

# THE ADVANTAGE OF PAYING A LIVING WAGE



**October, 2025 by:**

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## 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 182 countries.



## Minimum Wages

Started in Paraguay, India and now in 208 countries

## Collective Agreements

Started in Sub Saharan Africa, now in 75 countries

## Living Wages Publication

Supported by a group of big firms, costly Living Wage data can be shared for free with trade unions, workers, small firms, specially in complex supply chains

WageIndicator has continuously improved the calculations, coverage, and scope of its Living Wage database to ensure easy access to up-to-date estimates



WageIndicator calculates its estimates based on cost-of-living data collected by ~400 data collectors worldwide. Each quarter fresh data! No drama with outdated inflation numbers, the data will show the prices.



Currently there are Living Wage estimates for 182 countries, covering 4,000 regions. Available for sale, as well as partly publicly available on our websites.

**Living Wages are connected with other databases on:**



**Labour Laws**



**Actual Wages**



**CBA's**



**Minimum Wages**

How do we calculate Living Wage estimates?  
(and Living Income, Living Tariff)

## WAGEINDICATOR CALCULATES LIVING WAGES FOR

### Typical\* Families in a range

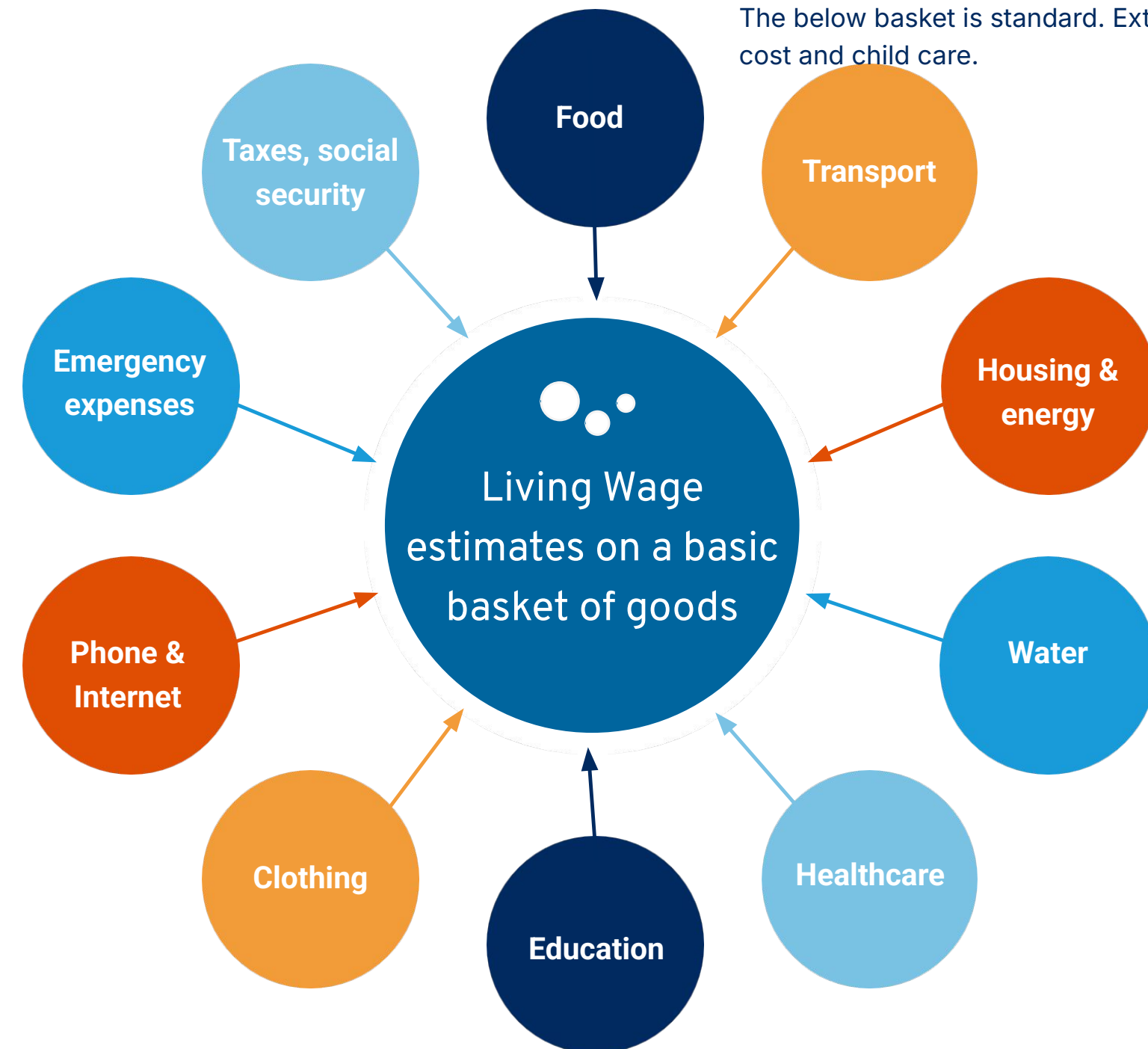
- 2 earning adults, Number of children is determined by national fertility rate
- Lower Bound is seen as the global baseline.
- *One works 100% of permissible hours, other's hours are based on the national labour participation rate, unemployment rate and part-time work rate* \*We also calculate for standard families

### Single Income Earner for a Family in a Range

- 1 earning adult. Number of children is determined by national fertility rate
- Lower Bound is seen as the best from a Human Rights perspective

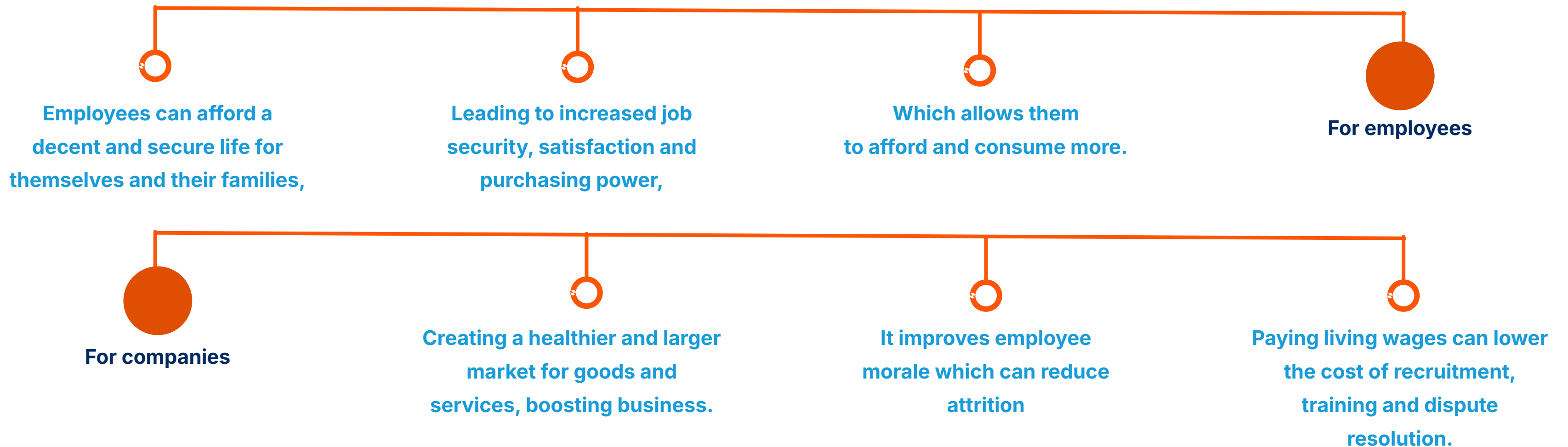
WageIndicator is recommended by a.o. IDH, B-Corp, European Sustainability Reporting Standards.

The below basket is standard. Extra's? Private car cost and child care.



# HOW DO LIVING WAGE PAYMENTS BENEFIT EMPLOYERS, AND THE ECONOMY?

It enables labour market transparency, allowing employers and employees to make informed decisions (in this presentation we talk about employees, not self employed. WageIndicator developed a Living Tariff for self employed)



## LIVING WAGE PAYMENT IS ALSO CENTRAL TO THE ACHIEVEMENT OF MULTIPLE SDGS



## GET IN TOUCH: [helpdesk@wageindicator.org](mailto: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>

- **Expert interviews**

<https://wageindicator.org/about/overview-wageindicator-newsletters/expert-interviews>

- **Alignment with ILO principles**