



Have your say in the WageMap Consultations for the Living Wage Reference Standard - Round 1 (Oct - Nov 2024)

| Date | Participants | Registration link | Time* | Region |
|------------------|------------------------------------|-------------------------------|---------------------|--|
| 17 October 2024 | Corporate | Register here | 1400 BST / 0900 EDT | Europe, Latin America & Carribean, North America |
| 22 October 2024 | Workers, civil society, government | Register here | 1400 BST / 0900 EDT | Europe, Latin America & Carribean, North America |
| 31 October 2024 | Corporate | Register here | 0700 GMT / 1230 IST | East Asia & Pacific, Europe & Central Asia, Middle East & North Africa, South Asia, Sub-Saharan Africa |
| 06 November 2024 | Workers, civil society, government | Register here | 0700 GMT / 1230 IST | East Asia & Pacific, Europe & Central Asia, Middle East & North Africa, South Asia, Sub-Saharan Africa |
| 13 November 2024 | Corporate | Register here | 1900 GMT / 1100 PST | Latin America & Caribbean, North America |
| 20 November 2024 | Workers, civil society, government | Register here | 1900 GMT / 1100 PST | Latin America & Caribbean, North America |

AGENDA

0m: Welcome and introductions, 15m

15m: Components of the Living Wage Reference Standard and overarching frameworks, 5m

20m: How did we get here? Informing the Standard, finding consensus, and WageMap comparative analysis process, 10m

30m: BREAK, 5m

35m: Areas of consensus, 1hr:

- Geographic specificity, 10m
- Family size and number of workers per family, 10m
- Transport, 10m
- Healthcare, 10m
- Housing, 10m
- Unexpected events, 10m

1hr 35m: BREAK, 5m

1hr 40m: Areas of non-consensus - more research needed, 1hr:

- Care: childcare, eldercare, retirement, 15m
- Food, 15m
- Mandatory deductions from pay, 15m
- Social participation and 'other costs', 15m

2hrs 40m: Next steps and event close, 10m

2hrs 50m: END

You are invited to join the entire session, or any part of it.

ABOUT WAGEMAP

[WageMap](#) is a consortium of living wage data and service providers that have come together to drive alignment across living wage methodologies and frameworks. The founding members are BSR, Loughborough University, Living Wage For US, Inc., Living Wage Foundation, NewForesight, and WageIndicator Foundation. Together we aim to foster harmonization in the living wage space by creating a public dataset of globally comparable, locally specific living wage estimates. To get there, we are first developing a universally accepted and stakeholder consulted Living Wage Reference Standard compliant with the ISEAL Code of Good Practice for Sustainability Systems. Recognising the important work carried out previously in this area, WageMap does not seek to develop a new methodology, or to establish itself as the overarching authority on best practice for calculation of living wage estimates. Rather, it is creating a Standard that represents the views of the wider movement and is inclusive of all data providers and methodology owners.

WHAT IS THE LIVING WAGE REFERENCE STANDARD?

The purpose of the Living Wage Reference Standard is to serve as a 'North Star', compelling organisations, including WageMap consortium members and other living wage data providers and implementation organisations, to continually strive for improvement in their living wage calculation methodologies. The overarching goal will be to create external confidence in living wage estimates by having a stakeholder-consulted standard, agreed upon by the consortium members, that allows users to understand international comparability and local specificity so that they can confidently implement living wages consistently around the world. To learn more about the Living Wage Reference Standard, please see the [slides](#) and [recording](#) from our intro

webinar held in August. Further information can be found in our [WageMap Strategy](#) and [Standard Development and Revision Procedure](#).

The scope of the standard includes:

- Categories of costs contained within and practices for calculating living wage estimates
- Effective methods of collecting and verifying reliable cost-of-living data
- Harmonisation of a consistent technical utilisation of definitions and data architecture

PUBLIC CONSULTATION PERIOD

WageMap is committed to an inclusive and transparent review process and is seeking input from all stakeholders impacted by the implementation of the Living Wage Reference Standard. There will be two rounds of public consultation, the first running from 17th October to 20th November 2024 and the second from March-April 2025. The consultations will be held across a range of time zones to ensure WageMap gathers responses from a wide range of locations. The consultations will also be split into two stakeholder groups: Corporate and Worker/ Civil Society/ Government, to ensure a balanced and diverse group of stakeholders. There is also the opportunity to provide online feedback outside of the consultation webinars - more information to follow. All comments received during each consultation period will be made publicly available (or summarised accurately), and WageMap will explain how each material issue raised was considered during refinement of the Standard.

WHO SHOULD PARTICIPATE?

- **Workers, Civil Society & Government:** Unions and worker representative organisations, living wage projects and programmes, national CSOs, I/NGOs, certification bodies, labour rights experts, advocacy and research stakeholders, policymakers, intergovernmental agencies etc.
- **Corporate:** Multinationals, small & medium size businesses, buyers, suppliers, investors, business associations, trade intermediaries etc.

[Please register for a webinar session here.](#)

If you have any questions, please contact Shaheen Hashmat, shaheen.hashmat@livingwage.org.uk about the civil society consultations and Emma Giloth, egiloth@bsr.org about the corporate consultations.

On behalf of

