

● • WageIndicator

# The Advantage of Paying a Living Wage

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**WageIndicator** : *Clear Data, Better Decisions*

# 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 updates Living Wage estimates **quarterly**, using global cost-of-living data from **400+ local data collectors**. The methodology is informed by ILO principles and undergoes a formal annual assurance process.

Living Wage estimates for **175 countries ~3000 regions**. WageIndicator is recommended by a.o. IDH, B-Corp, Ecovadis, European Sustainability Reporting Standards



## 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)

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 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*

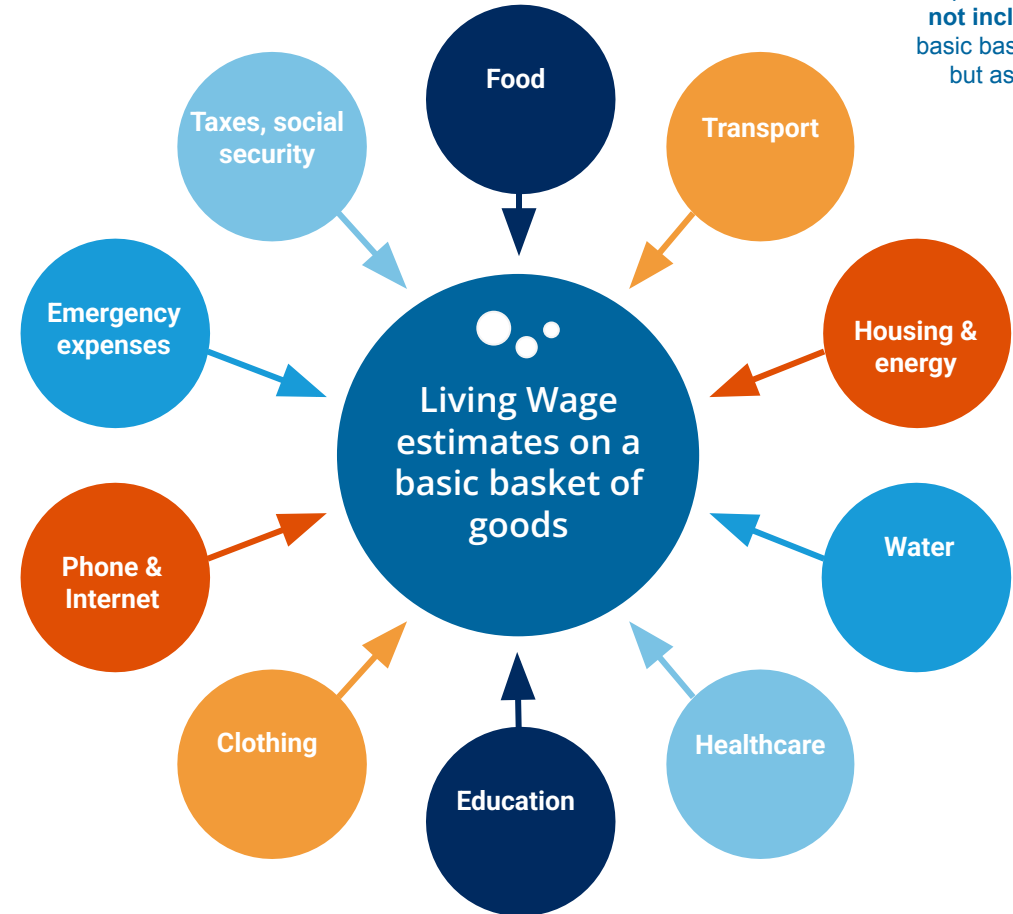
One works 100% of permissible hours, other's hours are based on the national labour participation rate, unemployment rate and part-time work rate

\*We also calculate for standard families

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

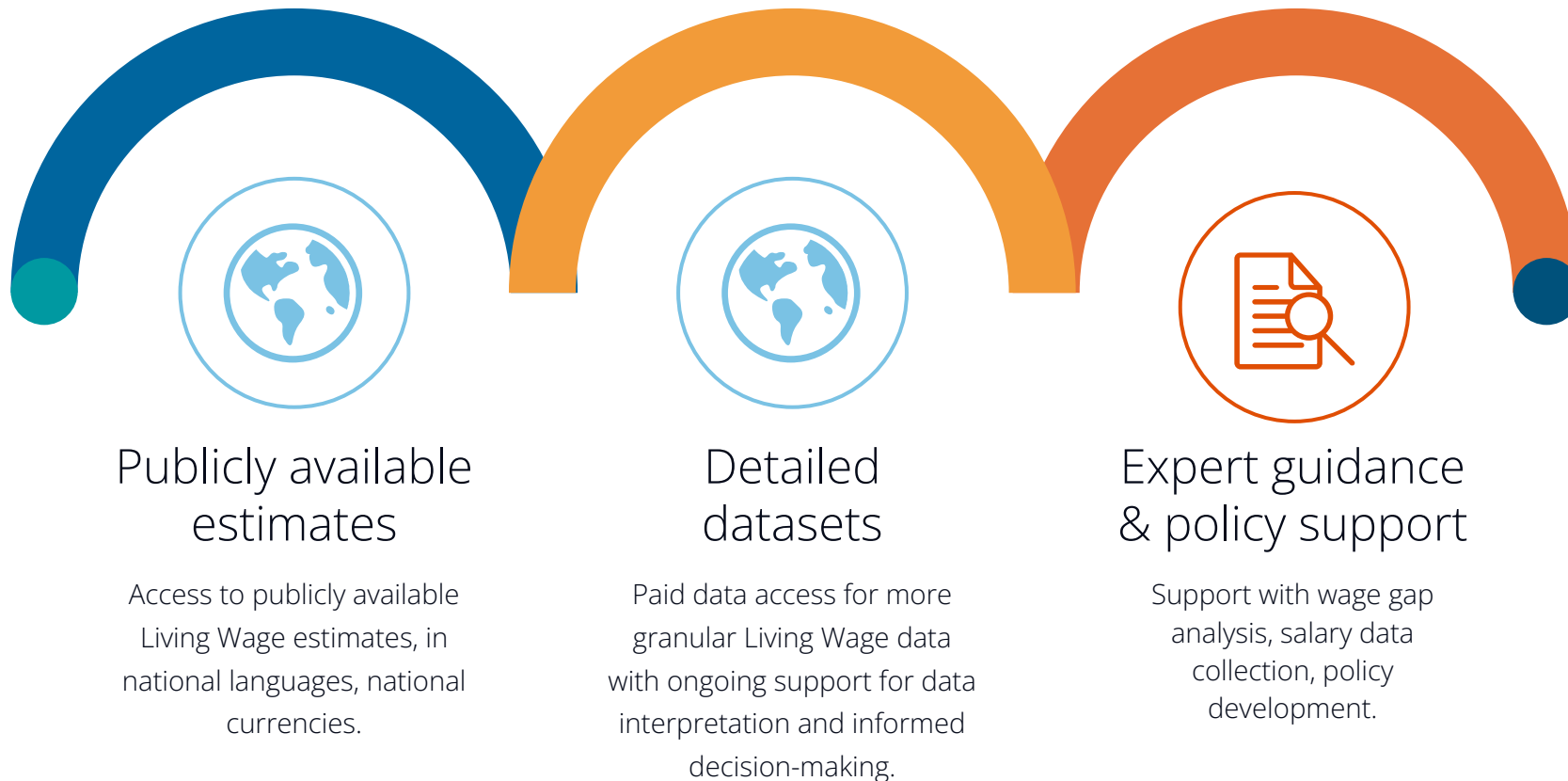
1 earning adult. No. of children is determined by national fertility rate

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

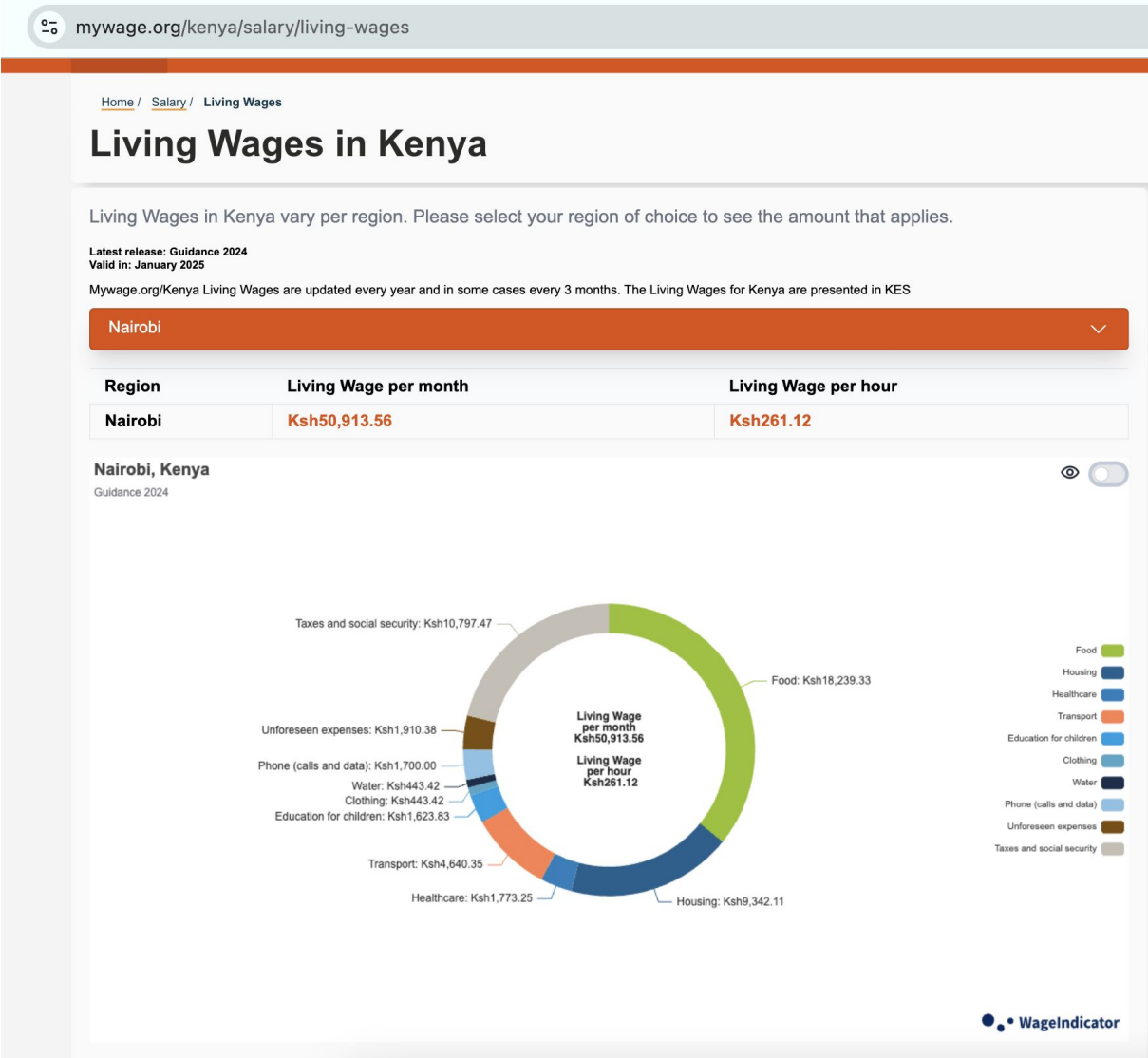


# WageIndicator's work with companies

WageIndicator provides data to the largest **multinationals** in the world. It delivers access to data for free to many **small firms , SMEs**. On top to **trade unions, researchers, and journalists**. All these parties need **credible, reliable, regularly updated living wage estimates** for reporting and compliance with legislation. Many multinationals are **frontrunners** moving beyond the **race to the bottom** by starting implementation in their **supply chains**.



# Our publicly available estimates



# In most parts of the world, Minimum Wages do not cover the cost of living, therefore Living Wages are needed.

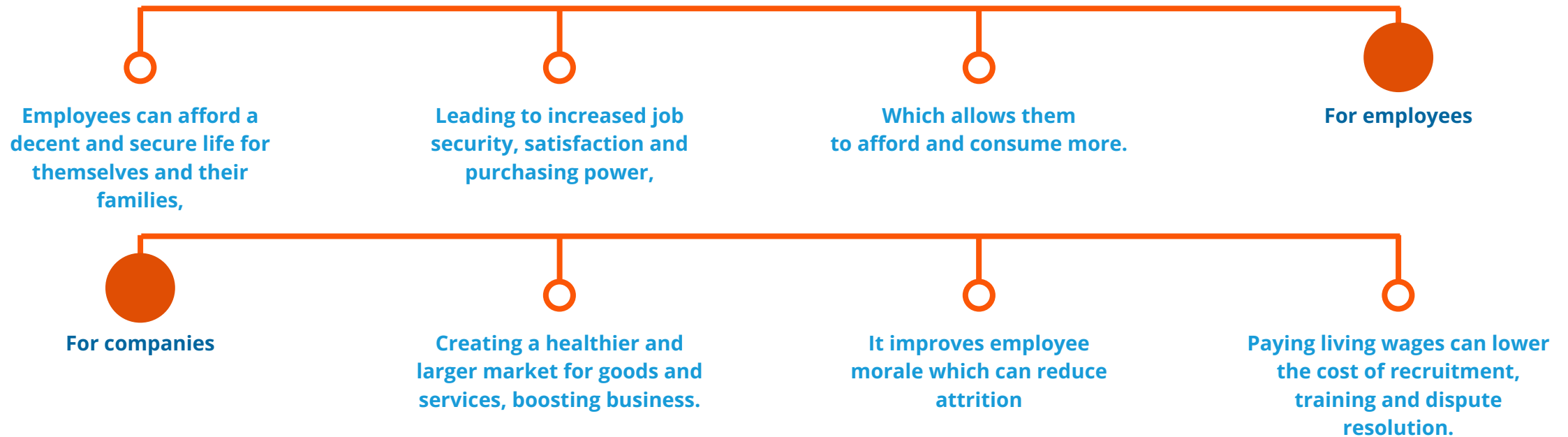
When WageIndicator compares basic salaries with Living Wage estimates, it assumes that adequate wages are the same as the Living Wage estimates. The type of Living Wage depends on the Minimum Wage level. The table shows you how you can do it.

	A		B	C	D	E
	Compare with Minimum Wage and comply	Compare column B, C, D, E with lowest Basic Wage of the company and show distance	Compare with 'Typical Families' Living Wage - lower bound	Compare with 'Typical Families' Living Wage - higher bound	Compare with 'Single-income earner' - lower bound	Compare with 'Single-income earner' - higher bound
Togo	52 500	xxxxx	228 310	296 442	374 213	540 331
Australia	3 968	xxxxx	2 055	2 613	3 750	4 872
Austria	1 500	xxxxx	1 115	1 556	1 947	2 686
Switzerland	3 375	xxxxx	2 076	2 493	3 545	4 262

\*Wages per month expressed in local currencies, October 2024

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

It enables labour market transparency, allowing employers and employees to make informed decisions



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>