• WageIndicator

Living Wages in the Gig Economy

Living Wage Info Session February 7, 2024

WAGEINDICATOR'S METHOD

for a Living Tariff

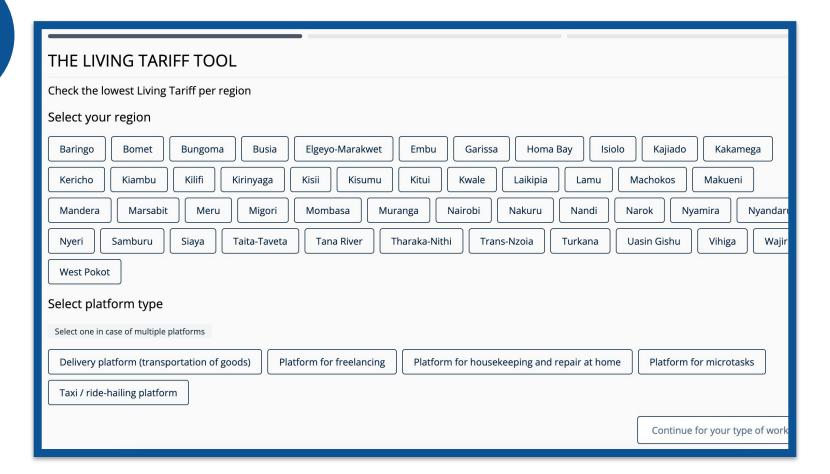
LIVING WAGES

- Employees
- Normal working hours (monthly Living Wage)
- Employers pay their part of social security for the employees

LIVING TARIFF

- Self-employed
- Different working hours (hourly Living Tariff) and time for other activities
- Workers pay the full social security costs
- Occupational costs

WageIndicator



Select your region

Baringo X

A self-employed worker in Baringo, Kenya in 2025 should earn a minimum Living Tariff of at least:

- Ksh 273.68 per hour
- Ksh 48,987.26 per month full-time
- Ksh 587,847.12 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 2024 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 X

A self-employed worker in Baringo, Kenya in 2025 should earn a minimum Living Tariff of at least:

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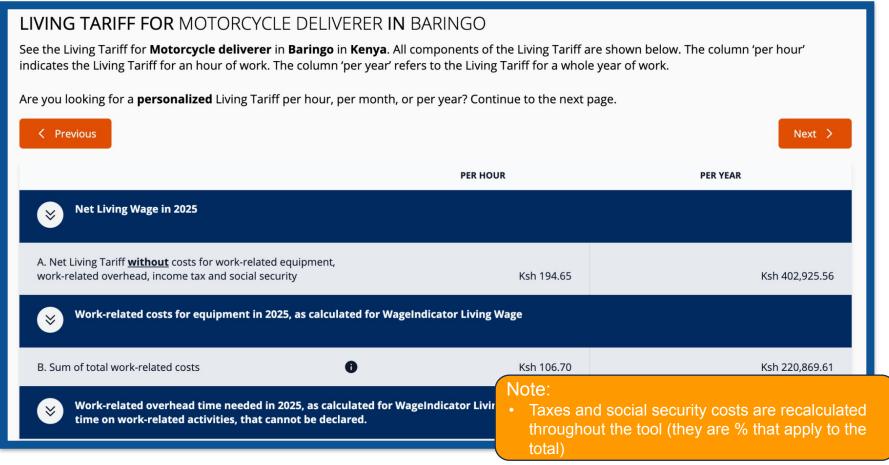
Note: This tariff includes social security and taxes, but it does not include work-related equipment or overhead.

Note:

- 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 2025 should earn a minimum Living Tariff of at least: Ksh 273.68 per hour Ksh 48,987.26 per month full-time • Ksh 587,847.12 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 Motorcycle deliverer X

Continue for your type of work >



Screenshot from Living Tariff Tool Kenya:

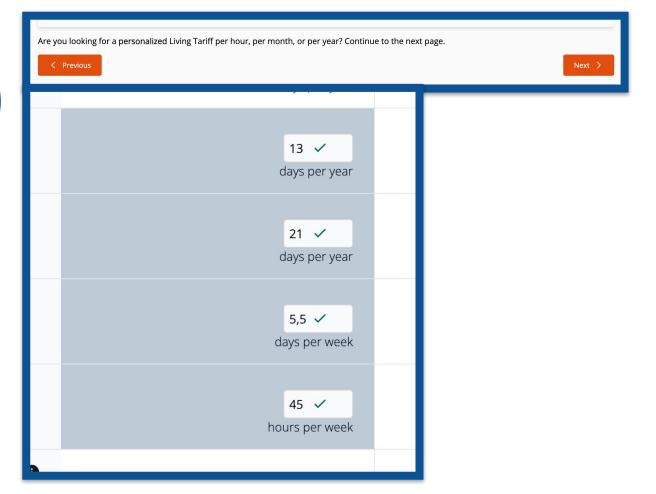
https://mywage.org/kenya/salary/living-wages/living-tariff-for-platform-workers-in-kenya (accessed on 6/2/2025)

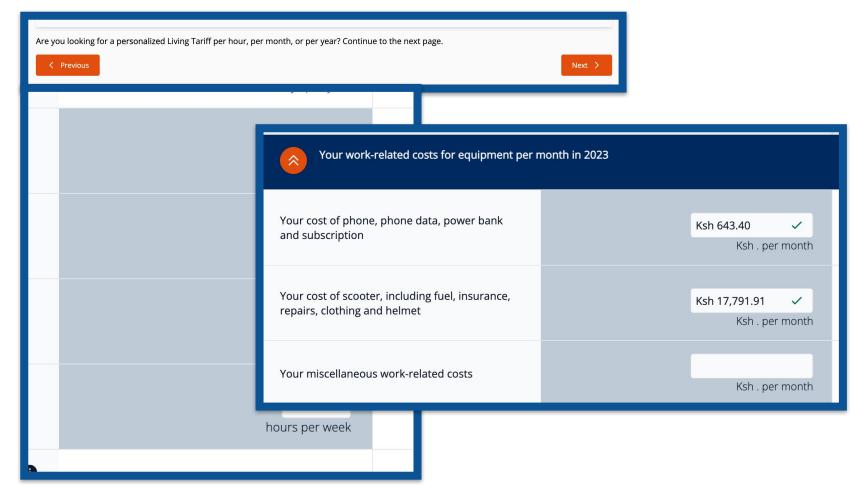
Net Living Wage in 2025		
Net Living Wage, as calculated for WageIndicator Living Wage	Ksh 172.20	Ksh 402,925.56
Year-round working days in the country	_	287.00 days
Standard paid festive days per year in the country	_	13.00 days
Standard paid annual leave days per year in the country	_	21.00 days
Standard full-time working days , based on year-round working days minus festive and leave days	_	253.00 days
Standard full-time working hours , based on year-round working days minus festive and leave days	_	2070.00 hours
A. Net Living Tariff <u>without</u> costs for work-related equipment, work-related overhead, income tax and social security	Ksh 194.65	Ksh 402,925.56

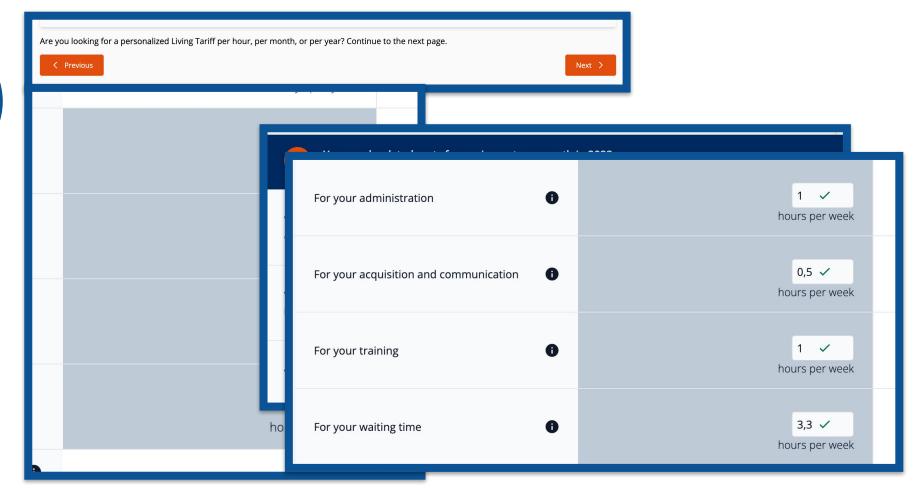
Work-related costs for equipment in 2025, as calculated for WageIndicator Living Wage				
Cost of computer or laptop and internet access				
Cost of phone, phone data, power bank and subscription	Ksh 3.45	Ksh 7,145.00		
Cost of car or van, including fuel, insurance, repairs and clothing				
Cost of scooter, including fuel, insurance, repairs, clothing and helmet	Ksh 103.25	Ksh 213,724.61		
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 106.70	Ksh 220,869.61		

Work-related overhead time needed in 2025, as calcula time on work-related activities, that cannot be declare	ted for WageIndicator Living Tariff Tool. It is d.	estimated that a platform worker has to spend
Administration	1.50 minute	6.00 days
Acquisition and communication	0.80 minutes	3.00 days
Training	1.50 minute	6.00 days
Waiting time	5.00 minutes	19.90 days
Sum of work-related overhead time	8.80 minutes	34.90 days
Standard full-time working hours adjusted for unpaid work-related time	_	1784.42 hours
C. Sum of work-related overhead costs	Ksh 44.08	_
WageIndicator Living Tariff <u>with</u> job related costs and overhead (A + B + C), but <u>without</u> income tax and social security in 2025	Ksh 345.43	Ksh 623,795.17

Cost of income taxes and social security in 2025, as calculated for WageIndicator Living Tariff Tool, based on standard full-time working hours.			
Income taxes	Ksh 101.27	Ksh 209,626.32	
Reservation for pension	Ksh 45.70	Ksh 94,599.48	
Reservation for not being able to work due to sickness	Ksh 0.00	Ksh 0.00	
Reservation for not being able to work due to disability	.	Ksh 0.00	
Reservation for not being able to work due no work available	Ksh 8.68	Ksh 17,973.84	
Insurance for medical costs	Ksh 0.22	Ksh 516.00	
D. Sum of taxes and social security	Ksh 155.87	Ksh 322,715.64	
WageIndicator Living Tariff <u>with</u> job related costs and overhead, and <u>with</u> income tax and social security in 2025 (A+B+C+D)	Ksh 501.30	Ksh 946,510.81	
	PER HOUR	PER YEAR	









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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WAGEINDICATOR'S METHOD

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

As of Oct 2024, the cost of child care and a private cost are added as optional add-on components

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 national employment 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



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