

● • 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

## 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

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)

## Select your region

Baringo ✕

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.*

$$\begin{aligned} &= \text{Gross Gross Living Wage Per Month (Guidance 2024 or latest quarter)} \\ &= \\ &\text{WageIndicator Living Wage} + \text{Social Security Due by the Employer} \end{aligned}$$

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

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)

## Select your region

Baringo ✕

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.*

### Note:

- The hourly Living Wage is calculated from the monthly Living Wage as follows:
  - $\text{Monthly LW} / 4.333 \text{ weeks in a month} / \text{normal working hours in a week (45 for Kenya)}$
- The yearly Living Wage is calculated from the monthly Living Wage as follows:
  - $\text{Monthly LW} * 12 \text{ months in a year}$

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)

## Select your region

Baringo ✕

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) ✕

## Select type of work

Select one in case of multiple types of work

Motorcycle deliverer ✕

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)

## 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.

[< Previous](#)[Next >](#)

	PER HOUR	PER YEAR
<b>Net Living Wage in 2025</b>		
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
<b>Work-related costs for equipment in 2025, as calculated for WageIndicator Living Wage</b>		
B. Sum of total work-related costs	Ksh 106.70	Ksh 220,869.61
<b>Work-related overhead time needed in 2025, as calculated for WageIndicator Living Wage on work-related activities, that cannot be declared.</b>		

### Note:

- Taxes and social security costs are recalculated throughout the tool (they are % that apply to the total)

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 <b>days</b> , based on year-round working days minus festive and leave days ⓘ	—	253.00 days
Standard full-time working <b>hours</b> , based on year-round working days minus festive and leave days ⓘ	—	2070.00 hours
A. Net Living Tariff <b>without</b> costs for work-related equipment, work-related overhead, income tax and social security	Ksh 194.65	Ksh 402,925.56




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)





### 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

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)



Work-related overhead time needed in 2025, 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	19.90 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	i	Ksh 44.08	—
WageIndicator Living Tariff <b>with</b> job related costs and overhead (A + B + C), but <b>without</b> income tax and social security in 2025		Ksh 345.43	Ksh 623,795.17

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)



### 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 <b>with</b> job related costs and overhead, and <b>with</b> income tax and social security in 2025 (A+B+C+D)		Ksh 501.30	Ksh 946,510.81
		PER HOUR	PER YEAR

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)

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

< Previous

Next >

13 ✓

days per year

21 ✓

days per year

5,5 ✓

days per week

45 ✓

hours per week

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)

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

< Previous

Next >



### 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

hours per week

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)

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

< Previous

Next >

For your administration



1 ✓

hours per week

For your acquisition and communication



0,5 ✓

hours per week

For your training



1 ✓

hours per week

For your waiting time



3,3 ✓

hours per week

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)

# THANK YOU

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

Video: [https://youtu.be/Gn-pmosAQj8?si=-D8BskH3Xa\\_kaDkH](https://youtu.be/Gn-pmosAQj8?si=-D8BskH3Xa_kaDkH)

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

Questions?

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

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

# 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*

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

