

Communication on Engagement with UN Global Compact for WageIndicator Foundation

May 2023 – May 2025



WageIndicator is an active member of the UN Global Compact Network Netherlands



Global Compact
Network Netherlands

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Amsterdam, 22 May 2025

To our stakeholders,

I am pleased to confirm that WageIndicator Foundation reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. As we have pledged in our letter of commitment, we have participated in and engaged in the following ways:

- Conduct applied research and thought leadership to advance best practices.
- Promote the UN Global Compact Ten Principles and educate a variety of audiences about sustainability.
- Implement the UN Global Compact's Ten Principles through your own strategy and operations.
- Engage with the International Labour Organization (ILO) and other international institutions to advance labour union rights and decent work.
- Learn more about our work on the Labour issue area.
- Propose and implement partnerships on corporate sustainability and engage with other stakeholders.
- Support UN Global Compact business participants as they implement and report on their sustainability efforts.
- Engage with Global Compact Local Networks.
- Join and/or support issue platforms and workstreams.

This Communication of Engagement comprises of our activities in relation to the above, and we also commit to sharing this information with our stakeholders via our website and newsletters.

If there are any questions, concerns, feedback or requests on the basis of this document, please do not hesitate to reach out.

Sincerely yours,



Fiona Dragstra
Director
WageIndicator Foundation

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Description of Actions from June 2023 – May 2025

As a Dutch registered NGO that operates globally in support of the global labour movement by action-research and support, WageIndicator has done a number of activities around the below listed topics. At the same time, it has applied worked on Incorporating the UN Global Compact Principles into Internal Operations for where these were not worked out sufficiently yet. The activities are listed below:

1. Integration of UN Global Compact principles in internal operations and strategy.

WageIndicator actively works on integrating the principles of the UN Global Compact into its internal policies and operations through:

- Revision and update of our Code of Conduct, Safeguarding, Whistleblowing and Anti-Corruption, Fraud, Bribery and Policies in 2024.
- Bi-annual training for all employees, associates, data collectors and interns on the above mentioned policies
- Improved and updated travel policy that includes sustainability awareness (even more than before). As a remote organisation, WageIndicator's travel is very limited and we have hardly any paper work. However, we have improved our policies around sustainability and travel while keeping in mind the UNGC principles.
- Throughout 2023 and 2024, we have actively worked on training and awareness raising of all staff on digital security and AI, including ethics and security of field staff, which has resulted in an active policy on both Physical, Digital and AI safety and data protection.

All policies can be found here: <https://wageindicator.org/about/disclaimer/safeguarding-policies>

2. Conduct applied research and thought leadership to advance best practices.

As part of WageIndicator's core operations we conduct research on labour related topics, especially around the UN Global Compact targets around Living Wages, gender-equity, decent work and human rights. A few of the publications can be found below. For a full list, please see: <https://wageindicator.org/about/publications>

- [Ahmad, I., Capacio, J.L., Librojo, R., Tiwari, S., & Palma, L.E. \(2023\). *Right to Organise in Brazil, Colombia, Guatemala, Nepal and the Phillipines*. WageIndicator Foundation, Amsterdam and Trade Union Solidarity Centre of Finland SASK, Helsinki.](#)
- [Besamusca, J., Guzi, M., & Tijdens, K. \(2023\) *The interplay of statutory minimum wages and collective wage bargaining across European sectors*. BARWAGE Project report 1. Amsterdam: WageIndicator Foundation. doi: 10.5281/zenodo.8314719 \[EN\]](#)
- [Borbely, S., Ceccon, D., Dragstra, F., Medas, G., Tijdens, K. \(2023\). *Annual WageIndicator Collective Agreements Database report - 2023*. Amsterdam, WageIndicator Foundation.](#)
- [Ceccon, D., Kahancová, M., Martišková, M., Medas, G. and Šumichrast, A. \(2023\). *LEVEL UP! Support and develop collective bargaining coverage*. CELSI, Bratislava, and WageIndicator Foundation, Amsterdam.](#)
- [Guzi, M., Amanquarnor, N.A., Ceccon, D., Kahanec, M., Osse, P., & Tijdens, K.G. \(2023\) *Living Wages Worldwide, update February 2023*. Amsterdam, WageIndicator Foundation.](#)

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- [Guzi, M., Amanquarnor, N.A., Ceccon, D., Kahanec, M., Osse, P., & Tjzens, K.G. \(2023\). *Living Wages and Living Income Worldwide, update November 2023*. Amsterdam, WageIndicator Foundation.](#)
- [Güler, C. \(2023\). *Understanding Collective Bargaining Agreements in Turkey*. Dokuz Eylül University, Izmir.](#)
- [Korde, R., & Gandhi, M. \(2023\). *Female friendly clauses in collective bargaining agreements*. WageIndicator Foundation, Amsterdam; FLAME University, Pune.](#)
- [Ngeh Tium, E. \(2023\). *Wage-setting in Collective Bargaining Agreements in Sub Saharan Africa: Analyses using WageIndicator data*. Department of Economics University of Namibia, WageIndicator Foundation.](#)
- [Pralitasari, N., Feby, D., & Hamid, L. \(2023\). *Collective Bargaining After Labour Law Reform in Indonesia: An Analysis on the WageIndicator Collective Agreement Database*. WageIndicator Foundation, Amsterdam; Gajimu.com, Jakarta.](#)
- [PWC and WageIndicator Foundation \(2023\). *Living Wage: An emerging standard. Global research into the role of Living Wage in creating a sustainable business*. London, PWC; Amsterdam, WageIndicator Foundation.](#)
- [Tjzens, K.G. \(2023\). *Explanatory note on the WageIndicator working hours database*. Amsterdam, WageIndicator Foundation.](#)
- [Tjzens, K.G., van Klaveren, M., Adib, A., Ceccon, D., & Chowdhury, T.T. \(2023\). *COVID-19, absence from work and coping strategies with income loss in Bangladesh*. *Journal of Social and Economic Development*. <https://doi.org/10.1007/s40847-023-00255-y>.](#)
- [WageIndicator Foundation and Centre for Labour Research \(2023\). *Labour Rights Index 2022, update March 2023*. Amsterdam, the Netherlands; Islamabad, Pakistan.](#)
- [Ahmad, I., Ceccon, D., & Tjzens, K.G. \(2024\). *Labour Law Database Codebook and Explanatory Note*. Amsterdam, WageIndicator Foundation](#)
- [Besamusca, J. \(2024\) *Discretion and \(de\)centralization in wage bargaining in the construction, hospitality, urban transport and waste management sectors: A study on the Netherlands*. BARWAGE Project Report 9. Amsterdam: WageIndicator Foundation. DOI 10.5281/zenodo.13239285.](#)
- [Besamusca, J., & Kahancova, M. \(2024\). *Mind the gap between your collective agreement and your wages: assessing the importance of collective bargaining for wage setting in Europe*. BARWAGE Report 16. Amsterdam: WageIndicator Foundation. <https://doi.org/10.5281/zenodo.13623627>](#)
- [Besamusca, J., & Kahancová, M. \(2024\) *Wage Bargaining in the Context of Liberalisation of Industrial Relations in Europe: A Comparison of nine countries and four sectors*. BARWAGE Project Report 12. Amsterdam: WageIndicator Foundation. DOI 10.5281/zenodo.13239329.](#)
- [Eurofound \(2024\). *Minimum wages for low-paid workers in collective agreements*. Minimum wages in the EU series, Publications Office of the European Union, Luxembourg.](#)
- [Guzi, M., Amanquarnor, N.A., Ceccon, D., Kahanec, M., Osse, P., Dragstra, F., Tjzens, K.G. & Holíčková, N. \(2024\). *Living Wages and Living Income Worldwide. Update October 2024*. Amsterdam, WageIndicator Foundation.](#)
- [de Pedraza, P., Suárez Álvarez, A., & Vicente, M. R. \(2025\). *How much is it about the money? Using facebook to promote a web survey during the COVID-19 pandemic and estimating average response-returns on ad-investments*. *International Journal of Market Research*, 67\(1\), 77-95. <https://doi.org/10.1177/14707853241292526>](#)
- [PWC and WageIndicator \(2024\). *Working towards paying a living wage: A guide to paying a fair and sustainable wage. What it means, why it matters and how to achieve it?*. London, PWC.](#)

- Tijdens, K., van Klaveren, M., Adib, A. Ceccon, D., & Chowdhury, T.T. (2024). COVID-19, absence from work and coping strategies with income loss in Bangladesh. *Journal of Social and Economic Development* 26:258–279 <https://doi.org/10.1007/s40847-023-00255-y>
- [WageIndicator Foundation and Centre for Labour Research. \(2024\). Labour Rights Index 2024. Amsterdam, the Netherlands; Islamabad, Pakistan.](#)
- [Tijdens K., Tonella V., Arets M., Dragstra F. \(2025\). CODEBOOK WAGEINDICATOR SURVEY UNPAID WORK IN PLATFORMS 2025. Amsterdam, WageIndicator Foundation](#)
- [Tijdens, K., \(2025\) Coding industries in Wageindicator surveys and databases. Amsterdam: WageIndicator Foundation](#)
- [Tijdens K.G., Amanquarnor N., Ahmad I. \(2024\) Minimum Wage Database Codebook and explanatory note. Amsterdam, WageIndicator Foundation](#)
- [Tijdens, K., Van Klaveren, M., Amanquarnor, N., Ahmad, I. \(2024\). Minimum wage rates in 207 countries, 2014-2023. Amsterdam, WageIndicator Foundation](#)
- [Medas, G., Ceccon, D., Dragstra, F. & Tijdens, K. \(2024\). Annual WageIndicator Collective Agreements Database report - 2024. Amsterdam, WageIndicator Foundation](#)
- [Besamusca, J. \(2025\). How the standard disappeared from standard working time. A scoping review of literature on collective bargaining regarding standard and non-standard working times in Europe. WageIndicator Foundation, Utrecht University, Central European Labour Studies Institute, University of Girona.](#)
- [Van Klaveren, M., & Tijdens, K. \(2024\) German garment-selling brands and their suppliers in Bangladesh. WageIndicator Research Report. Amsterdam: WageIndicator Foundation.](#)
- [PWC and WageIndicator \(2025\). Metrics that Matter: Reporting on Fair Wages. London, PWC.](#)

3. Engage with the International Labour Organization (ILO) and other international institutions to advance labour union rights and decent work.

As part of WageIndicator's work for the past 26 years we have actively worked and partnered with the ILO and other UN institutions and multilateral organisation on promoting decent work. We do so by partnering with ILO HQ in Geneva during, for example, the Regulating for Decent Work Conference in 2023, where we addressed the topic of Living Wages and the need for strong collective bargaining. More information about the ILO RDW 2023 can be found here:

- [WageIndicator Foundation, FLAME University and Dokuz Eylül Üniversitesi \(2023\). *Papers for the 8th Regulating for Decent Work \(RDW\) Conference*. Amsterdam, Pune, İzmir.](#)
- <https://wageindicator.org/about/events/2023/8th-regulating-for-decent-work-conference-ilo-july-2023>

WageIndicator will also participate at the 2025 Regulating for Decent Work Conference from 2-4 July 2025 and will host a session on Living Wages:

<https://wageindicator.org/about/events/2025/wageindicator-at-the-rdw-conference-1>

WageIndicator has also actively partnered with the ILO on the topic of Living Wages in the past two years (and the years before). A recent example is WageIndicator's engagement in the ILO-organised meeting from 28-29 April 2024 on 'Estimating Living Wages'. We recently interviewed Martin Kahanec on the topic: <https://wageindicator.org/salary/living-wage/faq-living-wage/living-wage-experience-wthin-companies-cases/operationalising-living-wages-at-the-ilo-in-geneva-28-29-april-2025>

4. Propose and implement partnerships on corporate sustainability and engage with other stakeholders.

We actively promote the UN Global Compact local networks and principles in our partnerships and work with a diverse range of stakeholders, especially in the Living Wage space, and also encourage partners to join their local country network.

5. Support UN Global Compact business participants as they implement and report on their sustainability efforts.

We actively encourage the businesses with whom WageIndicator works to either join the UN Global Compact global pledges on Living Wage. If they are already a participant, we support them in their reporting efforts on Living Wages (both Pledge 1 (own operations) and 2 (supply chain)). We also interview companies and partners on their work, including on reporting, and disseminate this through our Living Wage newsletter. Interviews can be found here: <https://wageindicator.org/salary/living-wage/faq-living-wage/living-wage-experience-within-companies-cases>

6. Engage with Global Compact Local Networks.

WageIndicator actively works with, partners, and has joined meetings with the UN Global Compact country networks in: Sri Lanka, United Arab Emirates, Sweden, Netherlands, Switzerland, USA, India, Indonesia, Bangladesh, Germany, the UK, Ireland, Kenya, South Africa, France, and many more.

Together with the UNGC India network, WageIndicator and FLAME University hosted a conference on Living Wages in Pune, India, in August 2024. More information can be found here: <https://wageindicator.org/about/events/2024/moving-from-minimum-wage-to-living-wage-in-india>

7. Join and/or support issue platforms and workstreams.

Over the past two years, WageIndicator has actively participated and supported the Living Wage Roundtables in country networks as well as the learning modules on Living Wages. Since begin 2025, WageIndicator is an expert partner of a UNGC-led programme on Living Wage Target 2.

WageIndicator's Director Fiona Dragstra also joined a panel on Living Wages during the UNGC Leader Summit in 2023 in New York during UNGA week.

Measurement of Outcomes

The following indicators measure the success of WageIndicator's activities:

- Training of WageIndicator staff on environmental and digital security: bi-annually for all staff. Over the years we have provided at least **6 trainings**.
- **Over 6 policies** have been updated to incorporate the UNGC Principles.
- We have published at least **32 relevant research papers and reports** on the topics
- We have hosted over **48 sessions on Living Wages**, participated in **10 Round tables** on Living Wages hosted by UNGC country networks and hosted **1 big event** together with the UNGC India network.
- We have participated in the **UN GC Leader Summit in 2023 in New York for the Living Wage** panel.