

● • WageIndicator

The Advantage of Paying a Living Wage

A presentation by Paulien Osse,
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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 continuously improves 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.

We believe in aligning efforts across methodologies and bringing clarity to definitions and calculations. That's why we are part of WageMap to build an open, **stakeholder-consulted reference standard** for Living Wage methodologies.

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



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*

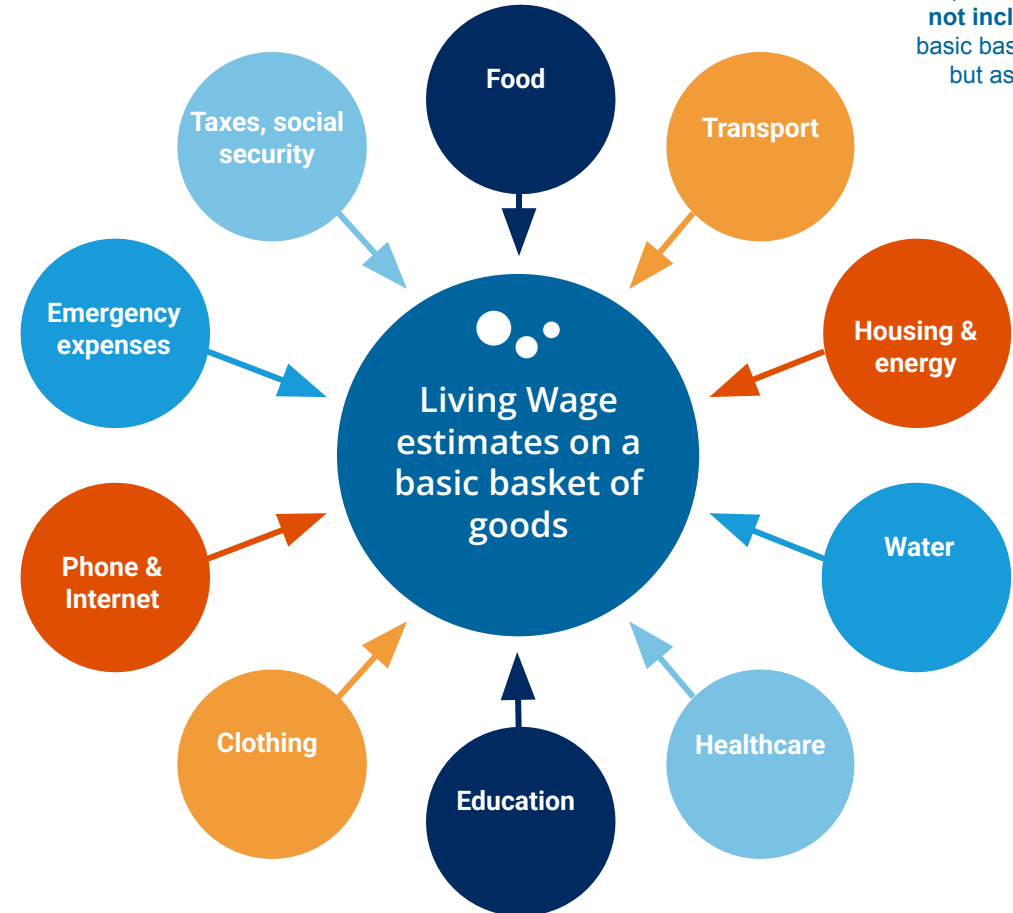
One works 100% of permissible
hours, other's hours are based
on the national labour
participation rate,
unemployment rate and
part-time work rate

*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

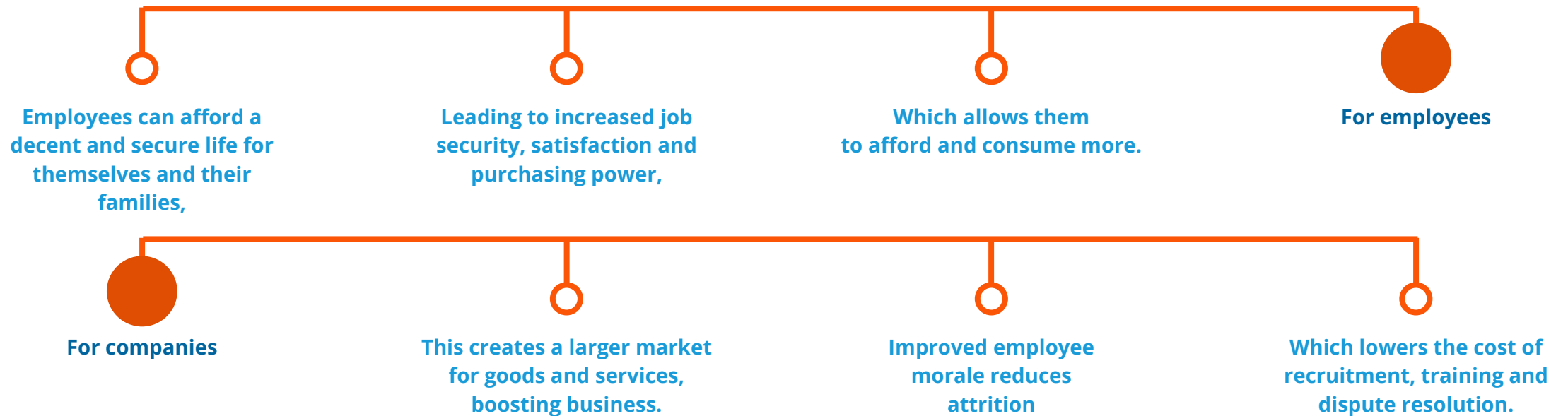
*Lower Bound is seen as the best
from a Human Rights
perspective*



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.

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

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

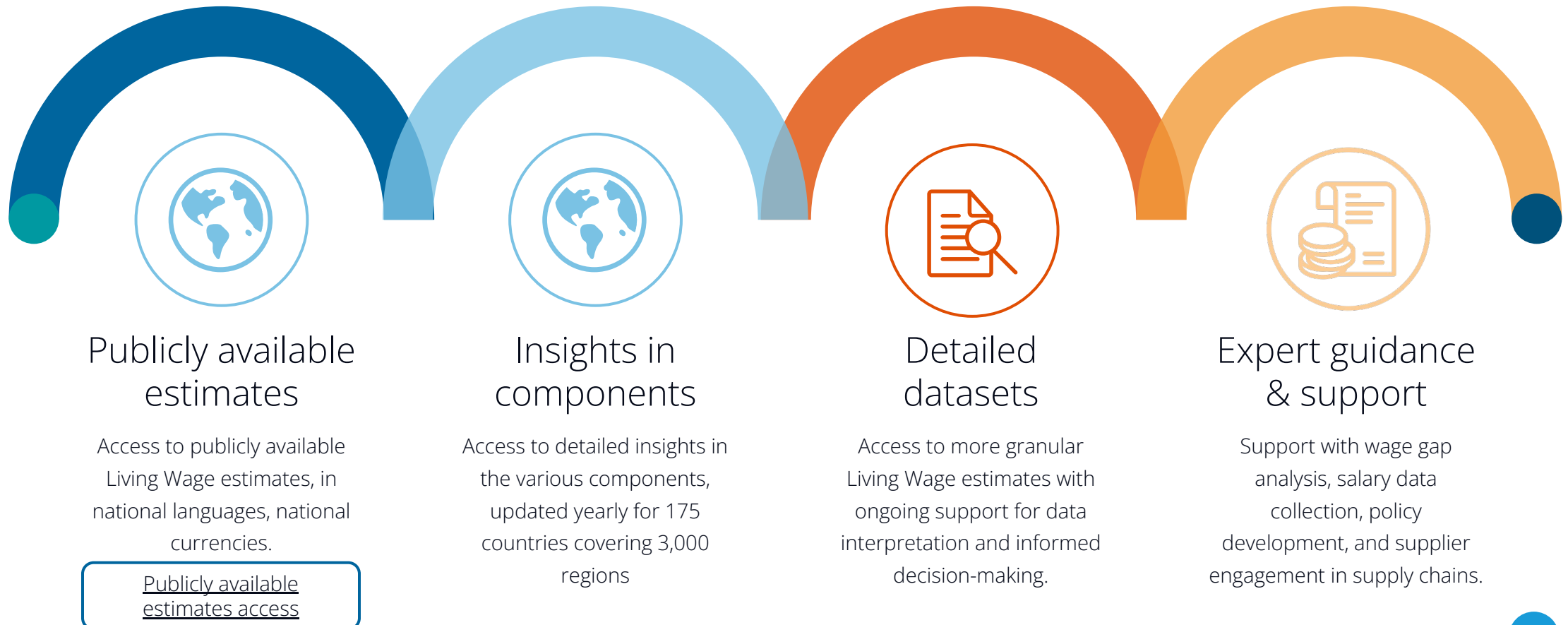


Living Wage payment is also central to the achievement of multiple SDGs



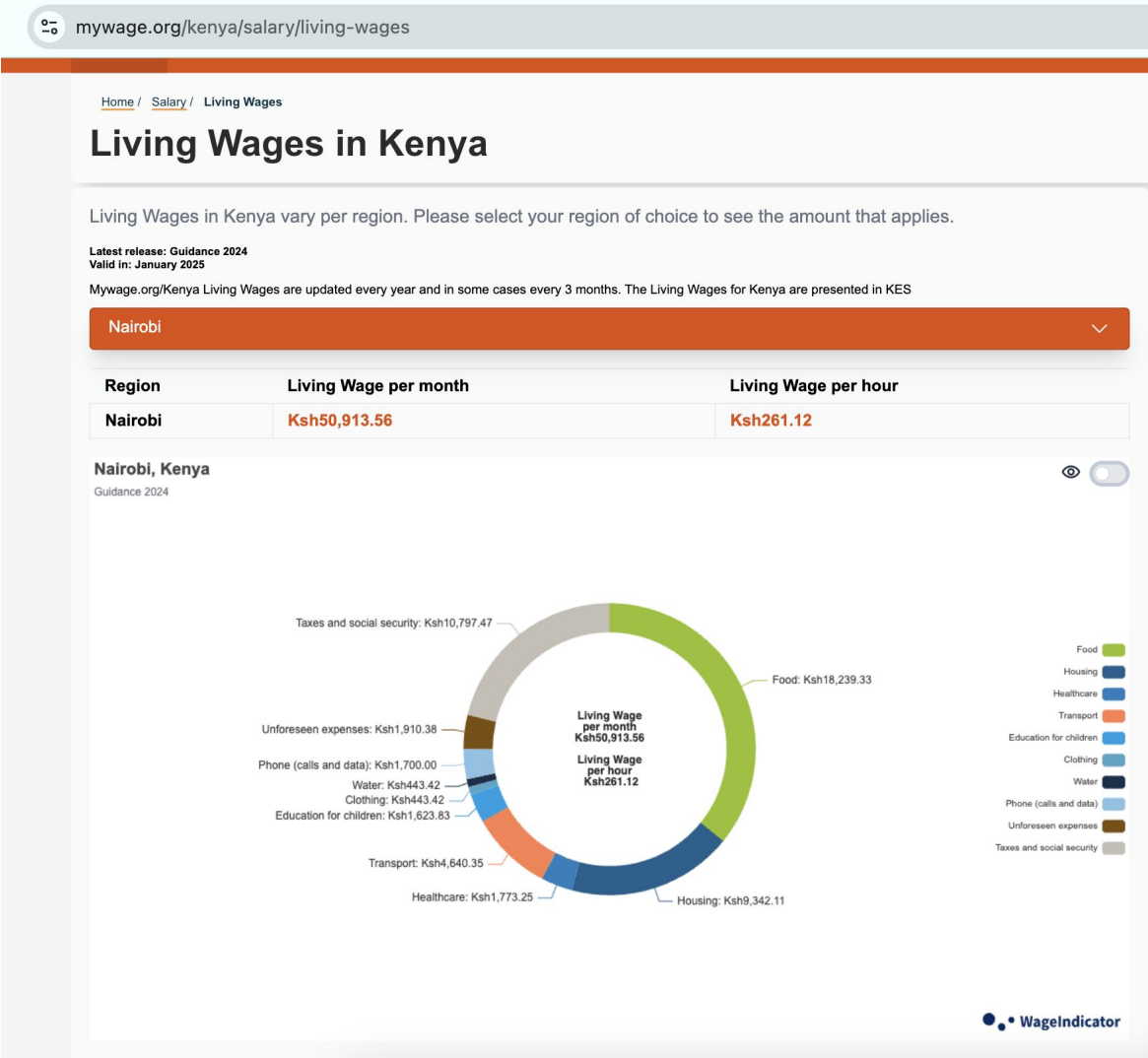
WageIndicator's work with companies

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

Available in national languages and currencies



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

When WageIndicator compares 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 lowest wage level. This applies globally. For Adequate Wage reporting perfection, you may check in Europe lowest CBA-wages, and average and/or median paid wage.

How to check and report on adequate wages smart and simple, year on year. It serves you, your company, your auditor and the new regulations.

	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

Want to know more?

Get in touch:

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>