



Thank you for participating in Round 2 of WageMap's public consultations. This survey is designed to get your feedback on two documents:

- **WageMap Background**
- **Draft Living Wage Reference Standard**

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.

WageMap's consultation process is committed to receiving feedback from a wide range of stakeholders & locations.

Data collected through this voluntary survey will be used to inform the design of the Living Wage Reference Standard and WageMap - Background: Round 2 Public Consultation. 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. Comments will be shared without attribution but specific to the geography and stakeholder type.

By completing the survey, you consent to WageMap processing your responses. All data will be stored securely, and any published findings will be anonymised. Your identifiable information will remain confidential and will not be shared with third parties. If you have any questions about the survey, contact Layla Meerloo at the Living Wage Foundation (layla.meerloo@livingwage.org.uk).



Survey Instructions

This survey gives you the opportunity to provide feedback on: **WageMap Background**

Then It will guide you through the **Draft Living Wage Reference Standard**, covering each chapter and its sections.

- Each section has an explanation and is linked to a video with more information.
- You can skip a section if you wish to.
- You will have an opportunity to comment and feedback on each subsection individually.
- You can skip a subsection at the bottom of the page if you wish to
- You can save your responses and return to them.
- The survey must be completed by **6:00 PM GMT on 8 September 2025**

Relevant information and documents (links):

- [Information on Round 2 Public Consultation & How to Participate](#)
- [Glossary Living Wage Reference Standard](#)
- [Draft Living Wage Reference Standard](#)
- [WageMap - Background: Round 2 Public Consultation](#)
- [WageMap Consultation on the Living Wage Reference Standard \(31.10.24\)](#)



Personal Information

Name

Job Title

* Please enter your Email address

Email

* Where are you based?

Organization/Business

* Type of Organization

- ☐ Benchmark/Methodology Owner
- ☐ Certification Body
- ☐ Funder
- ☐ Corporate
- ☐ Industry Group
- ☐ Government
- ☐ Local Living Wage Network
- ☐ Research
- ☐ Union/Labour Movement
- ☐ Other (please specify)

* Regions where your organization/business works

- ☐ Sub-Saharan Africa
- ☐ Northern Africa and Western Asia
- ☐ Central and Southern Asia
- ☐ Latin America and the Caribbean
- ☐ Oceania
- ☐ Europe
- ☐ North America

Countries where your organization/business operates



WageMap Background

Please refer to the document above.

This document consists of 6 Sections:

1. About WageMap: Priorities : Problem it addresses, Founding Partners, Funders
2. How does WageMap work? : Principles, Strategy, Alignment with existing efforts
3. What is the Living Wage Reference Standard? : Definition, Purpose, Contents, Timeline
4. How will the Standard be applied? : Approach to evaluating methodologies, outputs
6. What is the consultation process? : Public consultation process, Decision-making process

You may skip a question if you wish to.

Option to:

- ☐ Skip to give feedback on Living Wage Reference Standard Draft

WageMap Background:



Draft Living Wage Reference Standard

Please refer to the document above.

- There will be an option to skip a whole section and a subsection can be skipped at the bottom of the page.



Chapter 1: Overarching Frameworks

Please refer to Chapter 1 of the [Draft Living Wage Reference Standard](#) document.

This chapter consists of four sections that each have subsections with multiple indicators used to evaluate a living wage methodology:

1.1 Data Collection and Transparency

1.2 Academic Rigor in Data Collection

1.3 Transparency

1.4 Conflict of Interest

Option to:

☐ Skip to Chapter 2: Items of Cost of Living



1.1 Data Collection and Transparency

This section consists of 4 subsections:

1.1.1 Data Collection and Sharing - General

1.1.2 Academic Rigor in Data Collection

1.1.3 Transparency

1.1.4 Conflict of Interest

Option to:

☐ Skip this whole section



1.1.1 Data Collection and Sharing – General

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



1.1.2 Academic Rigor in Data Collection

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



1.1.3 Transparency

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



1.1.4 Conflict of Interest

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



1.2 Geographical Scope

This section consists of 4 subsections:

1.2.1 Geographic Scope

1.2.2 Quality Control

1.2.3 Local Input and Ownership

1.2.4 Migrant Labor

1.2.5 Updating Cost of Living Data

Option to:

☐ Skip this whole section



2.1.1 Geographical Scope

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.1.2 Quality Control

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.1.3 Local Input and Ownership

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.1.4 Migrant Labor

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.1.5 Updating Cost of Living Data

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



1.3 Family Size and Number of Workers per Family and Working Hours

This section consists of 4 subsections:

- 1.3.1 Family Household Size - General
- 1.3.2 Family Size - Number of Adults and Children
- 1.3.3 Number of Workers per Family
- 1.3.4 Working Hours

Option to:

☐ Skip this whole section



1.3.1 Family Household Size - General

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



1.3.2 Family Size - Number of Adults and Children

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



1.3.3 Number of Workers Per Family

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



1.3.4 Working Hours

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



1.4 Accounting for Public Benefits

This section consists of two subsections:

1.4.1 Applicability and Accessibility of Public Benefits

1.4.2 Accounting for Public Benefits

Option to:

☐ Skip this whole section



1.4.1 Applicability and Accessibility of Public Benefits

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



1.4.2 Accounting for Public Benefits

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



Chapter 2: Items of Cost of Living

Please refer to Chapter 2 of the Draft Living Wage Reference Standard document.

There is an option to a whole section and a subsection can be skipped at the bottom of the page.

This chapter consists of eight sections that each have subsections with multiple indicators used to evaluate a living wage methodology:

- 2.1 Nutritious Food
- 2.2 Housing
- 2.3 Healthcare
- 2.4 Transportation
- 2.5 Care - Childcare/Eldercare
- 2.6 Other Categories of Cost (COICOP)
- 2.7 Savings for Resiliency - Special or Emergency Events
- 2.8 Mandatory Deductions from Pay

Option to:

☐ Skip to End of Survey



2.1 Nutritious Food

Please watch the following video: [Ensuring Nutritious and Affordable Diets](#)

This section consists of three subsections:

2.1.1 Nutrition

2.1.2 Variability and Local Applicability of Diet

2.1.3 Price Collection

Option to:

☐ Skip this whole section



2.1.1 Nutrition

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.1.2 Variability and Local Applicability of Diet

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.1.3 Price Collection

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.2 Housing

This section consists of three subsections:

2.2.1 Decent Housing

2.2.2 Housing Size

2.2.3 Rent vs. Homeownership

2.2.4 Utilities, Furnishings, Insurance, Maintenance and Repairs, Taxes, and
Mandatory Services and Charges

Option to:

☐ Skip this whole section



2.2.1 Decent Housing

Do you agree with the following requirement?

I agree

I do not agree

Working Towards
Compliance
Requirements

☐☐

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.2.2 Housing Size

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.2.3 Rent vs. Homeownership

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.2.4 Utilities, Furnishings, Insurance, Maintenance and Repairs, Taxes, and Mandatory Services and Charges

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.3 Healthcare

Please watch the following video: [Ensuring Fair Healthcare Access in Living Wage Standards](#)

This section consists of two subsections:

2.3.1 Quality and Accessibility

2.3.2 Housing Size

Option to:

☐ Skip this whole section



2.3.1 Quality and Accessibility

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.3.2 Data Collection and Transparency - General

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.4 Transportation

Please watch the following video: [Understanding Transportation in Living Wage Standards](#)

This section consists of one subsection

2.4.1 Assessing Transportation

Option to:

☐ Skip this whole section



2.4.1 Assessing Transportation

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.5 Care - Childcare/Eldercare

This section consists of three subsections

2.5.1 Ensuring Timely Childcare

2.5.2 Eldercare/Retirement

2.5.3 Recognizing a Lifecycle of Care

Option to:

☐ Skip this whole section



2.5.1 Ensuring Timely Childcare

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.5.2 Elder Care / Retirement

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.5.3 Lifecycle of Care

Do you agree with the following requirements?

	I agree	I do not agree
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)

2.6 Other Categories of Cost (COICOP)

This section consists of 10 subsections

2.6.1 General “Other” Cost Assessments

2.6.2 Alcoholic Beverages, Tobacco and Narcotics

2.6.3 Clothing and Footwear

2.6.4 Furnishings, Household Equipment and Routine Household
Maintenance

2.6.5 Information and Communication

2.6.6 Education and Services

2.6.7 Recreation, Sports and Culture

2.6.8 Restaurants and Accommodation Services

2.6.9 Insurance and Financial Services

2.6.10 Miscellaneous Goods and Services

Option to:

☐ Skip this whole section



2.6.1 General “Other” Cost Assessments

Do you agree with the following requirements?

	I agree	I do not agree
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.6.2 Alcoholic Beverages, Tobacco and Narcotics

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.6.3 Clothing and Footwear

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.6.4 Furnishings, Household Equipment and Routine Household Maintenance

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.6.5 Information and Communication

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.6.6 Education and Services

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.6.7 Recreation, Sports and Culture

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.6.8 Restaurants and Accommodation Services

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.6.9 Insurance and Financial Services

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.6.10 Miscellaneous Goods and Services

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.7 Savings for resiliency

2.7.1 Amount Included

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



2.8 Mandatory Deductions from Pay

2.8.1 Depth and Specificity

Do you agree with the following requirements?

	I agree	I do not agree
Working Towards Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Compliance Requirements	<input type="radio"/>	<input type="radio"/>
Beyond Compliance	<input type="radio"/>	<input type="radio"/>

If you indicated you do not agree with a requirement, please explain why?

Comments/questions (e.g. anything missing?)



Thank you for participating and next steps:

Thank you for participating in Round 2 of WageMap's public consultations.

We will be analyzing all feedback and will respond to everything we receive.

Any questions or further comments please contact layla.meerloo@citizensuk.org