

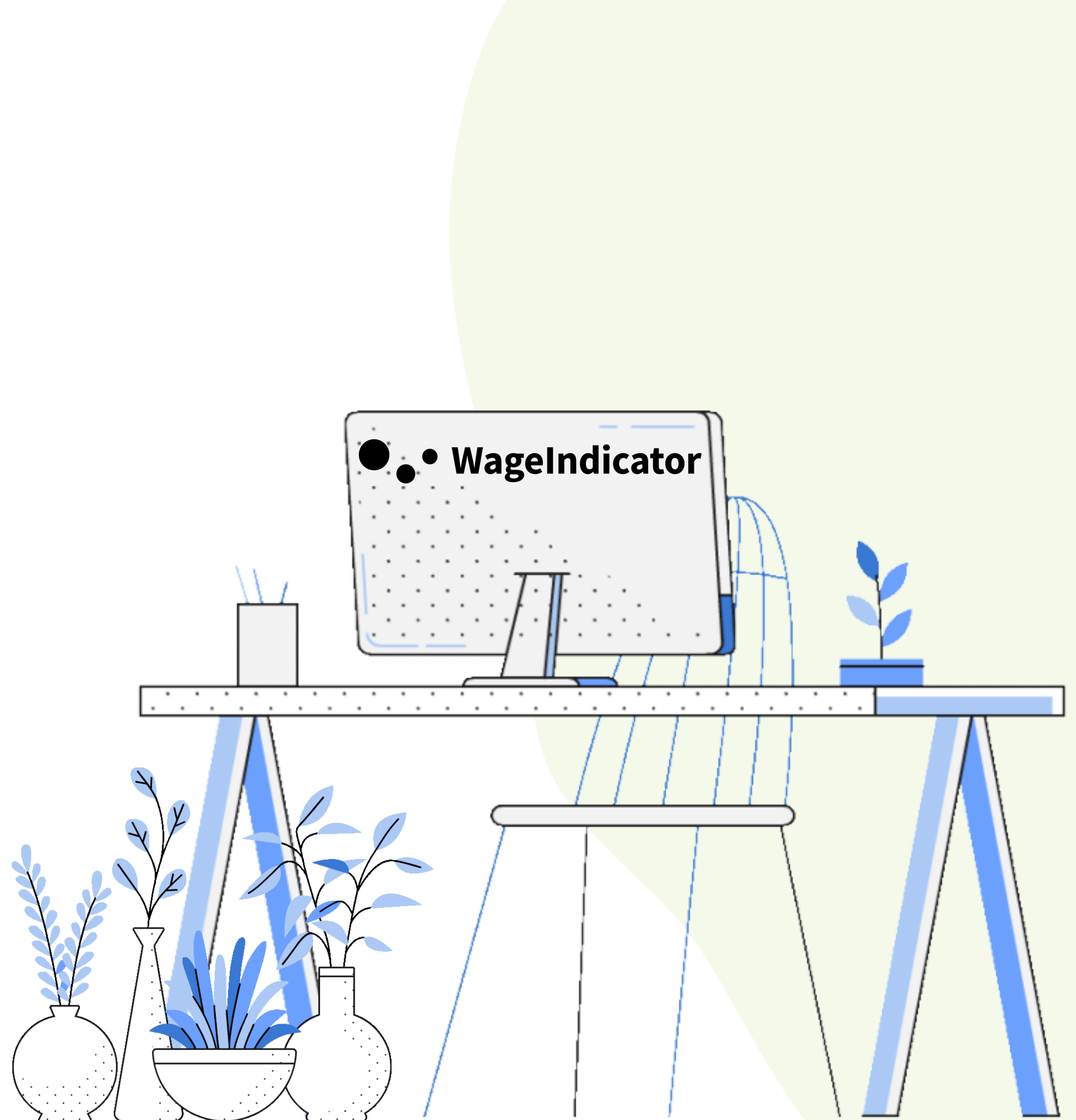
Operations, Teams and Finance

Status, Challenges and Future

RUPA KORDE
DIRECTOR OPERATIONS
WAGEINDICATOR FOUNDATION



1. Status



People at WageIndicator

● ● WageIndicator



4 on payroll, 20 Full-time, 60 Associates,
100+ Interns

44% Male and 56% Females

+ Many data collectors across the World

Teams are usually small, task-related
and multidisciplinary.

No formalised hierarchical structure

A team of directors is ultimately
responsible

WageIndicator Internship Program

- It all started in a small café in South Korea
- First partnership FLAME University, India
 - 55 interns in 2019–2020
 - 85 interns in 2020–2021
 - 100+ interns in 2021–2022



Interns @ WageIndicator

- FLAME University
- Bucharest University
- University of Kassel
- University of Amsterdam
- University of Sussex
- University of Hertfordshire
- Kenyatta University
- King Saud bin Abdulaziz University
- Dar Al-Hekma University
- Majmaah University
- University of Business & Technology
- Friedrich-Schiller-University Jena
- Otto-von-Guericke University Magdeburg
- Vietnam National University
- Hanoi University
- VNU University of Social Sciences and Humanities
- University of Languages & International Studies (ULIS)
- Foreign Trade University
- Vietnam Trade Union
- Trade Union University

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Effect:

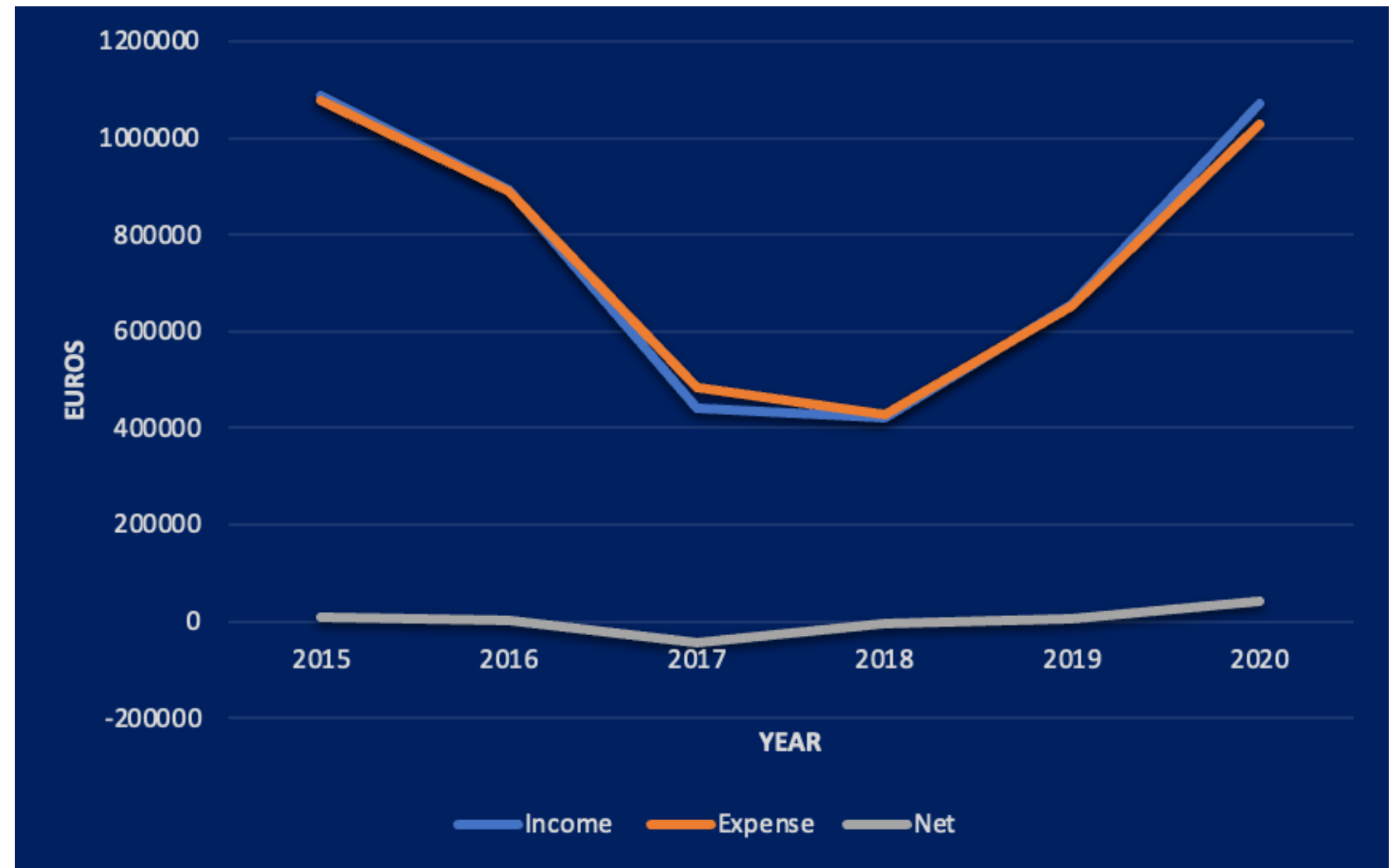
- More data collection
- Better visuals
- Fun environment to work
- More learning and improvements
- Lots of questions
- Management skills
- Interns training interns

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Financials



- WageIndicator is a not for profit foundation
- We have tried to keep our expenses at minimum, however ensured that everyone is paid at least living wages
- Previously most of the income was from projects and funding (for example, EU, Academic)
- In the recent years 50% is from projects and 50% from commercial activities
- Sustainance is the key and we are trying to build a reserve fund through the minor profit generated

Project Management

PROJECT MANAGERS

WageIndicator Global + Local

PROJECT REVIEW

Weekly and Bi-weekly meetings

FINANCIAL REVIEW

Quarterly review – internal

Half-yearly review – external

WEBINARS

Share experiences, challenges and success stories



2. Challenges



Global HR

● ● WageIndicator



COMMUNICATION

- Email and WhatsApp
- Missing connect
- Building a Global team

CONTRACTS

- Multiple countries
- Multiple contracts
- Management
- Tracking

INFORMATION

- Emails
- WhatsApp
- Outdated information

● ● WageIndicator



Global HR

COMMUNICATION

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Payments

CORRECT INFORMATION

Date, IBAN, SWIFT, etc

TIMELY SUBMISSION

Delays and reminders

DESCRIPTION

As per the contracts



WageIndicator – Mini MNC

NO. OF ASSOCIATES

Increasing

NO. OF FREELANCERS

Increasing

NO. OF COUNTRIES

Increasing

NO. OF CONTRACTS

Increasing

NO. OF JOBS

Increasing

●● WageIndicator



WageIndicator – Mini MNC

NO. OF ASSOCIATES

Increasing

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Increasing

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NO. OF JOBS

Increasing

- Organising everyone
- Ensure principle of equality

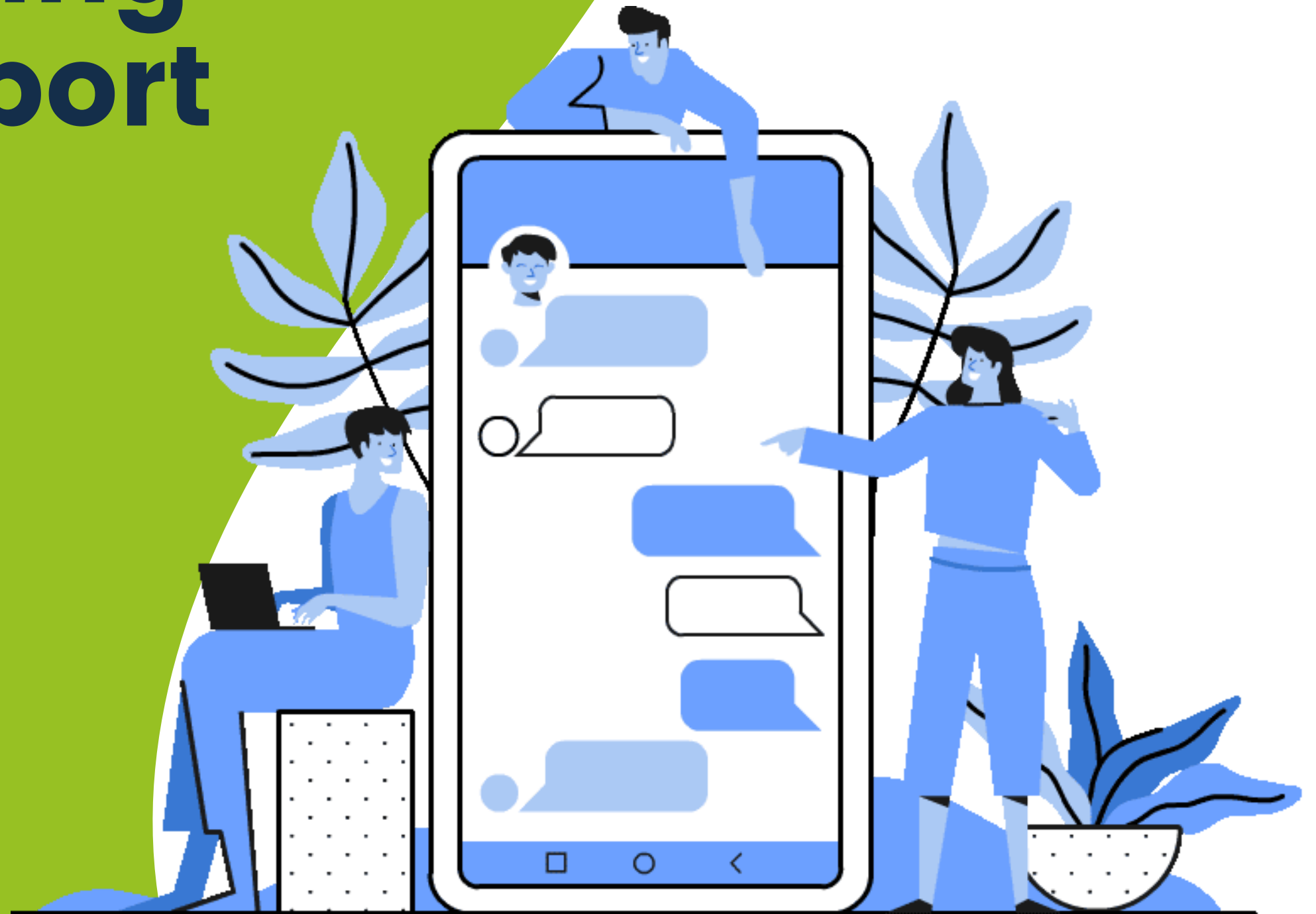
● ● WageIndicator



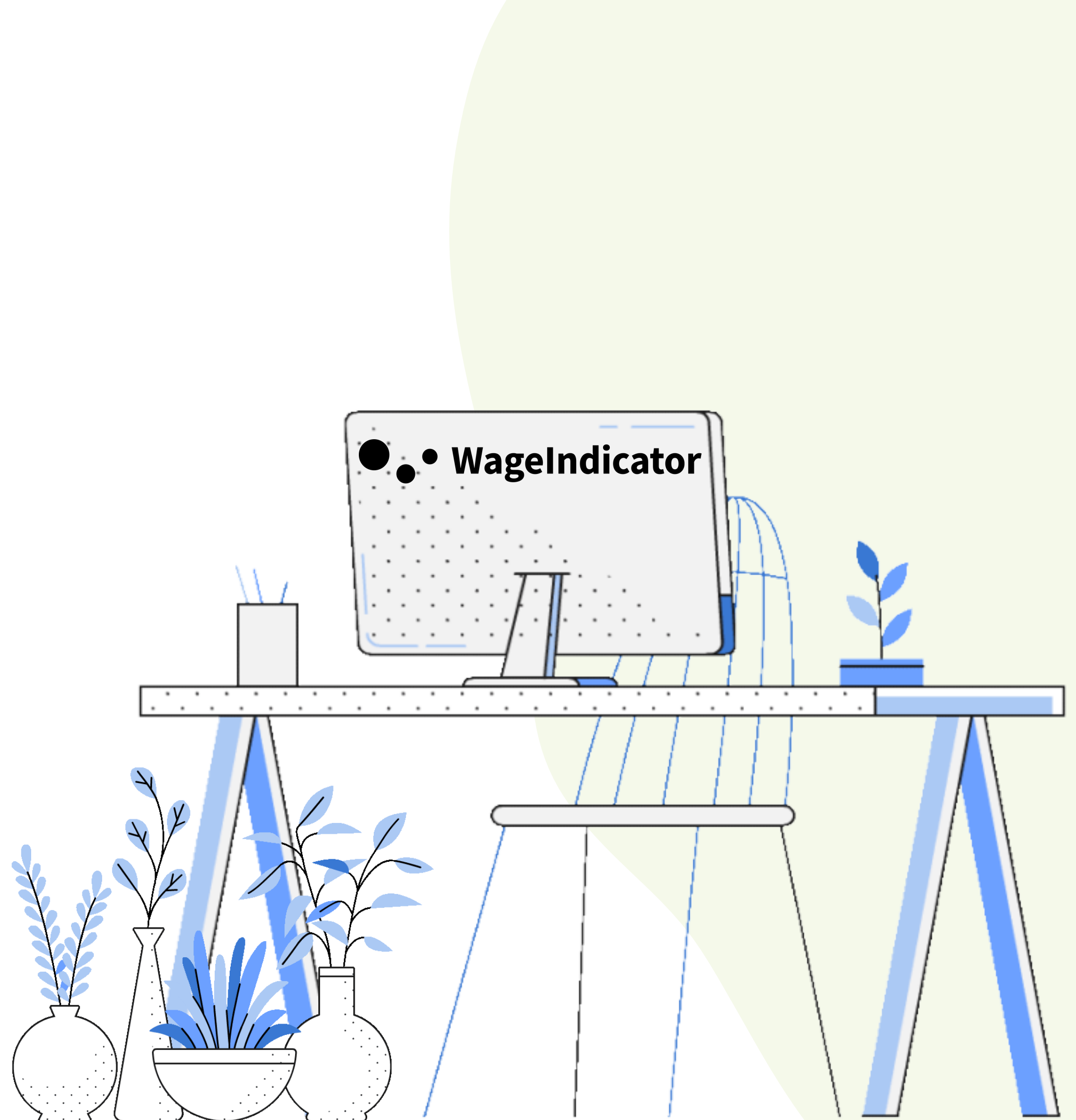
WageIndicator Outreach & Branding Social Media Support

FOLLOW - LIKE - SHARE

- Critical for outreach, marketing
- Essential for brandbuilding
- Increase followers to increase awareness
- Social media income might be a reality for WageIndicator



3. Future



Long way ahead We get there step-by-step-by-step

- HR Policy

- A wholistic HR policy
- Gender Equality Policy
- Safeguarding Policy
- Finance and Operations Manual Revision
- Code of Conduct



- Funds

- Some job security for all
- Upgrading and technological investments
- Reserve fund – emergencies



- Welfare fund

- Education
- Emergency / calamities



- Paulien's Dream

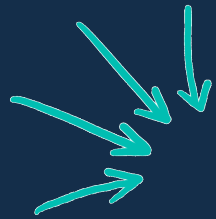
- Pension fund for all
- Savings fund for all



We are working on

People

- Associates with right skills
- More interns from different parts of the World



Projects

- Prestige value
- Sustainance



Funds

- Survival
- Sustenance
- Security



Any questions?

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