

# **WageIndicator & Living Wages**

**and our ambition to publish accessible data for all**

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Mywage.ca

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Amsterdam, 2000.  
Where we started.

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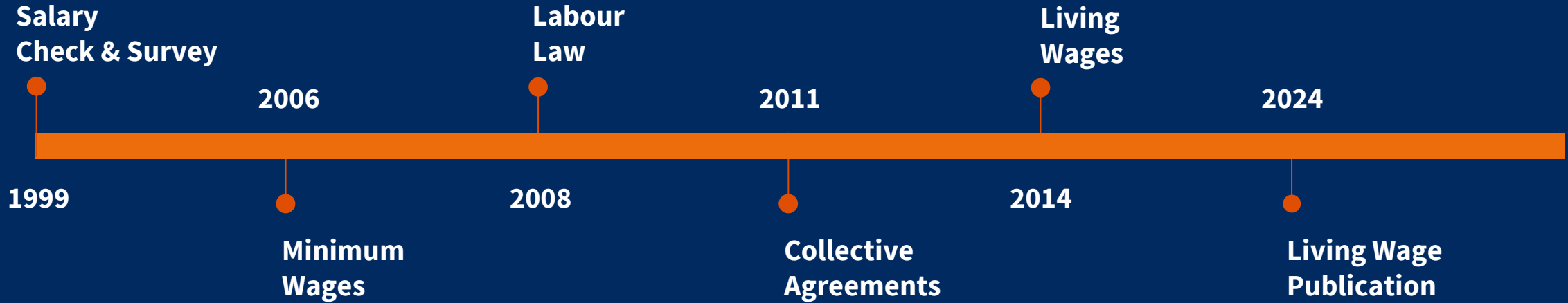
JAPAN  
kyuryocheck.jp

# Collect, Share, Compare. Aware. WAGEINDICATOR IS NOW IN 206 COUNTRIES

WageIndicator is a global, independent non-profit organisation working towards improved labour market transparency for workers, employers and policy makers worldwide, supported by top universities, trade unions and employers organisations.

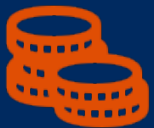
# About WageIndicator

Improving labour market transparency by collecting, sharing, and comparing up-to-date labour market information globally



Currently we have databases on

Minimum  
Wages



Labour  
Laws



Wages &  
Salaries



Collective  
Agreements



Living  
Wages



# Why is public Living Wage information important?



Ensuring improved transparency on the basis of data, levelling the playing field for all stakeholders involved in wage-setting processes

## Reliable, up to date and public Living Wage data for:



Workers to put forth informed demands to employers, facilitating data-driven negotiations



Corporations that want to implement Living Wages in their supply chains



Ensuring a level-playing field regarding living wage estimates, that can strengthen collective bargaining

## Living Wage payments are also central to the achievement of multiple SDGs

**1** NO POVERTY



**2** ZERO HUNGER



**3** GOOD HEALTH AND WELL-BEING



**4** QUALITY EDUCATION



**5** GENDER EQUALITY



**8** DECENT WORK AND ECONOMIC GROWTH



**10** REDUCED INEQUALITIES



# WageIndicator's Living Wage estimates

WageIndicator calculates Living Wage estimates through the year and releases new data every 3 months

## WageIndicator develops Living Wage estimates that are:



Updated on a quarterly basis



Covering 2700+ regions across 166 countries



Based on price data collection by ~400 data collectors across the globe



Incorporating the cost of necessities for a decent life for workers and their families



Made into tailor-made datasheets for users on request

## Our Living Wage data is used in conjunction with our data on

Labour Laws



Collective  
Agreements



Salaries & Wages



Minimum  
Wages



# WageIndicator's Methodology



## WageIndicator calculates Living Wages for \*

### Standard Families

2 earning adults  
2 children

One works 100%  
of permissible  
hours, the other  
other works 80%  
of permissible  
hours

### Typical Families

2 earning adults  
No. of children is  
determined by  
national  
fertility rate

One works 100% of  
permissible hours,  
while the other's  
hours are based  
on national  
employment rate

\* Other family types are possible on request

## Estimates are based on a basket of goods and services

### Food



### Water



### Transport



### Clothing



### Healthcare



### Housing and energy



### Education



### Phone and internet



### Taxes



### Emergency expenses

We calculate our estimates based on cost-of-living data collected  
by ~400 data collectors worldwide on a quarterly basis





## WageIndicator's publicly available Living Wage estimates



Cover 2700+ regions across 166 countries (April '24)



Will only be shown when Living Wage estimates are higher than Statutory Minimum Wages



Present 'Typical Family' estimates for all regions within the available countries, other family types available on request



Will be updated annually, based on quarterly data collection. Quarterly updates available on request

# Why are we publishing our Living Wage estimates



**WageIndicator aims to provide accessible labour market information globally, for everyone**

## Therefore, we are publishing Living Wage

Provide people, workers, trade unions, and employers across **complex global supply chains** with up-to-date estimates, and support informed wage negotiations

## Our work on Living Wages

### Working with researchers, trade unions, companies and NGO's

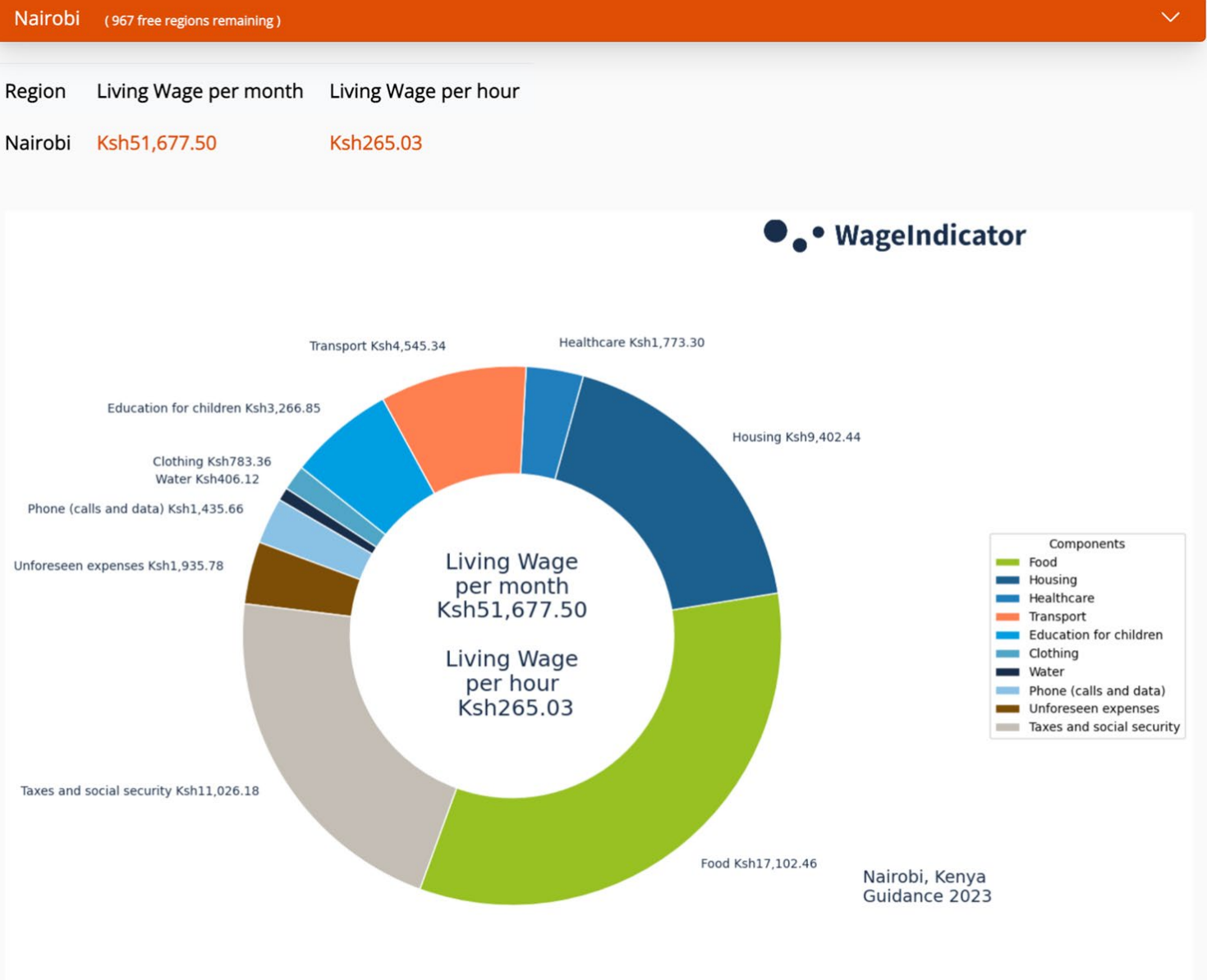
- Providing customised quarterly datasets
- Contextualised wage data in relation to Minimum Wage, Living Wage and Adequate Wages
- Structural engagement on implementation and reporting
- Ongoing research and improvements of data collection and methodology

### Ongoing funding for publication

- Using corporate & non-corporate funding to publish estimates till 2026 and beyond
- Channelling part of Living Wage sales revenue to continue publication for all



# Publication example



# Living Wage implementation approach

WageIndicator works with ~200 companies worldwide, as well as with researchers, NGOs, trade unions and multi-stakeholder initiatives on Living Wages. Our focus is on demystifying Living Wages and its implementation to improve transparency.



Simplifying Living Wage implementation

Living wage = basic wage, meaning no bonus, allowance, in kind deductions.

Working on the **Living Wage Gap Check** for (a) individual workers and (b) employers



Focus on formatted and streamlined reporting in non-financial reporting, annual reports and 'commitments' to ensure more (inter)national comparison and improved transparency.



Contextualised, yet globally comparable and up to date data

Living Wages in context of Minimum Wages, Adequate Wages and Salaries

Living Wages in relation to recent EU Directives on Adequate Minimum Wages, Corporate Social Reporting and Human Rights Due Diligence across the supply chain.

# Relevant links:

## **Methodological report:**

[Guzi, M., Amanquarnor, N.A., Ceccon, D., Kahanec, M., Osse, P., & Tjstens, K.G. \(2023\). Living Wages and Living Income Worldwide, update November 2023. Amsterdam, WageIndicator Foundation.](#)

## **Frequently Asked Questions** - last update March 2024:

<https://wageindicator.org/salary/living-wage/faq-living-wage>

## **Minimum Wage – Living Wage comparison**

<https://wageindicator.org/salary/minimum-wage/minimum-wages-higher-than-living-wages-by-country-and-by-region>

## **WageIndicator national country websites and access to regional Living Wages:**

<https://wageindicator.org/salary/living-wage/workers-trade-unions>

**Want to know more?  
Get in touch!**

Contact us at  
[fionadragstra@wageindicator.org](mailto:fionadragstra@wageindicator.org) or [office@wageindicator.org](mailto:office@wageindicator.org)  
to learn more or partner with us