wages



# WageIndicator Method

How do we calculate Living Wage estimates?  
(and Living Income, Living Tariff)

## WAGEINDICATOR CALCULATES LIVING WAGES FOR

### Typical\* Families in a range

2 earning adults  
No. of children is determined by  
national  
fertility rate

*Lower Bound is seen as the global  
baseline*

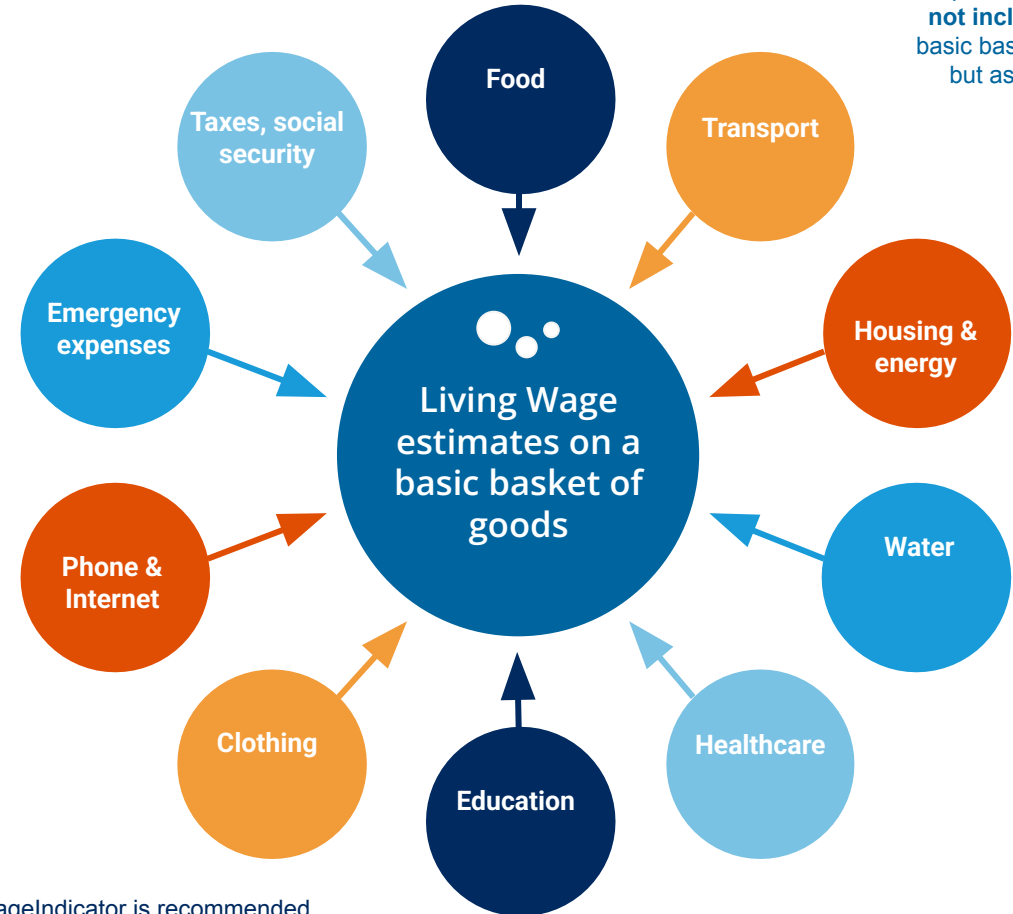
One works 100% of permissible  
hours, other's hours are based  
on the national labour  
participation rate,  
unemployment rate and  
part-time work rate

\*We also calculate for standard families

### Single Income Earner for a Family in a range

1 earning adult. No. of  
children is determined by  
national fertility rate

*Lower Bound is seen as the best  
from a Human Rights  
perspective*

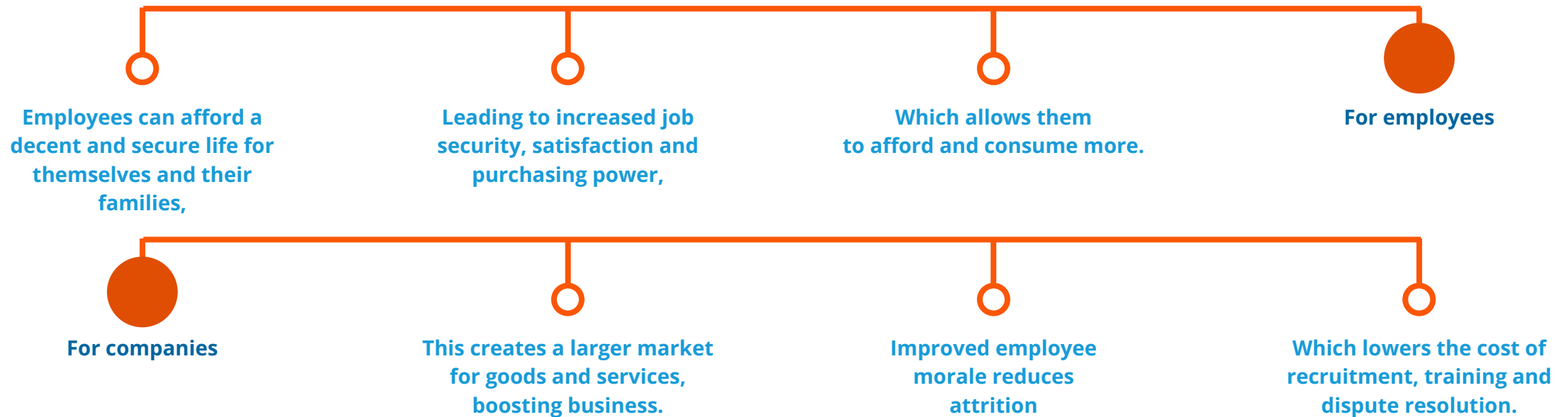


As of October 2024, child care and private car cost are added as new components. These are **not included** in the basic basket of goods but as add-ons.

WageIndicator is recommended  
by a.o. IDH, B-Corp, European  
Sustainability Reporting  
Standards

# How do Living Wage payments benefit employers, and the economy?

It enables labour market transparency, allowing employers and employees to make informed decisions  
*(in this presentation we talk about employees, not self employed. WageIndicator developed a Living Tariff for self employed)*



Living Wage payment is also central to the achievement of multiple SDGs



## Want to know more?

### Get in touch:

[helpdesk@wageindicator.org](mailto:helpdesk@wageindicator.org)

#### FAQ-method:

<https://wageindicator.org/salary/living-wage/faq-living-wage>

#### Available data around the world:

<https://wageindicator.org/salary/living-wage/list-of-country-region-living-wages-data-availability>

#### Publicly available estimates:

<https://wageindicator.org/salary/living-wage/workers-trade-unions>

#### Minimum wage/Living Wage:

<https://wageindicator.org/salary/minimum-wage/minimum-wages-higher-than-living-wages-by-country-and-by-region>

#### Adequate Wages

<https://wageindicator.org/salary/living-wage/faq-living-wage/adequate-wages-recommender>

#### Company experiences

<https://wageindicator.org/salary/living-wage/faq-living-wage/living-wage-experience-wthin-companies-cases>

#### Expert interviews

<https://wageindicator.org/about/overview-wageindicator-newsletters/expert-interviews>