

# Service Contract

between

**WagelIndicator Foundation**  
**Mondriaan Tower 17th floor, Amstelplein 36, 1096 BC Amsterdam,**  
**NL**

- hereinafter referred to as 'the Contractor' -

and

**Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH**  
**Dag-Hammarskjöld-Weg 1 - 5**  
**65760 Eschborn**

**Federal Republic of Germany**

- hereinafter referred to as 'GIZ' -

The following contract is herewith concluded for

the project (brief project title) : Gig Economy Umsetzung - Globalvorhaben Digitale Transformation

Country: ZPS/global

## Communication details (must be quoted in all correspondence and invoices)

**Contract number:** 81290247  
**Project processing number:** 18.2251.9-028.00

### Unit responsible for the budget

Organisational unit: G100  
Responsible officer: Kirsten Schuettler

### Procurement and Contracting

Organisational unit: E 290  
Responsible officer: A.Akramovskaya/M.Porsiel

### Financial processing of the contract

Responsible officer: J. Schueren

Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH

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Thorsten Schäfer-Gümbel (Chair)  
Ingrid-Gabriela Hoven

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**1. Terms of Reference**

The Contractor undertakes to perform the services/achieve the results listed in Annex 1, Terms of Reference.

**2. Contract Term and Assignment of Personnel**

In order to perform the services, the experts listed in the price schedule (Annex 2) in accordance with Section 2.1 of the General Terms and Conditions of Contract during the period from 16.01.2023 to 30.11.2023.

**3. Procurement of Materials and Equipment**

- Not applicable –

**4. Reports/Appraisals**

The final report (section 2.3.3 of the General Terms and Conditions of Contract) shall be submitted to GIZ no later than 30.11.2023.

**5. Remuneration and place of supply for VAT purposes**

A total remuneration of up to EUR 49.470,00

shall be agreed for the services to be performed by the Contractor.

The corresponding individual rates and bases for settlement are listed in the price schedule (Annex 2).

Settlement will be based on time statements pursuant to Section 3.5.2 of the General Terms and Conditions of Contract.

**5.2 Place of supply for VAT purposes**

The Contractor performs the work/service for GIZ in Germany. In accordance with Section 3a, Paragraph 2, Sentence 1 of the German VAT Act (Umsatzsteuergesetz – UStG), the place of supply for VAT purposes is therefore in Germany. The reverse charge procedure applies. GIZ's VAT ID is DE113891176. Payment of foreign VAT by GIZ is ruled out.

## 6. Payments

The remuneration agreed in section 5 of this contract shall be paid as follows pursuant to Section 3.5 of the General Terms and Conditions of Contract.

### 6.1 Settlement plan and interim invoices

The following settlement plan applies to all interim invoices, adjustments to the advance payment and the final invoice:

Settlement on	Anticipated invoice amount, EUR	Adjustment to advance payment (+/-), EUR
1. 30.03.2023	12.367,50	
2. 30.06.2023	12.367,50	
3. 30.09.2023	18.367,50	
4. 30.11.2023	6.367,50	

## 7. General Terms and Conditions of Contract

7.1 GIZ's General Terms and Conditions of Contract in the version of August 2020 with all annexes shall constitute a component of this contract. The Contractor hereby declares that it is familiar with the General Terms and Conditions of Contract.

7.2 The annexes specified in section 9 of this contract shall constitute components of this contract.

## 8. Copies

This contract is sent electronically.

**9. Annexes (The following annexes all apply (in the order listed) to the implementation of the contract):**

1. Terms of reference
2. Price schedule
3. Technical bid
4. General Terms and Conditions of Contract 2020 (can be downloaded from [www.giz.de/contract-annexes](http://www.giz.de/contract-annexes))
5. General Terms of Contract for the Provision of Supplies and Services (VOL/B)

Eschborn, Date: 16.01.2023

Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH

WageIndicator Foundation

D.Beerling-Henestrosa

A.Akramovskaya

Full first and last name, function, OU

Full first and last name, function, OU

Company name or given and family  
names

Contract Management

Contract Management

Contractor

# Terms of reference (ToRs) for the procurement of services below the EU threshold

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Living Tariff Tool for Gig Workers

**Project number/  
cost centre:**

**18.2251.9-028.00**

**81290247**

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## **0. List of abbreviations**

AVB	General Terms and Conditions of Contract (AVB) for supplying services and work
ToRs	Terms of reference
LW	Living Wage
LT	Living Tarif
MW	Minimum Wage
ILO	International Labour Organisation

## 1. Context

The [Deutsche Gesellschaft für Internationale Zusammenarbeit](#) (GIZ) GmbH is a federal enterprise that implements German development policy around the globe. Together with our partners in national governments worldwide and cooperation partners from the worlds of business, research and civil society, we work flexibly to deliver effective solutions that offer people better prospects and sustainably improve their living conditions. For more than 30 years, capacity development has been one of the key services. In line with the objectives of the German Government and on behalf of the Federal Ministry for Economic Cooperation and Development (BMZ), GIZ supports its partner countries in developing and implementing strategies and policies for dual transitions with a focus on quality TVET and digitalisation.

GIZ through its various sectoral and global projects is continuously exploring the challenges, linkages, approaches, and innovations at the intersection of TVET and Digitalisation. It is in this context that the Sector Project TVET and Global Project Digital Transformation's Gig economy initiative are collaborating for a research sprint to unpack the relevance of micro-credentials for the workers contracted by the digital labour / gig economy.

### Global Project Gig Economy

Digital platforms contribute to the creation of employment and income by providing flexibility and lowering entry barriers. At the same time, the working conditions are often not fair. This is where the Gig Economy initiative comes into play. The initiative aims to foster the favourable framework conditions for fair work in the gig economy at the level of workers, platforms and critical stakeholders from politics, business and civil society. The project builds on the results of the collaboration with the Oxford Internet Institute in improving work on digital labour platforms and complements it at the level of the platform workers, and policy and decision-makers. This holistic approach is envisaged in the three overall approaches of 1) enabling workers to know and understand their rights and skills development to acquire skills in demand, 2) providing evidence-based research and insights so that platforms can take measures for fair work and 3) supporting the aspirations through the development of agile regulatory frameworks. The project is active in 10+ partner countries with a vision of expanding to 24 countries by end of 2023.

### Background to the project:

The concept of non-traditional, short-term, and contract work has been around since well before the digital age, but it wasn't until the 2010s that digital labour platform companies (like Uber, Glovo, Lieferando, Clickworker, MTurks and TaskRabbit) rose to prominence and shaped gig work the way we know it today. Around 40 million people in low- and middle-income countries earn part or their entire income in the gig economy. In this era of digitalisation, digital labour markets led by digital platforms have become highly relevant. A 'digital labour platform' is a company that uses digital resources to mediate value-creating interactions between consumers and individual service-providing workers, i.e., that digitally mediates transactions of labour. Amongst these digital labour platforms, there are two broad types. The first— 'location-based' platforms where work is required to be done in a particular location (e.g. delivering food from a restaurant to an apartment or driving a person from one part of town to another), and in the second—'cloudwork' platforms—the work can, in theory, be performed from anywhere via the internet (e.g. designing, coding, data categorisation or online freelancing) (Fairwork, 2021). Work obtained in the gig economy is usually characterized by precariousness in employment, and lack of access to pay and working conditions associated with jobs in the formal economy. Gig workers perform tasks ranging

from low digital integration as online freelancers, crowd workers and location-based workers (which is the focus of this project) to high, complex tasks often in competitive environments.

By classifying their workforce as independent contractors, companies deprive workers of fundamental rights under federal and state labour and employment laws, including wage and hour protections, anti-discrimination protection, workers' compensation, unemployment benefits, and the right to organize and collectively bargain (EPI,2022). Several surveys of gig workers have indicated that in some instances they are paid less than the minimum wage; they face economic insecurity; and are at risk of losing earnings due to technical challenges with digital platforms.

Wages are among the most important conditions of work and a major subject of collective bargaining. In 1919, the International Labour Organization identified the provision of an adequate living wage as one of the conditions for universal and lasting peace based on social justice. Its preamble states that a just remuneration is a fundamental human right that ensures an existence worthy of human dignity. Nearly a hundred years later, millions of "working poor" are struggling to make ends meet.

### ***Understanding Living Wages in context of Gig Workers***

In context of the gig economy, discussions on living wages for a gig worker have been at the forefront. A Living Wage (LW) is paid when a worker receives remuneration that is sufficient to afford a decent standard of living for the worker and her or his family in their location and time. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events (Sustainable Trade Initiative). Living wages differ from a Minimum Wage (MW) and Subsistence Wage (SW). MW is mandatory and defined by legislation such that it meets the individual's basic requirements and may imply that a worker relies on government subsidies for additional income. A SW is a minimum income that only provides for the bare necessities of life. In contrast, a Living Wage is not mandatory, but paid voluntarily. A LW assumes a 'normal' working week. This concept implies avoiding excessive overtime hours, taking on more than one job, avoiding the risk of becoming a bonded labourer, or to put one's children to work while forsaking education, for not to be denied basic human rights such as food, clothing, shelter, suffer social depravities, or be able to withstand crises. This concept of living wage, when defined taking the needs of both businesses and workers into consideration, might motivate workers to stay with the companies, thus reducing recruitment and training costs, and reducing the loss of working hours due to sickness (Gerber, 2017).

There are several variables when calculating a living wage. Most commonly, a LW is calculated by first establishing the cost for the basic but decent life in a specific region; inclusive of food, housing, education, healthcare, transportation, clothing and other essential needs for a family including unexpected events. The exact costs reflect local items and prices. The total costs for a family are then divided by the typical number of working adults to reflect other wage earners contribution to the family earnings. This value indicates the necessary take home pay for one wage earner, or the net living wage, in a specific region for a single month. Finally, this net living wage is adjusted to consider taxes and deductions.

This conceptual definition has been translated into a practical methodology by a handful of research and measurement organizations. Although, few have focused on gig work and in that the specificities of location-based gigs and the discrimination / unequal pay.

### ***Living Tariff Calculator: A web-based tool to help Gig Workers***



Wage levels and enforcement depend on the political, social and economic context. In many countries, companies must go beyond compliance with the law on wages as minimum wages do not always allow for a decent living. There are numerous global and national Living Wage initiatives or movements underway at varying levels of maturity, in countries in global north (UK, US, Europe) and the global south (India, Bangladesh, Indonesia, Ghana, Pakistan, Ethiopia etc). These initiatives rely on voluntary disclosure on wages or gig workers themselves.

*'Workers know best what they need and the trade-offs they are willing to make. The Living Wage is all about empowering the workers with the confidence and power to set the wages they need'* (ACCA).<sup>1</sup> Workers may not have a direct role in setting the Living Wage but to raise their understanding of it can improve their capacities for (collective) bargaining.

Gig workers may find it hard to assess their wages accurately due to reasons ranging from limited or no experience of the sector, not knowing where to find reliable information, to hidden and indirect costs that are hard to calculate for a worker (for example, costs associated with long wait times for taxi drivers, cancellations for couriers, fines or penalties resulting from ratings, last minute cancellations or non-payment by clients for additional tasks). Most gig workers, especially in the location-based sectors are therefore unable to assess correctly what their wages should be and resultantly under-quote for services rendered or are unable to negotiate wages or even charge for their services correctly. This is where the concept of Living Tariff Calculator comes into play, where a tariff is the rate charged by a gig worker for providing services under the contract, assuring a living wage while taking costs linked to the provision of the services into account.

A method to calculate the living tariff is to use the available datasets for living wages (fixed costs) and factor in variable costs (additional allowances like laptop and high-speed internet for cloud-workers; mobile phone and additional data for location-based workers; expenses for work equipment like car/motorbikes and gas for riders / couriers; and waiting and search time in between paid gigs).

Development of this tool will follow a data-led approach wherein the data that are collected voluntarily from workers using the tool will be used to further develop a calculator that can offer insights on market rates, applicable taxes and other costs that gig workers may choose to factor in. The tool shall also allow comparison to living wages that are relevant for the sector / region / location.

Thus, it is envisioned that this project will achieve two main objectives:

- a) To provide gig workers (location-based & micro-taskers) a simple tool for calculating their actual wages and be able to compare this to the living wage/tariff.
- b) To offer key regulatory stakeholders a framework to propose a living tariff for the selected sectors of the gig economy.

This tool will be developed and tested first on pilot-basis. The scope of this pilot is:

- Gig workers employed by digital labour platforms in the transport and logistic sector (riders, couriers, drivers, delivery etc) and micro-taskers (data-labellers etc)
- Countries from global south including Kenya and 2 other countries from two regions, South Asia (e.g. Pakistan), Southeast Asia (e.g. Indonesia) or Latin America (e.g. Mexico)
- Women gig workers hired by platforms in traditional and non-traditional sectors

- Needs and challenges of other vulnerable groups including refugees, unemployed youth etc
- Tool to be tested by approx. 1000 workers in each country of which up to 40% to be women in a way that it can be used both online and offline (to allow workers with low bandwidth and/or low digital literacy to also benefit from this tool)

## 2. Tasks to be performed by the contractor

The contractor is responsible for providing the following services:

- Conduct preliminary research on the labour laws and regulations impacting the wages of gig workers in the pilot sectors and countries
- Build on the datasets available with them and build on these with inputs of workers and feedback of the platforms to develop a framework for calculating the Living Tariff.
- Identify key stakeholders and organise virtual consultations to take their feedback on the concept, combine the lessons learnt for the development of the tool.
- Develop and pilot an easy-to-use web-based tool for gig workers (as per the scope) which is also available offline
- Organise consultations in the pilot countries with employer associations, trade unions, labour platforms, other key stakeholders
- Based on the first-round of results from the pilot, improve the Living Tariff and develop it into an app or a web API that can be integrated with the websites of partner platforms or other institutions
- Build capacity of local partners (NGOs, workers organisations etc) to disseminate the tool and collect feedback from workers about the tool and their orientation to fair working conditions in general.
- Keep the data for the Living Tariff tool up to date by including other indicators and data points
- Present the findings from the process in a webinar series (in mid 2023) targeting the national and global stakeholders.

<b>Milestone</b>	<b>Deadline/place/person responsible</b>
Kick-Off Meeting and presentation of project plan	Within 10 days after signing of contract
Finalisation of the concept of a Living Tariff Tool	Dec 2022
Stakeholder Consultations	Dec – Feb 2023
Development of the web-based tool	Mar 2023
Testing of tool in the project pilot countries	Apr – May 2023
Training of local partners for dissemination	April 2023
Feedback and Review of the tool	June 2023
Development of the LT app / web API	July 2023
Webinar Series	May – July 2023
Final presentation (45 mins), lessons learnt report, scale up plan	August 2023

Period of assignment: **16.01.2023** to **30.11.2023**

### 3. Concept

In the bid, the bidder is required to show how the objectives defined in Chapter 2 are to be achieved, if applicable under consideration of further specific method-related requirements (technical-methodological concept). In addition, the bidder must describe the project management system for service provision.

#### Technical-methodological concept

**Strategy:** The bidder is required to consider the tasks to be performed with reference to the objectives of the services put out to tender (see Chapter 1). Following this, the bidder presents and justifies the strategy with which it intends to provide the services for which it is responsible (see Chapter 2).

The bidder is required to present the actors relevant for the services for which it is responsible and describe the **cooperation** with them.

The bidder is required to present and explain its approach to **steering** the measures with the project partners.

The bidder is required to describe the key **processes** for the services for which it is responsible and create a schedule that describes how the services according to Chapter 2 are to be provided. In particular, the bidder is required to describe the necessary work steps and, if applicable, take account of the milestones and contributions of other actors in accordance with Chapter 2.

The bidder is required to describe its contribution to knowledge management for the partner and GIZ and promote scaling-up effects (**learning and innovation**).

#### Other specific requirements

The bidder is required to have demonstrable experience of research in the field of wages for gig workers in the context of global south. They should also have knowledge of and/or experience of working the target groups as identified in the Chapter 2.

Experience with gender transformative approaches and conducting research in a way that it highlights the issues of women gig workers in both traditional and non-traditional sectors.

#### Project management of the contractor

The bidder is required to explain its approach for coordination with the GIZ project.

- The contractor is responsible for selecting, preparing, training and steering the experts (international and national, short and long term) assigned to perform the advisory tasks.
- The contractor makes available equipment and supplies (consumables) and assumes the associated operating and administrative costs.
- The contractor manages costs and expenditures, accounting processes and invoicing in line with the requirements of GIZ.

The bidder is required to draw up a **personnel assignment plan** with explanatory notes that lists all the experts proposed in the bid; the plan includes information on assignment dates (duration and expert days) and locations of the individual members of the team complete with the allocation of work steps as set out in the schedule.

The bidder is required to describe its **backstopping concept**. The following services are part of the standard backstopping package, which (like ancillary personnel costs) must be factored into the fee schedules of the staff listed in the bid in accordance with section 5.4 of the AVB:

- Service-delivery control
- Managing adaptations to changing conditions
- Ensuring the flow of information between GIZ and field staff
- Process-oriented technical-conceptual steering of the consultancy inputs
- Securing the administrative conclusion of the project
- Ensuring compliance with reporting requirements
- Sharing the lessons learned by the contractor and leveraging the value of lessons learned on site

#### 4. Copyright

Unless otherwise agreed in the contract documents, the contractor shall assign to GIZ all assignable ownership and property rights to its work results. If the work results are protected by copyright or other non-assignable property rights, the contractor shall grant GIZ an exclusive and irrevocable right that is unlimited with respect to time, location and content to use all work results, including commercial use outside the measure. The originator expressly and additionally waives the right to be named as such.

GIZ's rights of use shall include the right to use the work results and existing work products without limitations with respect to time, content and location. GIZ is further entitled to assign third parties the rights of use granted or to grant third parties simple rights of use.

Thereby all copyrights are being transferred to GIZ, prohibiting disclosure, or passing on of any contents to third parties or the publication of any materials without the specific consent of GIZ.

#### 5. Personnel concept

The bidder is required to provide personnel who are suited to filling the positions described, on the basis of their CVs (see Chapter **Fehler! Verweisquelle konnte nicht gefunden werden.**), the range of tasks involved and the required qualifications.

The below specified qualifications represent the requirements to reach the maximum number of points.

##### **Team leader and Project Manager**

###### Tasks of the team leader

- Manage the project and oversee the implementation of the project plan
- Provides key expertise on Wage Law / Living Wages / LW benchmarks
- Main point of contact for the project for GIZ
- Personnel management, in particular identifying the need for short-term assignments within the available budget, as well as planning and steering assignments and supporting local and international short-term experts
- Regular reporting in accordance with deadlines
- Responsible for coordinating with various project partners in the 3 countries

- Responsible for the stakeholder map for this project and organising consultations 7 meetings / webinars
- Oversee the dissemination of the tool and provide reports in line with the indicators of the programme

#### Qualifications of the team leader

- Education/training (2.1.1): University qualification (Master) in economics, education policy, or relevant social sciences
- Language (2.1.2): Good business language skills in English
- General professional experience (2.1.3): 7 years of professional experience in project management, multi-country projects, partner management and developing digital tools targeting workers and labour market.
- Specific professional experience (2.1.4): 7 years' experience as an expert on similar projects especially that involving the labour market tools, wage law and benchmarks; experience of working on the topic of living wage / tariffs
- conceptualising web-based tools, experience with the wide range of stakeholders
- Leadership/management experience (2.1.5): 3 years' experience in managing multi-national projects, managing stakeholder expectations and dialogue
- Regional experience (2.1.6): 3 years of experience in projects in Africa, South Asia, or Latin America
- Development Cooperation (DC) experience (2.1.7): 1-2 years of experience in DC projects; ability to draft recommendations for policy makers
- Other (2.1.8): -none-

#### **Expert 1: Data Consultant**

##### Tasks of the Data Consultant

- Strategic and research support for team leader
- Data collection and analysis
- Tool planning and development together with Expert 02
- Dissemination and maintenance of the tool (currentness of data)

##### Qualifications of the Data Consultant:

- Education/training (2.2.1): University qualification (Master) in economics, education policy, or relevant social sciences;
- Language (2.2.2): Good business language skills in English
- General professional experience (2.2.3): 7 years of professional experience in the fields digital labour market, labour rights, wages and network management
- Specific professional experience (2.2.4): 2 years' experience as a researcher or data analyst; ability to collect and analyse data from various sources, developing and administering survey tools, organising consultations and meetings
- Leadership/management experience (2.2.5): 1-2 years' experience in managing multi-national projects, managing stakeholder expectations and dialogue
- Regional experience (2.2.6): 1-2 years of experience in projects in Global South
- Development Cooperation (DC) experience (2.2.7): 1-2 years of experience in DC projects
- Other (2.2.8): -none-

## **Expert 2: Developer**

### Tasks of the Developer:

- Development of the web application (front- and back-end), web API
- Bug fixing and ensuring a continuous functioning of the tool

### Qualifications of the Developer:

- Education/training (2.3.1): University qualification (Bachelor) in web design, multimedia design, or related field; preferably gig worker
- Language (2.3.2): Good business language skills in English
- General professional experience (2.3.3): 3 years of professional experience in end-to-end development of online web-based tools (webpages)
- Specific professional experience (2.3.4): 2 years' experience of developing web-based tools (websites, webpages), Proficiency with content management systems, including WordPress and Drupal, short-promotional videos using tools like Canva, infographics and other media formats, experience working with low literacy target groups and in areas with low internet bandwidth a must.
- Leadership/management experience (2.3.5): -none-
- Regional experience (2.3.6): 1-2 years of experience in projects in Global South
- Development Cooperation (DC) experience (2.3.7): -none-
- Other (2.3.8): -none-

## **Expert Pool 1: Short Term Experts with minimum 3 and maximum 4 members**

### Tasks of the short-term expert pool

- Assignment of one country per expert, i.e. Kenya and 2 other countries from two regions, South Asia (e.g. Pakistan), Southeast Asia (e.g. Indonesia) or Latin America (e.g. Mexico)
- Support any research activities on country-specific wage and tariff regulations in three countries,
- Support in country-specific network access and stakeholder management
- Support in organising and implementing stakeholder consultations
- Support in disseminating the tool

### Qualifications of the short-term expert pool

- Education/training (2.6.1): University qualification (PhD or German 'Diplom'/Master) in economics, education policy, or relevant social sciences; PhD preferred
- Language (2.6.2): Good business language skills in English
- General professional experience (2.6.3): 7 years of professional experience in the fields of TVET, digital credentials, digital labour market issues
- Specific professional experience (2.6.4): 3 years' experience as a researcher on country-specific living wage and related regulations
- Regional experience (2.6.5): 1-2 years of experience in projects in Global South (region)
- Development Cooperation (DC) experience (2.6.6) 1-2 years of experience in DC projects
- Other (2.6.7): -none-

## **Workshops, training**

All workshops and activities will be organised online. Where required smaller meetings (of up to 10 participants) can be hosted by GIZ offices in Nairobi and other countries per availability and upon request.

## **Flexible remuneration item**

A flexible remuneration of 5.000€ is foreseen

## **Inputs of GIZ or other actors**

GIZ and/or other actors are expected to make the following available:

- board room at GIZ offices for meetings of up to 10 persons

## **6. Option**

After the tasks put out to tender have been completed, important elements of these tasks can be continued or extended within the framework of a follow-on assignment. Individual points:

1. **Type and scope:** the tools so developed will be tested and piloted in other countries in Africa, Southeast-Asia, Middle East and Latin America.
2. **Requirements:** The option becoming effective is subject to the (interim) results of the original commission. It can only be exercised subject to the commissioning of the subsequent phase by the GIZ commissioning party/approval from the advising partner etc.

The option is exercised in the form of an extension to the contract based on the already offered individual rates.

## **7. Annexes**

-none-

## Price schedule

Contract number (VN):	81290247	Date:	05.12.2022
Project number (PN):	18.2251.9-028.00	Contractor:	WageIndicator Foundation
<b>Total (gross):</b>	<b>57.385,20</b>	Address:	Mondriaan Tower 17th floor, Amstelplein 36, 1096 BC Amsterdam, NL

### 1. Fixed price

**Subtotal** **0,00**

### 2. Fees and other HR costs

2.1 Fee – daily rate Item	Name	Type of reimbursement	Num- ber	Remune- ration	Total	Explanations
Project leader	Paulien Osse	Lump sum / number	9,5	720,00	6.840,00	
Expert 1	Kea Tijdens	Lump sum / number	7	720,00	5.040,00	
Expert 2	Huub Bouma	Lump sum / number	21	720,00	15.120,00	
Expert 3	Niels Peuchen	Lump sum / number	4,5	720,00	3.240,00	
Expert 4	Iftikhar Ahmad	Lump sum / number	11	250,00	2.750,00	
Expert pool 1	Martijn Arets	Lump sum / number	3	720,00	2.160,00	
National expert 1	Jane Masta	Lump sum / number	9	240,00	2.160,00	
National expert 2	Nadia Pralitasari	Lump sum / number	9	240,00	2.160,00	
<b>Subtotal</b>					<b>39.470,00</b>	



# Price schedule

Contract number (VN): 81290247 Date: 05.12.2022

## 4. Other costs

Item	Invoicing code	Number	Budget/Price	Total	Explanations
Workshops	Proof	1	5.000,00	5.000,00	Webinar(s)
Flexible remuneration item	against evidence	1	5.000,00	5.000,00	
<b>Subtotal</b>				<b>10.000,00</b>	

## 5. Total costs

**Total (net)** 49.470,00



# Living Tariff Tool for Platform Workers

Hereby the WageIndicator Foundation based in Amsterdam, the Netherlands, is expressing its interest in the tender for the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. A budget, as well as CVs of the staff involved, is attached to this offer.

## 1. The tenderer

WageIndicator Foundation is an NGO that operates websites and conducts research projects related to the websites and its databases. In 2001 a website with work-related content and with a web-survey about work and wages was launched in the Netherlands. In 2003, this activity was transformed into a Foundation, established under Dutch Law. WageIndicator's mission is to improve labour market transparency for the benefit of all employers, employees and workers worldwide by collecting, sharing and comparing work-related information. Gradually WageIndicator expanded its operations and by 2022 it manages national websites in the national languages in 200 countries, whereby the content of the webpages is derived from databases. The Foundation maintains databases with wages per occupation, living wages, minimum wages, labour law, collective agreements and many more. WageIndicator connects its online activities with projects to improve wages and working conditions at country level and globally. Since 2019 WageIndicator has been actively working on the platform economy, either by being involved in funded projects or its own initiative.

- It started with 'Platform Workers: Decent Rights & Pay' targeting actors 6 countries: <https://wageindicator.org/Wageindicatorfoundation/projects/platform-workers-decent-rights-pay> .
- From 2019 onwards, WageIndicator was part of ResPecTMe - Researching Precariousness across the Paid/Unpaid Work Continuum, a EU funded research project in eight countries, see <https://soc.kuleuven.be/ceso/wo/erlm/respectme>
- Since November 2022, WageIndicator plays a prominent role in the EU funded COST Action network [Platform Work Inclusion Living Lab](#)
- Fair Work Foundation, FLAME University, WageIndicator and a group of 35 interns ongoing data related to platform work is collected, covering: Australia, Bangladesh, Canada, Ghana, India, Indonesia, Kenya, Malaysia, Nigeria, Pakistan, Philippines, South Africa, UK, USA. Topics: court cases, industrial action, good practices.

- WageIndicator maintains web pages with information about non-standard work for any regulation in a country, <https://wageindicator.org/labourlaws/platformeconomy>. These pages benefit from the WageIndicator’s Labour law database in 135 countries.
- Since 2019 WageIndicator hosts webinars bi-annually on a pressing topic in the platform economy. Whether that is grip on pay, women platform workers (and domestic work), or migration and telemigration and the platform industry. <https://wageindicator.org/Wageindicatorfoundation/events>

## 1.1. Country selection

*The scope of this pilot is: Countries from global south including Kenya and 2 other countries from two regions, South Asia (e.g. Pakistan), Southeast Asia (e.g. Indonesia) or Latin America (e.g. Mexico)*

Thanks to the projects and webinars targeting the platform economy, WageIndicator benefits largely from existing contacts in many countries. Based on this knowledge, for the Living Tariff Tool for Gig workers, WageIndicator proposes to include in this first phase Kenya, Pakistan, Indonesia. Since the tool is generic it can be set up in any other country.

## 1.2. What comprises a Living Tariff?

Since 2014, WageIndicator has developed its Living Wage and Living Income concept and subsequently its Living Tariff concept, which includes a database on Cost of Living in 143 countries (and growing). The Living Wage reflects a wage that is needed for an employed person and for a family to meet their basic needs. The Living Wage is calculated from ten expenditure categories, namely Food, Housing and Utilities, Transport, Drinking water, Phone/Internet, Clothing, Health, Education, 5% provision for unexpected events, and mandatory contributions and taxes, see the report from May 2022: <https://wageindicator.org/documents/publicationslist/publications-2022/livingwages-report-2.pdf>. The Living Tariff is a top on the Living Wage, addressing non-salaried workers in the platform economy. The Living Tariff is based on Cost of Living, similar to the Living Wage, but also includes occupational related items (see table below). The workers of the gig economy that we target for the purpose of this pilot can be location based (riders, cleaners, beauty parlour workers) or online anywhere in the world (or as defined by GIZ: “micro taskers’, designers, data analysts, call center workers”). The tool we aim to develop will focus on those who work for a platform. It also aims to have well defined occupations that can be selected in the tool.

The non-salaried workers need to insure themselves, make costs for tools or equipment to perform the job, and need time for their administration and acquisition. The table shows which expenditures are added to the Living Wage level for the calculation of a Living Tariff. This table is the basis of the Living Tariff Tool, that is outlined in this proposal. The Living Tariff Tool departs from the standpoint that the non-salaried worker in the platform economy should have the same entitlements as the workers who receive a salary.

**Table 1 The difference between Living Wage, Living Income, Living Tariff (Source WageIndicator)**

	Living Wage - month	Living Income - month / year	Living Tariff - hour
Position at the labour market *	Wage estimate for 1 person plus children, assumed that a similar level will be paid by the employer of the partner in the household. Per month	Assumption 2 adults and children have to live from the estimate. Per month / year	Estimate per hour based on living wage plus additional occupational related costs like bike / car, phone and/or laptop, cleaning products, beauty service, plus time for leave, sickness, administration, training and in some cases waiting time. Per hour / year.

Target group:	For formal / informal jobs with all features of hierarchy of employer / employee	For formal / informal situations where a family works together on a farm, in a shop (family company)	For formal / informal work via platforms. That can be delivery, cleaning, data analyses, etc.
National regulations	Takes into account national price levels and regulations	Takes into account national price levels and regulations	Takes into account national price levels, and regulations for the most formal workers in that country
Data source	WageIndicator's Cost-of-living survey and additional data collection	WageIndicator's Cost-of-living survey and additional data collection	WageIndicator's Cost-of-living survey and additional data collection
Family type**	Standard Family / Typical Family	Typical Family	Typical family
* The Living Wage, Living Income, Living Tariff can be applied to a country with data. WageIndicator has data for 143 countries.			
** A standard family consists of 2 adults, 2 children, thereby assuming that one adult works full time, the other 80%. The Typical family takes into account fertility rate and employment rate in a country. A typical family estimate is usually higher.			

**Table 2 Cost or time included in a Living Wage and a Living Tariff (Source WageIndicator)**

Cost / time included	Living Tariff		Living Wage
	location-based platform workers	online platform workers (micro tasker among others)	location-based formal / informal workers
Living Wage for employees, based on the standard basket (food, transport housing, health, education) * in country	Yes	Yes	Yes
Standard working hours per week in country	Yes	Yes	Yes
Standard working days per year (working days minus festive days) in country	Yes	Yes	Yes
Standard (paid) holidays per year for employees in country	Yes	Yes	Yes
Standard percentage for pension provisions in country	yes	Yes	No
Standard percentage for insurance due to absence due to sickness in country	Yes	Yes	No
Standard percentage for unemployment insurance in country	Yes	Yes	No
Standard percentage for disability insurance in country	Yes	Yes	No
Standard percentage for acquisition, communication, and administration	Yes	Yes	No
Standard percentage for waiting time **	Yes	No	No
Phone plus airtime ***	Yes	Yes	Yes
Travel cost from gig to gig	Yes	No	Yes
Computer and Internet	No	Yes	No
Vehicle, accessories, licenses, and insurances **	Yes	No	No
VAT ****	Yes	Yes	No
* The basket contains food, housing and utilities, transport, drinking water, phone, clothing, health, education, 5% provision for unexpected events, and mandatory contributions and taxes <a href="https://wageindicator.org/salary/living-wage/faq-living-wage">https://wageindicator.org/salary/living-wage/faq-living-wage</a>			
** For some occupations like riders it is already clear what is the average waiting time per country. WageIndicator will create a list of most common job titles (occupations) for the location-based and online platform workers, and include a mapping table to average waiting time per country as well as the costs of the most common tools/equipment needed to perform the job, such as bikes, cars, cleaning equipment, telephone, internet access and alike.			
*** For some occupations a phone and airtime are a precondition for the job, therefore the reimbursement will be higher.			
**** VAT regulations for all occupations country by country will be taken into account			

## 2. The proposal

### 2.1. Research on labour laws, regulations and occupations

• Conduct preliminary research on the labour laws and regulations impacting the wages of gig workers in the pilot sectors and countries

Departing from table 2 above, several pieces of information are needed for the calculation of a Living Tariff, and therefore requiring research. The most important element for this calculation is the Living Wage. WageIndicator is using its Living Wage calculation, based on data collection regarding the prices of the ten elements in the standard basket outlined

above. This element is well-established and recognized. It does not need further research, however it needs ongoing data collection to stay up to date.

The table indicates that country-specific information is needed about several other elements, namely the standard working hours per week and working days per year (working days minus festive days), and paid holidays per year for employees, to compute the standard working days in a standard month. Further information per country is needed about the standard percentages for pension provisions, for insurance due to absence because of sickness, unemployment, disability insurance, and for acquisition, communication, and administration. For the location-based workers information is needed about the costs for vehicles, accessories, gasoline, cleaning equipment, licenses, and insurances. For the online workers it is needed about the costs of a computer/laptop, telephone and Internet. WageIndicator has databases with this information, but these need to be checked whether it is available for all relevant countries, and if not research is needed to complement (and update) the databases.

For occupations like riders it is already clear what the average waiting time for some countries is, but for other occupations and other countries this information is not available. For this purpose WageIndicator will create a list of most common job titles (occupations) for the location-based and for online platform workers in English, as well as the titles most used in the countries at stake. WageIndicator is used to creating global API's for web visitors to choose an applicable item from a list with country-specific translations, e.g. region of residence, job title or education. Such APIs are used in WageIndicator's Cost-of-Living survey or in its Salary Check. For this proposal and the creation of the API, WageIndicator proposes to undertake research for the most common job titles in platforms. In a next research step, mapping tables will be added regarding the average waiting time per country as well as the costs of the most common tools/equipment needed to perform the job, such as bikes, cars, telephone, internet access and alike.

From its long-time involvement in platform work, WageIndicator knows that platform workers do have questions related to the national labour law and to collective agreements relevant for them, if any. They also want to hear news relevant for their job and their country. Therefore, this proposal includes the drafting of a web page with this type of information. WageIndicator maintains databases of labour law and collective agreements, as well as news messages. In this step, WageIndicator will check whether the information is, and stays, up-to-date, and if missing, research is needed.

The tasks activities under 2.1. are:

- 2.1.a. Inventory of the WageIndicator databases relevant to this proposal, including a check what data is missing or not up-to-date and where needed collect the missing data.
- 2.1.b. Inventory of most relevant job titles (occupations) relevant for the location-based and online platform workers, as well as the creation of a mapping table, which occupations use which tools/equipment or have waiting time.

## 2.2. Datasets

- *Build on the datasets available with them and build on these with inputs of workers and feedback of the platforms to develop a framework for calculating the Living Tariff.*

The app / web-based tool aims to provide the non-salaried platform workers in the target countries (and later on in many more countries) information about the tariff per hour / per year needed to meet at least the level of a decent living, the so-called Living Tariff. To identify this Living Tariff, table 2 as listed above specifies which information is needed, specified for

location-based platform workers and for online workers. The datasets needed for the calculation of the Living Tariff per country are the following:

- WageIndicator’s Living Wages database
- the extension of WageIndicator’s Living Wage database regarding occupational items (e.g. costs of tools and equipment) for location-based and online workers
- WageIndicator’s labour Law database, specifically regarding the number of paid vacation and festive days
- WageIndicator’s working hours database for standard hours per week
- WageIndicator’s database regarding the standard social security contributions as well as the main conditions for contributing to and receiving them
- WageIndicator’s database with relevant job titles, as well as their translations and the related mapping tables for the use of tools/equipment and waiting time

Tasks in step 2.2:

2.2.a. WageIndicator will update the databases where needed, and extent when topics are missing.
2.2.b. WageIndicator will prepare a description of the web-based tool for each country selected in the pilot; the draft outline of the tool, specified per web page, is attached to this proposal; if agreed, the systems design will be assessed in step 2.3, and the final design will be prepared for the IT company.

### 2.3. Organise virtual consultations

• *Identify key stakeholders and organise virtual consultations to take their feedback on the concept, combine the lessons learnt for the development of the tool.*

As said, WageIndicator Foundation has solid teams in the three pilot countries. Since 2019, WageIndicator distributes a Gig Work Newsletter featuring the latest news from all over the world every two weeks. The WageIndicator teams as well as the email list will be used to invite subscribers to virtual consultations about the concepts of the web-based tool on Living Tariff. On top, where needed, we will have an extra focus on special groups on the labour market, such as women working via a platform, migrant workers, or those who struggle with the most common language in the country. Of course, any stakeholders proposed and identified via GIZ will also be included in this stage. This step will use the first draft of the web-based tool, developed as described under 2.2, and will result in a final systems design for the tool.

Tasks in step 2.3 are:

2.3.a. Identify the key stakeholders in consultation with GIZ
2.3.b. Organise virtual consultations
2.3.c. Summarize the lessons learned for the development of the tool

### 2.4. Develop web-based tool

• *Develop and pilot an easy-to-use web-based tool for gig workers (as per the scope) which is also available offline*

Since the early start of its web operations, WageIndicator Foundation has cooperated with an IT company based in Groningen, the Netherlands: Turftorr. Turftorr maintains WageIndicator’s Plone Content Management System and has developed the software for all tools used in the WageIndicator websites, such as the Living Wage Survey and Data entry tool, the Salary Check, and alike. Using databases with translated sentences, the tools are in the national language of the website, whereby most tools include a language switcher for non-native visitors. WageIndicator uses several APIs to use country-specific information in

the tools, e.g. the country’s standard working hours per week for calculating the hourly and the monthly wages.

Based on the systems design, developed in chapter 2.2 and 2.3, Turftorr will undertake the software programming for the tool as a subcontractor. WageIndicator aims to develop one tool that can be posted on all selected national WageIndicator websites. A database with translations will ensure that the tool will be in the national language and several APIs will ensure that only country-specific information will be used for the calculation of the Living Tariff will be country. As the attached draft design shows, (see annex 1) the tool will invite platform workers to use the toll (page 1), then ask a few questions (page 2), and then show the Living Tariff per hour, per month when working full-time, and per month when working part-time for their country (page 3). In a next step, the platform workers can compare item by item for all items in their own tariff to the Living Tariff as calculated by WageIndicator (pages 4 and 5). Even though this proposal primarily focuses on the Living Tariff, some users of the tool might be an employee of the platform. We do not want to disappoint these users and therefore page 6 provides country-level Living Wage information. Finally, the design includes a page with informative visuals related to the composition of the platform workers (page 7), and a page with information about relevant labour law sections, collective agreements and news items (page 8).

The tool needs a language sheet with a masterfile in English, plus English/Swahili for Kenya, English/Urdu for Pakistan and Bahasa Indonesia for Indonesia

Tasks in step 2.4:

2.4.a. Development of the IT tool
2.4.b. All relevant translations for the tool

### 2.5. Organise consultations

• Organise consultations in the pilot countries with employer associations, trade unions, labour platforms, other key stakeholders

WageIndicator has strong contacts with social partners and platforms in the pilot countries. Once the tool is ready and published on the relevant national WageIndicator websites, these partners and platforms will be invited to comment on the tool. GIZ proposes that the tool will be tested by 1,000 platform workers per country, but based on WageIndicator’s long term experience with the development of tools, some twenty workers per country will be sufficient for the testing. Another 980 testers will not contribute to new insights in the operation of the tool. However, we will have an extra focus on special labour market groups, such as women working via a platform, migrant workers, or those who struggle with the most common language in the country to ensure the tool is inclusive. Of course, before being deployed in ‘field’, the tool will be tested extensively by WageIndicator’s team members to ensure a proper operation of the tool. Comments will be summarized and where feasible and relevant improvements in the tool will be made.

Tasks in step 2.5:

2.5.a. Identify relevant social partners and platforms.
2.5.b. Contact them and invite them to comment on the tool.
2.5.c. Summarize the comments and implement proposals for improvements of the tool.
2.5.d. IT company for improvements.

### 2.6. Develop Web Based APP



• *Based on the first-round of results from the pilot, improve the Living Tariff and develop it into an app or a web API that can be integrated with the websites of partner platforms or other institutions*

Once the final version of the tool is ready, it will be published on the relevant national WageIndicator websites. A white label of the tool will be available to be posted on websites of partners. For this phase the tool will be web based with the option to go offline. A tool allows to generate the outcome in a PDF format that can be used for printed versions.

For this phase there will not be an app, as a tool which can be bought in the app store. Arguments: the apps (country by country) are costly. Experience of WageIndicator: a web based tool which can go offline and online is for this phase more applicable / cheaper than a may be too expensive app.

#### Tasks in step 2.6:

2.6.a. Prepare the web pages in the relevant national WageIndicator websites so that the tool can be published.
2.6.b. Prepare a white label of the tool.
2.6.c. Set the tool to production.

## 2.7. Disseminate tool

• *Build capacity of local partners (NGOs, workers organisations etc) to disseminate the tool and collect feedback from workers about the tool and their orientation to fair working conditions in general.*

WageIndicator has a track record in organizing webinars, and specifically for platforms, social partners and workers in the platform economy. Among others it now organizes a bi-annual webinar for the international platform community (researchers, activist, platform workers) regarding topics in the gig economy. For the Living Tariff project the teams will contact relevant partners, either on suggestion from GIZ or from their own network, and make a toolkit for webinars to build capacity to achieve that the Living Tariff will be widely accepted by the platforms.

#### Tasks in step 2.7:

2.7.a. Prepare contact lists of relevant local partners.
2.7.b. Create a toolkit to set a webinar.
2.7.c. Organise one webinar in each country.

## 2.8. Update databases

• *Keep the data for the Living Tariff tool up to date by including other indicators and data points*

Chapter 2.2. shows that the Living Wage database is to be updated on a quarterly basis, which is specifically relevant for countries and quarters with high inflation rates. The quarterly data used in the tool will be either January 2023 or July 2023 data. The other databases are annually updated. The data for 2023 will be used. For the years 2023 /2024 and beyond, a separate discussion with GIZ is needed.

#### Tasks in this step 2.8:

2.8.a. Update the Living Wage database for at least two quarters in 2023.
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## 2.9. Organise webinar

• *Present the findings from the process in a webinar series (in mid 2023) targeting the national and global stakeholders.*

As outlined under 2.7, WageIndicator has a track record in organizing webinars. For the Living Tariff project a webinar will be organized for national and global stakeholders by August/September -2023.

#### Tasks in step 2.9:

2.9.a. Add contacts of national and global stakeholders to the contact lists of relevant local partners.
2.9.b. Invite these persons to the webinar using email, national WageIndicator websites and social media.
2.9.c. Prepare video's and visual materials for the webinars.
2.9.d. Organise the webinar and prepare a small report with the main conclusions.
2.9.e. Discuss whether/how the tool can be expanded to more countries, include any data collection of platform workers to customize the advice of the tool.

## 2.10. Management & Team

The WageIndicator team consists of international and national experts. All team members have a long standing relationship with WageIndicator. The team consists of one team leader, one data consultant, two developers, one communication manager, three short term experts, and one Platform specialist. As their CVs show, all team members meet GIZs requirements regarding education and expertise. Their English is up to standard and the project will be executed in English.

The tariffs for the global and national experts differ. Iftikhar Ahmad, the manager of the WageIndicator Labour law team in Pakistan, will act as global and national specialist. WageIndicator takes full responsibility of this consortium and acts as a sole tenderer for the tender.

Name	Expertise
Paulien Osse	Project manager, knowledge of labour market, internet, communication (developer of the Living tariff concept), expert Living Wages
Kea Tijdens	Key Expert 1 - Developer, WageIndicator systems designer labour market tools, expert (living ) wages
Huub Bouma	Key Expert 2. Developer, IT manager, expert in labour market tools
Niels Peuchen	Key expert 3. Communication manager, webinars, SEO websites
Iftikhar Ahmad	Key expert 4 - WageIndicator associate, labour law specialist, researcher (Pakistan), project manager
Martijn Arets	Expert pool - Platform specialist, in depths knowledge global, local platforms, writer of books about the topic
Jane Masta	National expert 1 - WageIndicator associate, labour market expert, researcher (Kenya), project manager
Nadia Pralitasari	National expert 2 - WageIndicator associate, labour market expert, researcher (Indonesia), project manager

## 2.11. Milestones

#### Milestones in step 2.11:

Kick-Off Meeting and presentation of project plan Within 10 days after signing of contract	Dec 2022
Finalisation of the concept of a Living Tariff Tool	Dec 2022
Stakeholder consultations	Dec – Feb 2023
Development of the web-based tool	Mar 2023
Testing of tool in the project pilot countries	Apr – May 2023
Training of local partners for dissemination	Apr – May 2023
Feedback and Review of the tool	June 2023
Development of web API	July 2023
Webinar Series	May – July 2023

## Working days:

Task number	Days	Global team	Days	National expert
<b>Tasks in step 1:</b>				
2.1. a. Inventory of the WageIndicator databases relevant to this proposal, including a check what data is missing or not up-to-date	1	Iftikhar Ahmad		
2.1. b. Inventory of most relevant job titles (occupations) relevant for the location-based and online platform workers, as well as the creation of a mapping table, which occupations use which tools/equipment or have waiting time.	1	Paulien Osse, Kea Tijdens		
2.1. b. Inventory of most relevant job titles (occupations) relevant for the location-based and online platform workers, as well as the creation of a mapping table, which occupations use which tools/equipment or have waiting time.			3	Jane Masta, Iftikhar Ahmad, Nadia Pralitasari
<b>Tasks in step 2:</b>				
2.2. a. WageIndicator will update data bases where needed, and extent if topics are missing.	3	Iftikhar Ahmad		
2.2. a. WageIndicator will update data bases where needed, and extent if topics are missing.			3	Jane Masta, Iftikhar Ahmad, Nadia Pralitasari
2.2.b. WageIndicator will prepare a description of the web-based tool for each country selected in the pilot; the draft outline of the tool, specified per web page, is attached to this proposal; if agreed, the systems design will be assessed in chapter 2.3, and the final design will be prepared for the IT company.	2	Paulien Osse, Kea Tijdens,		
<b>Tasks in step 3.:</b>				
2.3.a. Identify the key stakeholders in consultation with GIZ	1	Paulien Osse		
2.3.a. Identify the key stakeholders in consultation with GIZ			3	Jane Masta, Iftikhar Ahmad, Nadia Pralitasari
2.3.b. Organise virtual consultations	3	Niels Peuchen, Martijn Arets, Paulien Osse		
2.3.b. Organise virtual consultations			3	Jane Masta, Iftikhar Ahmad, Nadia Pralitasari
2.3.c. Summarize the lessons learned for the development of the tool	2	Paulien Osse, Kea Tijdens		
<b>Tasks in step 4:</b>				
2.4.a. Development of the IT tool	23	Huub Bouma, Paulien Osse, Kea Tijdens		
2.4.b All relevant translations for the tool	0	Paulien Osse		
2.4.b All relevant translations for the tool			3	Jane Masta, Iftikhar Ahmad, Nadia Pralitasari
<b>Tasks in step 5:</b>				
2.5.a. Identify relevant social partners and platforms.	1	Paulien Osse, Martijn Arets		
2.5.a. Identify relevant social partners and platforms.			3	Jane Masta, Iftikhar Ahmad, Nadia Pralitasari
2.5.b. Contact them and invite them to comment on the tool.			3	Jane Masta, Iftikhar Ahmad, Nadia Pralitasari
2.5.c. Summarize the comments and implement proposals for improvements of the tool	3	Paulien Osse, Kea Tijdens		
2.5.d. IT company for improvements	3	Huub Bouma		

Task number	Days	Global team	Days	National expert
<b>Tasks in this step 6:</b>				
2.6.a. Prepare the web pages in the relevant national WageIndicator websites so that the tool can be published.	1	Niels Peuchen		
2.6.b. Prepare a white label of the tool.	1	Huub Bouma		
2.6.c. Set the tool to production	0	Huub Bouma		
<b>Tasks in this step 7:</b>				
2.7.a. Prepare contact lists of relevant local partners.	1	Niels Peuchen		
2.7.a. Prepare contact lists of relevant local partners.			3	Jane Masta, Iftikhar Ahmad, Nadia Pralitasari
2.7.b. Create a toolkit to set a webinar	2	Niels Peuchen, Martijn Arets		
2.7.b. Organise one webinar in each country			3	Jane Masta, Iftikhar Ahmad, Nadia Pralitasari
<b>Tasks in this step 8:</b>				
2.8.a. Update the Living Wage database for more quarters in 2023 - PM - not included in budget -*	0		PM	
<b>Tasks in this step 9:</b>				
2.9.a. Add contacts of national and global stakeholders to the contact lists of relevant local partners.	0	Niels Peuchen		
2.9.b. Invite these persons to the webinar using email, national WageIndicator websites and social media	0.5	Niels Peuchen		
2.9.c. Prepare video's and visual materials for the webinars	PM	Niels Peuchen and interns		
2.9.d. Organise the webinar and prepare a small report with the main conclusions	1	Paulien Osse, Martijn Arets		
2.9.e. Discuss whether/how the tool can be expanded to more countries, include any data collection of platform workers to customize the advice of the tool.	0	Paulien Osse	PM	
<ul style="list-style-type: none"> <li>Update of living wage and related data is not included. When the tool goes live the most up to date data will be included.</li> </ul>				
<ul style="list-style-type: none"> <li>Copyright: where the tool can be transferred to GIZ, the use of up to date continuous data for the tool after the project period will have to be discussed with WageIndicator. WageIndicator remains the owner of the concept of Living Wage, Living Income and Living Tariff, its methodologies, databases and up to date data.</li> </ul>				

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See annex 1

# GIZ web-based living tariff tool

2022 NOV 28

# WEB PAGE 1

- Do you want to know what the Living Tariff is for your job?
- [+ few explanatory words regarding LIVING Tariff]

CLICK HERE

- NOTE: We use the word 'job' as a proxy for 'occupation'. In case a workers has multiple jobs, the tool needs to be completed for each job separately.

# WEB PAGE 2 – ENTRY PAGE

Please answer the following questions and we provide you with the Living Tariff for your job.

Q1 What is your job title?

[country-specific drop down with max 15 titles + option other with text box, that is regularly coded&added to list; this list has mapping table to distinguish between location based and online workers]

Q2 What is the name of the platform you work for?

[country-specific drop down with max 15 names + 'Don't know' + option other with text box, that is regularly coded&added to list]

Q3 Are you an employee of this platform? [Y/N]

Q4 How many hours per week do you usually work in your job?

[drop down 1-80 hours]



# WEB PAGE 3 – RESULT PAGE LIVING TARIFF

- The Living Tariff for your job is  
[LCU12345] per hour  
[ICU12345 ] per month for a full-time worker  
[ICU12345 ] per month for [XX from Q4] hours per week
- Do you want to compare your tariff against the Living Tariff?

[CLICK HERE](#)

- NOTE: LCU is Local Currency Unit

# WEB PAGE 4 – DATA ENTRY FOR COMPARISON

Please answer the following questions:

Q5 What is your educational level [education API]

Q6 How old are you? [drop down 10-80]

Q7 Are you male or female? [male/female]

Q8 How satisfied are you with your income? [Highly dissatisfied/ Dissatisfied/ Neutral/Satisfied/Highly satisfied]

Q9 [IF LOCATION BASED PLATFORM] How much waiting time did you have in the last week? [None/0-80 hours]

HEADING **In the last month ....**

Q10 How many hours did you spend on acquisition, communication, and administration [drop down 0-100]

Q11 How much did you contribute for your pension? [none/LCU .....]

Q12 How much did you contribute to an insurance due to absence due to sickness [none/LCU .....]

Q13 How much did you contribute to an unemployment insurance [none/LCU .....]

Q14 How much did you contribute to a disability insurance due to absence due to sickness [none/LCU .....]

Q15a [IF EMPLOYEE IN Q3] How much did you earn in the last month? [LCU .....]

Q15b [IF NOT EMPLOYEE IN Q3] What is your tariff per hour [per hour/LCU .....]

Q16a [IF LOCATION BASED] How much did you spend on vehicle, accessoires, gasoline, licenses, insurances needed for your job? [LCU .....]

Q16b [IF NOT LOCATION BASED] How much did you spend on a computer/laptop, internet, telephone needed for your job? [LCU .....]

SEE COMPARISON

## WEB PAGE 5 LIVING TARIFF COMPARED TO WORKER'S [if Q3=No]

Cost included in Living Tariff	Living tariff	Your tariff	Difference
Living Wage for employees, based on the costs of a foodbasket, housing costs, transport costs and XXX	XXX	XXX	XXX
+ Standard percentage for pension provisions (x %)	XXX	XXX	XXX
+ Standard percentage for insurance due to absence due to sickness (x %)	XXX	XXX	XXX
+ Standard percentage for unemployment insurance (x %)	XXX	XXX	XXX
+ Standard percentage for disability insurance (x %)	XXX	XXX	XXX
+ Standard percentage for acquisition, communication, and administr. (x %)	XXX	XXX	XXX
+ Standard percentage for waiting time (x %) [if relevant]	XXX	XXX	XXX
+ Percentage VAT (x %)	XXX	XXX	XXX
+ Occupation-related costs for [location based platform OR online platform from Q2] : OR      Vehicle, accessoires, gasoline, licenses, and insurances Computer. Telephone, internet [if relevant]	XXX	XXX	XXX

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SHOW PLATFORM WORKERS' PROFILES

## WEB PAGE 6 LIVING TARIFF COMPARED TO WORKER'S [if Q3=Yes]

Cost included in Living Wage	Living wage	Your wage	Difference
Living Wage for employees, based on the costs of a foodbasket, housing costs, transport costs and XXX	XXX	XXX	XXX

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# WEB PAGE 7 – PLATFORM WORKERS' PROFILES

Graphs (visuals) regarding platform workers

- G1 Platform workers by educational level for location-based and online platform workers
- G2 Platform workers by age group for location-based and online platform workers
- G3 Platform workers by gender for location-based and online platform workers
- G4 Platform workers by full-time income group for location-based and online platform workers
- G5 Platform workers by income satisfaction for location-based and online platform workers

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