Index

acceptable housing standards 129–30
acceptable in kind benefits 296
access to safe water 115, 131, 143, 145
additional funds
to assist parents and relatives 29, 238–9
see also margin for unforeseen events
adults
calorie requirements 37–8
replacement costs of home-prepared meals 42
Afghanistan 290, 291
Africa
bargaining in food purchasing 100
in kind benefits 285, 287, 291, 300
living space 122
malnutrition 43
see also individual countries;
North(ern) Africa; Sub-Saharan Africa
age, labor force participation rates 249, 250
agricultural commodity industries,
study locations 26
air pollution (indoor) 147
alcohol 94, 170–71, 180, 186
allowances see cash allowances
Americas
in kind benefits 285, 288
see also Caribbean; individual countries; Latin America;
United States
amino acids 43
Angola 287, 290, 291
animal-based foods 60
Anker methodology 3
acceptance and experience in using 6–7
description 18–27
improvement on common methodologies 4
key principles 5–6
modest cost 6
normative basis 5, 17, 21, 23
practicality 6, 17–18
tools 15
transparency 4, 5, 17, 22, 23, 270
uses of manual 14–15
see also decent standard of living;
living wage estimation; living wage reports; prevailing wages
Anker review of living wage methodologies (2011) 2, 4, 8, 190, 229, 247
Arab states 285, 287
architects, construction cost data 166
Argentina 288, 300
Asia
average household size 237
family size 238
in kind benefits 285, 288–9, 300
living space 122, 127
living wage estimates 229–30
minimum to average wage ratio 16
see also East Asia; individual countries; South Asia;
Southeast Asia
Asian Floor Wages 16, 312
auditing, valuing in kind benefits for
301
Australia 121
average attained height 37, 41
average household size 232, 234–5, 237, 239–40, 241
Bangladesh 7, 16, 27, 51, 57, 88, 149, 179, 256–7, 273, 282
bargaining, in food price collection 100
basic bodily functions (adults), calorie requirements 37
basic metabolic rate (BMR) 37, 38
basic wage 272, 333–4
Living wages around the world

beans see legumes/beans/pulses
benefits 271
see also cash allowances; fringe benefits; in kind benefits
Botswana 287, 290, 291
Bray, M. 219
Brazil 7, 125, 126, 161, 264, 288
bread 36, 47, 51, 52, 60, 63, 66, 70, 74, 79, 94
building companies, construction cost data 166
Bunley, S. 219
Burkina Faso 290, 291
calcium 45, 73, 89
calories
derived from dairy products 45, 56–7
in a model diet 21, 34, 35, 73
percentage from carbohydrates 35
percentage from fats 35, 47
percentage from proteins 35, 36, 42, 43, 60, 62
primary and secondary data 28
requirements 35, 37–42
adults 37–38
children and adolescents 39
Excel program for calculating calorie requirements 41–42
family 39
lactation 40
pregnancy 40
Cambodia 44, 176, 185, 219, 288, 290, 291, 300
Cameroon, D. 1
Cameroon 286, 290, 291
Canada 121, 288, 290, 291, 300
Cape Winelands see South Africa
capital appreciation, owner occupied housing 165
carbohydrates 35, 60
see also calories; model diet
Caribbean
calories derived from dairy products 45
housing 168
labor force participation rates 250
living space 122, 127
poverty lines 310
unemployment rates 253
World Bank poverty line wage 310, 321
see also Dominican Republic
cash allowances in wages 271, 273–4, 275–6, 277–8, 299, 333–4
CDC 43
Center for Social Concern (CfSC)
Malawi 109, 110, 312
Central and Eastern Europe 122, 127, 250, 253, 310
cereals and grains
local food price surveys 90, 91, 95, 100
in a model diet 47, 51, 52, 63, 66, 70, 74
nutritional content and percent inedible 78
venues for purchasing 93, 94
see also prepared cereals
certifying organizations
commitment to living wage 13
housing standards 118–19
living wage in codes of practice 1
see also standard setting organizations
Chad 287, 290, 291
Chengdu 256, 318
child labor 251
child mortality 236, 240
children
assumption of school attendance 215
calorie requirements 39
education of see education post check; education right to
number of children in reference family see reference family size
of migrant workers 232
school lunches and reduced cost of meals prepared at home 42
Chile 45, 288, 300
China
Anker methodology in 7
family size, in living wage studies 234
food wastage 56
information on food prices 100
in kind benefits 282, 300
living space 120, 123, 124, 126
meals eaten away from home 185
model diet 57, 90
number of workers per family 253–4, 257
rental cost surveys 161
seasonality of food prices 108
see also Chengdu; Shanghai; Shenzhen; Zhengzhou
CIA Factsheets 132
codes of practice 1, 13, 118–19, 269
coffee 48, 54, 84, 92, 93, 94, 95
COICOP (Classification of Individual Consumption According to Purpose) 169–70, 192–3, 217, 218, 228
collective bargaining agreement (CBA) 30, 269, 279, 284–6, 297, 299, 311, 326
Colombia 288, 291, 292
Committee of Experts (ILO) 283
Committee of Statistical Experts Resolution 1935 (ILO) 119
Comoros 290, 291
conclusions, in living wage reports 335
condiments 51, 54, 65, 75, 77
construction costs, new housing 165–6
construction materials, for local housing standards 136
consumer price index (CPI) 48, 86, 97, 162–4, 167, 339, 340, 341
day of week, food price collection 98
dedent standard of living 8, 13, 18, 19, 21, 197, 233, 272, 295, 333, 335
diet see model diet for a living wage estimating 11, 18
costs see food costs; housing costs; non-food and non-housing costs
decent wages 1–3
Decent Work for All 15
deferred payments 270, 271
Demographic and Health Survey (DHS) 41, 132, 140, 207, 211, 216, 223, 237, 239, 240, 241
developed countries guidelines on milk and dairy consumption 45
labour force participation rates 250
living wage methodologies 4–5
unemployment rates 253
see also individual countries
developing countries guidelines on milk and dairy consumption 45
housing in rural areas 165
living wage estimations, selecting study locations 26–7
methodologies 4, 5, 15

Index

methodology for 3, 4
MNCs and need for 12–13
uses for 14–15
cultural norms 231, 238, 250
Czech Republic 291, 292, 300
dairy in a model diet 35, 45–6, 52, 63, 66, 70, 74, 88
nutritional content 83
selecting for price collection 92
venues for purchasing 93, 94
see also milk
data cleaning of food prices 102
data collection and analysis Anker methodology 6, 25–6
primary data needed 28–30
secondary data needed 28–30
see also local food prices; local housing conditions; rental cost surveys; utility costs
day of week, food price collection 98
dedent standard of living 8, 13, 18, 19, 21, 197, 233, 272, 295, 333, 335
diet see model diet for a living wage estimating 11, 18
costs see food costs; housing costs; non-food and non-housing costs
decent wages 1–3
Decent Work for All 15
deferred payments 270, 271
Demographic and Health Survey (DHS) 41, 132, 140, 207, 211, 216, 223, 237, 239, 240, 241
developed countries guidelines on milk and dairy consumption 45
labour force participation rates 250
living wage methodologies 4–5
unemployment rates 253
see also individual countries
developing countries guidelines on milk and dairy consumption 45
housing in rural areas 165
living wage estimations, selecting study locations 26–7
methodologies 4, 5, 15
see also Dominican Republic; Kenya; Malawi; South Africa
low food wastage 56
migrant workers 232–3
NFNH to food ratio 179
overcrowding 121
unemployment rates 252
see also individual countries
Dhaka 27, 149
Diet see model diet for a living wage
disease, protections against 145–7
disposable income 8, 24, 263–6, 273, 274, 333
see also take home pay; net living wage
Domestic Workers Convention 189 (ILO) 293
Dominican Republic (living wage study)
child mortality 240
comparison of wage changes and labor productivity 319, 320
expenditure statistics 217
housing conditions 137–8
in kind benefits 288
misery wage 312
model diet 36, 39, 88, 89
NFNH cost estimation 176, 185, 186
number of workers per family 256, 257
purchase of bottled drinking water 163
reference family size 241
total fertility rate 240
unemployment rate 253
updating living wage estimates for inflation 340
drinking water 143, 163, 286
durable housing 143
Dutch government viii
East Asia 45, 169, 171, 215, 250, 253
Eastern Europe see Central and Eastern Europe
economic development
fall in food share 173–4
living space 120, 125
model diets 36
proteins in diet 42
unsafe solid waste disposal 145
updating a living wage for 341
economic indicators, comparison of wage trends to 319, 320
Ecuador 1, 7, 288, 291
educated youth unemployment 252
education, right to 23, 214
education cost post check 23, 172, 187
approach 198, 214–23
background and conceptual framework 214
elements 223–7
in household expenditure statistics 217–18
in living wage reports 215–16, 331
items included in estimating 218–19
Kenya 226, 227
Malawi 223–4
primary data 29
eggs
in a model diet 46, 52, 62, 64, 66, 70, 74
nutritional content and percent inedible 81
selecting for price collection 89, 92
venues for purchasing 93, 94
El Salvador 45
electronic factories 27, 149
employer contributions, exclusion in wage/living wage comparison 272, 274
employers
construction cost data 166
interest in living wage 1
and in kind benefits 282–3, 292, 297–8
Engel’s law 173
environment, in housing standards 132
Ergon Associates 298–9
Ethical Tea Partnership (ETP) 2, 7
Ethical Trading Initiative (ETI) 2
Ethiopia 7, 264
EUFIC review (2012) 76
Europe
definition of overcrowding 121
housing conditions 75–100 years ago 119
in kind benefits 285, 289, 291
labor force participation rates 250
service life of a house 166
unemployment rates 253
see also Central and Eastern Europe; individual countries
EUROSTAT 122
EWS (Economically Weaker Section) housing India 124
Excel Living Wage Model Diet Program 15, 21, 34, 35, 36, 40, 41–2, 47, 50–75
expense groups see costs and CIOCOP extended family households 235
factories, selecting study locations 26–7
fair and reasonable value, in kind benefits 281, 282, 290, 291, 293, 297–9
Fairtrade International vii, 1, 7, 13, 279–280
family(ies) calorie requirements 37–42
difference between household and 232
health care cost estimates 209–210, 211–12
living wage sufficient for migrant workers to live with 232–3 see also, number of workers per family; reference family size
family size for living wage 18, 332 see also reference family size
fats see oils and fats; calories; model diet
female labor force participation rates 248, 249, 250
female migrant workers 232
fertility rates 234, 235, 236, 237, 239, 240, 242
fieldwork logistics, food price collection 96–9
Fiji 288, 290, 291
final model diet 59, 61–8, 72–5
fish local food price surveys 89, 92, 95, 96
low wastage, Malawi 56
in a model diet 46, 53, 64, 66, 70, 74
nutritional content and percent inedible 82–3
venues for purchasing 93
floor materials 136
floor plans 120, 135
floor space 122–8, see also living space, covered space; number of persons per room
flower farms see Kenya, Ethiopia
food(s) expenditures, low and middle income countries 33
as in kind benefit 290, 293
in NFNH classification 170
inedible parts of 55, 56, 78–84
local preferences 33, 35, 49, 57, 72, 372
safe preparation and storage 146
wastage and spoilage 55, 56, 65, 75 see also individual foods; NFNH to Food ratio
Food and Agricultural Organization (FAO) 14, 21, 35, 43, 44, 45, 48, 55, 56, 76
food costs estimating 21, 33
in living wage reports 327
and protein in diet 42
primary and secondary data 28 see also local food prices
food plans (USDA) 54, 55, 76
food price investigators 96–7
food prices see local food prices; relative food prices; representative prices
Forest Stewardship Council (FSC) vii, 2, 13
four persons, as reference family size 234
free school lunch and model diet food cost estimate 42
free transport and in kind benefits 282, 297, 300, 301
free workers’ lunches and in kind benefits 297, 298–9
fringe benefits 272, 274, 276, 279–80
fruits local food price surveys 88, 92, 95, 108
in a model diet 21, 35, 43–5, 51, 53–4, 62, 64, 68, 70, 75
nutritional content and percent inedible 79–80
typical size (in purchased grams) 85
venues for purchasing 90, 93, 94
see also starchy fruits and vegetables
full-time workers per family 247, 248
see also number of full-time
equivalent workers per family
furnishing 146–7

Gambia 290, 291
garment factories 27, 149, 275
gender, labor force participation rates 249–50
German government viii
Global Living Wage Coalition (GLWC) 7, 8, 13, 118, 229, 256, 340
GoodWeave International vii, 2, 13
government supported housing 120, 122–8
governments
food prices reported by 86
information for creating local
housing standards 135
interest in
determining gap between
prevailing wages and living
wage 25
living wage 1
minimum wage setting and living
wage 14
use of credible living wage estimates 14
grains see cereals and grains
green leafy vegetables (GLV) 51, 53,
64, 68, 70, 73, 75, 80, 107
grocery stores 90, 94, 101, 103
gross living wage 19, 24, 263, 265, 266,
335, 336, 337, 340
Guatemala 7, 45, 288, 291, 292

Habitat for Humanity 122, 125, 135,
165, 166, 167–8
hazardous housing locations 116,
117,188, 136, 143
hazards, structural hazards in housing
116, 117, 142, 145, 146, 147
health care, right to 23
health care cost post check 23, 172, 187
approach 198, 207–210
background and conceptual
framework 206
example 210–12
health care providers 208, 209, 211
in living wage reports 330
primary and secondary data 29
high income countries 5, 43, 44, 127–8,
173, 190
high inflation countries, updating living
wage 340–41
holiday pay 272
holiday periods, food prices 99
home-prepared meals, replacement
costs 42, 298–9
Honduras 288, 291, 292
house insurance 168
household, difference between family
and 232
household expenditure data
classification 23, 169–72, 217, 218,
227
education costs in 217–18, 219–20,
224, 225
in NFNH cost estimation
adjusting to conform to Anker
methodology 182–6
need to adjust NFNH to Food
ratio 194–6
selecting appropriate part of
income distribution 181–2
household income, NFNH to Food
ratio 175–8, see also NFNH to
Food ratio
housing
as an in kind benefit 286–90, 293,
298
right to adequate 113, 115–16, 142
housing authorities, information for
creating local housing standards
135
housing conditions
Europe and US 75–100 years ago 119
see also local housing conditions
housing costs
estimating
advantages of Anker methodology
114
problems of common approach
113–14
separate from other costs 4, 17,
114
in living wage reports 328
primary and secondary data 28–9

Richard Anker and Martha Anker - 9781786431462
Downloaded from Elgar Online at 01/03/2019 10:59:57PM
via free access
Index

367

taxes and fees 29, 167
see also local cost of decent housing
housing standards
housing cost estimation based on 21
see also international housing
standards; local housing
standard(s)
human rights
agreement on living wage as a 2, 3, 8
to adequate housing 113, 115–16, 142
to health care and education 18, 23, 169, 172, 180, 187, 197, 214, 330
United Nations Universal
Declaration of Human Rights 3

ILO
Anker review of living wage
methodologies (2011) 2, 4, 8, 190, 229, 247
Committee of Statistical Experts
Resolution (1935) 119
Constitution Preamble (1919) 2–3
Domestic Workers Convention 189
293
in kind benefits
on cautious acceptance of 283
on concern about abuse of 282–3
conventions and recommendations
292–4
valuation method 291
labor force participation data 251
Minimum Wage Fixing Convention
131 10–11
Philadelphia Declaration Annex to
Constitution (1944) 3, 10,
115–16
Plantations Convention 110 293, 295
Protection of Wages Convention 95
270, 293–4
Tripartite Declaration of Principles
Concerning Multinational
Enterprises and Social Policy
(2006) 293
use of credible living wage estimates
14
Workers’ Housing Recommendation
115 (1961) 116, 117, 144, 293
in kind benefits 281–305
abuse by employers 282–3
cautious acceptance of 283
defined 281–2
50% rule 342
guaranteed in kind benefits 295
ILO conventions and
recommendations 292–4
in living wage reports 334
in wage/living wage comparisons
272, 274, 278–9
maximum values 286, 287–9, 293, 299–300
national laws 284–92
reasons for consideration of 282
restricted list of acceptable in kind
benefits 295–6
valuing
approaches and principles for
294–301
example 301–5
variety of 282
incentive payments 271–2, 272–3
income per capita, and food share
173–5
income tax 264
India
Anker methodology in 7
food preparation for sale 55–6
in kind benefits 291, 292
living space 123–4, 126, 141
minimum to average wage ratio 16
model diet 51, 57, 88, 90
national database for calorie
requirements 40
NFFH cost classification 171
NFFH to Food ratio 177, 179
venues for food purchasing 93
indoor air pollution 147
IndustriALL 2
industry(ies)
and in kind benefits 282, 284, 295, 301
reference points to include in a wage
ladder 309
selecting study locations 26–7
wage ladder tool 308–9
wage/living wage comparisons 269
inedible parts of food 55–6, 78–85
infant mortality 236
inflation 315, 339–41
INFOODS 55, 56
Institute of Medicine of the National Academy (US) 163
international comparability, Anker methodology 6, 23
International Comparison Program (ICP) 119, 164
International Conference of Labor Statisticians (ICLS) 341, 342
international conventions, adequate housing 116–18
international databases, local housing conditions 132
international housing standards for creating local housing standards 136, 138, 140
housing cost estimation 22
review of 115–18
international organizations interest in determining gap between prevailing wages and living wage 25
living wage 1
principles for adequate housing 116–18, 142–7
use of credible living wage estimates 14
international poverty lines 310–12
international principles, housing standards 115, 116–18
International Textile, Garment and Leather Workers' Federation 2
Ireland 121, 125, 127, 141
ISEAL Alliance vii, 13
Israel 291, 292, 300
Japan 290, 291
Kenya (living wage study)
cash allowances 275
child mortality 240
construction cost data 166
data collection 26
education cost post check (example) 217–18, 224–7
fertility rate 234, 240
food price survey 109
graphs comparing prevailing wages and minimum wages 317–18, 320
illustrating recent wage changes 316
illustrating wages changes expressed in US dollars 318–19
in kind benefits 282
living space 124, 126
location of study, Lake Naivasha, 26, 149–50
model diet 46, 61–75, 62, 88, 89
NFNH classification 171
NFNH to Food ratio 179
number of children less than age 18 per woman 236–7
reference family size 239–40
rental cost survey 149, 150, 159, 161
seasonality of food prices 108, 109
unemployment rate 253
updating living wage estimate for inflation 340
utility costs 162
vendor willingness to provide information on prices 100
wage ladder (example) 312–14
KILM (ILO) 251, 258
Kuala Lumpur 125, 126
labor force participation rate(s)
by age 249, 250
by gender 249–50
data subject to bias and error 249
definition and measurement 248–9
ignoring child labor in living wage estimation 251
number of workers per family 256–7
rural-urban differences 251
secondary data 259
sources of data 251
labor productivity, comparison of wage changes and 319, 320
LABORSTAT (ILO) 251, 258, 309
lactation, calories requirements 40
Lake Naivasha see Kenya
Latin America and the Caribbean calories derived from dairy products 45
cash allowances 273
labor force participation rates 250
living space 122, 127
minimum to average wage ratio 16
poverty lines 310
unemployment rates 253
urban-rural difference in family size 237
see also individual countries
legumes/beans/pulses
local food price surveys 88, 91
in a model diet 47, 52, 60, 63, 66, 70, 73, 74
nutritional content and percent inedible 84
venues for purchasing 93, 94
less than full-time work 254
levies, owner occupied housing 167
Liberal Food Plan (USDA) 55, 76
LIG (low income group) housing in India 124, 141
linear programming optimization for a model diet 77
living income 13–14
living space 119–28, 131–2, 143, see also floor space; number of persons per room
living standard see standard of living
living wage(s)
commitment to by standard setting organizations 13
in context see wage ladder; wage trends
as a decent wage 1
definition, consensus on 8
definition, in living wage reports 326
distinguished from minimum wages 10–11
gap between prevailing wages and see prevailing wages
GLWC commitment to 13
historical background 2–3
interest in, and acceptance of 1–3
and living income 13–14
and living standard see decent standard of living
London 230
measuring
need for methodology and manual 3–5
see also Anker methodology
as a public awareness tool 2
studies see Dominican Republic; Kenya; Malawi; South Africa uses of 14–15
voluntary aspect of 10
living wage estimation 11, 12, 18–20
in living wage reports 325, 326
MNCs need for credible estimate 12–13
need for more than one estimate per country 25
number of workers per family 24
background and conceptual framework 247–8
determining number of full-time equivalent workers 248–57
example 257–8
principles of housing standards for 128, 129–30
selecting study locations
balancing place-specific and generalizable living wage 25–6
for factories and industries 26–7
for industries producing agricultural commodities 26
statutory deductions from pay 24
background and conceptual framework 263
calculating take home pay 264–6
example 266
subjectivity/judgement in 8–10
updating for inflation 339–41
see also credible living wage estimates
living wage reports 6, 12
inclusion of photos in 155
indication of education systems in 215–16
suggested outline 325–35
summary tables to include in 336–8
transparency in 5, 270
living wage-specific inflation rate 342
local cost of decent housing 148–68
maintenance and repair costs 163
primary and secondary data 28–9
rental cost surveys
carrying out 148–55
data analysis and presentation 155–9
rental costs
asking for workers’ perceptions of 159–61
user cost of occupied housing as a proxy for 163–8
utility and other costs 161–3
local food preferences, in a model diet 35
local food prices 21, 86–112
adjustment for seasonality 105–8
examples 109–110
data analysis 102–4
data collection 25–6
budget provision, food price collecting 100
fieldwork logistics 96–9
forms 96, 99, 101–2, 111, 112
item selection 88–90
maximum quantities to use 95–6
mimicking cost-conscious workers 86–7
other considerations 99–100
quality of foods 96
reasons for 86
steps in a survey 87
supervision and monitoring 99
venues 90–95, 97–8
see also grocery stores; speciality shops; supermarkets
in living wage reports 328
primary and secondary data 28
selecting foods to include in a model diet 104–5
local housing conditions
for creating local housing standards 136, 137–8
data collection form 133–5
secondary data on 132
local housing standard(s) 22, 114–37
background and conceptual framework 113–14
developing 128–40
in living wage reports 329
primary and secondary data 28
principles and characteristics 114–28, 142–7
template to determine and describe 131–2
location-specific allowance of in kind benefits 284
family size 237
labor force participation rates 260
living wage estimations 5–6
number of workers per family 248
part-time employment 261
starting diet 57
unemployment rate 260
wages 17
London’s living wage 230
low income countries 62
food expenditures 33, 190
food share and economic development 173
food wastage 56
fruit and vegetable consumption 44
guidance on floor space 125
protein recommendations 43
low income housing 120, 122–8
Low-Cost Food Plan (USDA) 76
low-cost nutrition model diet see model diet for a living wage Luxembour 291, 292
macronutrients 21, 33, 43, 50, 51, 58, 59
maintenance and repair costs 29, 163, 166–7, 168
maize 52, 63, 66, 70, 73, 74, 90, 94, 110
Malawi (living wage study) 7
child mortality 236
construction cost data 166
data collection 26
determining user cost of owner occupied housing (example) 167–8
education cost post check (example) 223–4
expenditure statistics 217
graphs comparing prevailing wages and minimum wages 317
illustrating recent wage changes 316
health care post check (example) 210–12
housing conditions 139–40
inflation rate 342
living space 125, 126
living wage estimates 312, 340
low food wastage 56
Index

model diet 39, 46, 89, 90
number of workers per family 256, 257
production bonuses 273
seasonality of food prices 108, 109–10
service life of a house 166
venues for food purchasing 93
wage ladder (example) 314–15
Malaysia 120, 125, 126
male labor force participation rates 249, 250, 258, see also labor force participation rate(s)
Mali 286, 287, 290, 291
malnutrition 43
margin for unforeseen events 23
approach to determine 229–30
background and conceptual framework 229
data for 29
in living wage reports 332
see also additional funds
market rates, value of in kind benefits 290–92
maternity leave 274
mathematical optimization approaches to model diets 50, 77
see also Excel Living Wage Model Diet Program
Mathenge, M. 109
Mauritius 89, 93, 96, 100, 108, 165, 219, 236, 300
maximum limits, in kind benefits 299–300
maximum monetary amounts specified, in kind benefits 290
maximum quantities purchased, food price collection 95–6
maximum reference family size 238
meals see home-prepared meals
meats
local food price surveys 89, 92, 95, 96
in a model diet 46, 53, 62, 64, 66, 70, 74
nutritional content and percent inedible 82
preparation for sale 56
typical size (in purchased grams) 85
venues for purchasing 93, 94
Mexico 7, 16, 125, 126, 288, 300
micronutrients 33, 35, 40, 43, 44, 45, 50, 51, 58
Middle East 100, 234, 237, 238, 250, 253
middle income countries
food expenditures 33
food share 173
fruit and vegetable consumption 44
living space 124, 125, 126, 127
NFNH cost estimation 182
poverty lines 310
protein recommendations 43
MIG (middle income group) housing in India 124
migrant workers 232–4
migration, and household size 234
milk
local food price surveys 89, 92
in a model diet 45–6, 52, 60, 62, 63, 66, 70, 73, 74, 88
number of calories in 56–7
nutritional content and percent inedible 83
typical size of cup 85
venues for purchasing 93, 94
Millennium Development Goals 14, 15, 142, 215
milling charges 90, 100
minimum acceptable housing standard 129–30
minimum reference family size 238
minimum standards, for in kind benefits 286–90, 293, 295
minimum wages
arbitrariness of 16
comparison of prevailing wages and 317–18
Ecuador law and salario digno 1
ILO Convention on 10–11
in kind benefits as partial payment of 283, 284
laws 230, 256
living wages distinguished from 10–11
use of credible living wage estimates 14
Vietnam law and minimum living needs 1
in a wage ladder 309
Living wages around the world

misery wage, Dominican Republic 312
model diet for a living wage 17, 21, 33–85
background 33
calories in 37–42
characteristics 35–6
creating 48–75
key features in development of 33–4
in living wage reports 327–8
nutritional recommendations 36–48
primary and secondary data 28
selecting foods to include in 104–5
monetary value, in kind benefits 281, 290–92, 293
Morocco 125, 126
mortgage interest payments 165
motor vehicle ownership 180, 201–4, 205
Mozambique 287, 290, 291
mud walls, not acceptable 136
multi-vendor markets see open air markets; street sellers
multinational corporations (MNCs) description of small margin for emergencies 229
living wage project, Malawi 7
need for accepted and credible living wage methodology 12–13
use of Anker methodology 6–7
Myanmar 219
Nagpur (India) 27, 124
NAL database 55, 56
national databases, calorie requirements 40
national guidelines, milk and dairy consumption 45
National Institute of Nutrition (India) 40
National Institute of Nutrition (Vietnam) 40
national poverty lines 4, 33, 310
Near East 237
net living wage 19, 24, 263–6, 308, 325, 337 see also disposable income, take home pay
Netherlands 289, 290, 291
New Zealand 289, 291, 292
NFNH to Food ratio

income and economic development 173–8
and NFNH cost estimation 181, 182, 186–7
rural-urban differences 179–80
NGOs interest in determining gap between prevailing wages and living wage 25
living wage 1
living wage estimates from 311–12
in living wage project, Malawi 7
use of credible living wage estimates 14
Nicaragua 7, 16, 288
Nigeria 125, 126
night work pay supplements 272
non-alcoholic beverages see coffee; soft drinks; tea
non-food and non-housing (NFNH) costs 22, 169–90
defined 169–70
estimating conceptual and empirical issues 172–80
four step approach 181–7
hypothetical example 187–90
in living wage reports 329–30
primary and secondary data 29
unnecessary items for decent living standard 180
variability in measuring and classifying 170–72
see also post checks of NFNH costs
normative basis, of Anker methodology 5, 17, 21, 23
North(ern) Africa 143, 250, 253
see also individual countries
number of persons per room 120, 121
number of full-time equivalent workers per family 4, 24
determining number of full-time equivalent workers per family equations for determining 255–7
labor force participation rate 248–51, 257
part-time employment 254, 258
unemployment rate 251–4, 258
in living wage reports 332–3
Index

more than one worker per family 247
secondary data 29
variations in 248
nursery school 221
nutritional content of foods 56–7, 78–85
nutritionists, model diets prepared by 48–9

Oceania 122
OECD 213, 281
oils and fats
  local food price surveys 89, 91, 95, 96
  in a model diet 35, 47, 54, 60, 64, 68, 72, 75
nutritional content 83
  percent calories from 35, 47
  percent inedible 83
  typical size 85
  venues for purchasing 93, 94
Oman 45, 179
‘one full-time worker’ assumption 256, 258
one seller venues see grocery stores; specialty stores; supermarkets
one worker breadwinner model 247
open air markets 90, 93, 94, 102, 103, 104, 106, 111
‘other essential expenses’ see non-food non-housing (NFNH) costs
outliers, in price data analysis 102
overcrowding 120, 121, 143, 145, 146
overtime pay 272, 274, 333–4
owner occupied housing
  in household expenditure statistics 171
  user costs as a proxy for rental cost 163–8
Oxfam 7

Pacific 168, 215, 250, 252, 253
Pakistan 7, 88, 179, 234, 235, 290, 291
Panama 288, 300
Paraguay 16, 288
part-time employment
  lack of accepted definition 254
  secondary data 259
  sources of data 254
partial payment of wages, in kind benefits see in kind benefits
paternity leave 274
pay deductions
  for in kind benefits
  limit on amount 286
  requirement to inform workers 293–4
see also statutory payroll deductions; voluntary deductions from pay pensions 271, 274
person-specific statutory deductions from pay
Philippines 16, 290, 291
photos, from housing cost surveys 155
physical activity, calorie requirements 38, 39, 40
physical activity levels (PAL) 38
physical activity ratios (PAR) 38, 40
plantains 47, 51, 52, 60, 63, 66, 70, 74
Plantations Convention 110 (ILO) 293, 295
politicians, decent wage estimates 312
Pope Leo XIII 2
population density, and community services 118
Portugal 289, 291, 292
post checks of NFNH costs 180–81
carrying out 197–9
in living wage reports 330
see also education cost post check; health care cost post check; transportation post check
potatoes 44, 52, 56, 63, 66, 70, 73, 74, 81, 91, 93, 94
poverty line
  diets 28, 33, 34, 49, 61
  wages 14, 21, 22, 113, 169, 172, 181, 234, 308, 309, 310–12
powdered milk 52, 88, 89, 93
pre-primary school 221, 224
pregnancy, calories requirements 40
preliminary NFNH estimates 23, 29, 169, 180–81, 186, 187, 210
prepared cereals
  in a model diet 47, 51, 52, 60, 63, 66, 70, 74
nutrition content and percent inedible 79
selecting for price collection 91
typical size (in purchased grams) 85
pretests, food price surveys 98
prevailing wages
comparison of minimum wages and 317–18
determining 20
determining gap between living wage and 6, 11–12, 25
background 269–70
general principles 271–5
in living wage reports 270, 333–4
primary data 30
see also in kind benefits
price points, in food price collection 97–8
primary data
collection 5, 25–6
living wage estimations 28–30
primary education 215, 216, 223–4, 225, 228
Principles of Health Housing (WHO) 116, 117, 144–7
private medical insurance 272, 274
private school attendance 215
production bonuses 272–3
profit, from in kind benefits 292, 297
protection
against communicable diseases 145–6
against injuries, poisonings and chronic disease 146–7
Protection of Wages Convention 95 (ILO) 270, 293–4
protein-rich foods 60
proteins 42–3
amount needed 43
national standards 40
percentage of calories from 35, 36, 42, 43, 60, 62
see also calories; model diet
provident funds 271, 274
public interest in determining gap between prevailing wages and living wage 25
use of credible living wage estimates 15
public-private partnership initiatives 2, 7
pulses see legumes/beans/pulses
purchasing power, updating a living wage estimate to ensure it retains 339–40
purchasing power parity (PPP) 164, 310–11, 321
quality of foods, for price collection 96
quantities of food, in a model diet 36
Rainforest Alliance (RA) vii, 2, 7, 13, 118, 127, 135
rapid assessment post checks see post checks for NFNH costs; education cost post check; health care cost post check; transport post check
Reconstruction and Development Programme (South Africa) 123
record-keeping, in kind benefits 292
reference family size 24
approach to determining 233–9
background 231
calories needed 39, 41–2
conceptual framework 231–3
examples 239–41
in living wage reports 332
one full-time worker assumption 256
recording secondary data 243–4
secondary data 29
reference points, inclusion in wage ladders 309
relative food prices, taking account of 59–61, 68–72
remuneration
defined 270
determination of prevailing wages 20
wages/living wage comparisons
common forms and inclusion/exclusion 269, 272–4
deciding on forms to include 271–2
forms claimed by employers and inclusion/exclusion 277–9
see also in kind benefits; statutory payroll deductions
Index 375

rent
  estimating using rent per square meter 120, 157–9
  measurement of adequate living space 119–20
primary data 28
rental cost surveys 22
  data analysis and presentation 155–9
  data collection form 152–5
  in living wage reports 329
local housing standards
  finding rental units to visit that meet local housing standard 150–52
  usefulness of visiting range of housing above and below local housing standard 152
locations to visit 148–50
  number of neighbourhoods to visit 150
  rural-urban differences 152
replacement costs, home-prepared meals 42, 298–9
representative prices, food items 102–4
researchers
  living wage estimates from 311–12
  use of credible living wage estimates 14
rice 52, 74, 78, 90, 93, 94, 96, 104, 295
rights see housing; human rights; workers’ rights
Rockefeller, J. D. 3
Roosevelt, F. D. 180
roots and tubers
  local food price surveys 91
  in a model diet 47, 51, 52, 60, 63, 66, 70, 74
  nutritional content and percent inedible 81
  venues for purchasing 94
Ruel, M. 44
rural areas
  calorie requirements 39
  extension of Anker methodology to 7
  houses in, developing countries 165
  see also Dominican Republic; Malawi
rural-urban differences
  costs of decent life style 25
  family size 237
  fertility rates 234
  housing standards 118, 129–30
  labor force participation rates 251
  NFNH to Food ratio 177, 178–80
  numbers of workers per family 248
  part-time employment 254
  rental cost surveys 152
  unemployment rates 252
Rut Tufts 307
Rwanda 44
safe water 115, 131, 143, 145
salario digno 1
salt 51, 54, 65, 75
sanitation facilities 115, 131, 143, 145
sauces 51, 54, 65, 75, 77
Schofield equations 37, 39
school attendance 215, 223–4
school enrolment 215–16, 225–6, 228
school lunch 42
seasonal part-time work 254
seasonality, adjustment of food prices for 105–8
secondary data
  collecting 26
  household expenditures for utilities 162–3
  household size, average 29, 234–235
  labor force participation rate 259
  living wage estimation 28–30
  local housing conditions 132–3
  part-time employment 259
  prevailing wages, measurement of 30, 269–80
  recording, reference family size 243–4
  statutory deductions from pay 30, 263–6
  total fertility rate 29, 236–7
  unemployment rate 259
secondary education 215, 216, 224, 225–6
Senegal 287, 290
service life of a house 166
severance pay 271, 274
Seychelles 290, 291, 292, 300
Shanghai 27
Shenzhen 120, 124, 126, 149, 256, 257, 264
single-person households 235
Slovakia 291, 292, 300
Smith, A. 2
Social Accountability International
(SAI) vii, 1–2, 13, 229
soft drinks 48, 72
solid waste disposal 145
South Africa (living wage study)
data collection 26
in kind benefits 286–90, 287
living space 120, 123, 125, 126
model diet 44, 89
NFNH cost estimation 176, 185, 186
number of workers per family 256,
257
study locations 27
updating living wage estimate for
inflation 340
South Asia 45, 143, 216, 250, 253
Southeast Asia 45, 171, 250, 252, 253
soy 47, 52
Spain 289, 300
special circumstances, in kind benefits
284
specialty shops 101, 103
SPHERE 163
spices 51, 54, 65, 75, 77, 88
spoilage (food) 55, 65, 75
Sri Lanka 7, 51, 77, 123, 125, 126, 166,
175
stakeholder dialogue 6
standard of living
updating living wage estimate for
improvements in 341
see also decent standard of living
standard-setting organizations
commitment to living wage 13
housing standards 118–19
interest in determining gap between
prevailing wages and living
wage 25
living wage in codes of practice 1
starchy fruits and vegetables
local food price surveys 91
in a model diet 47, 51, 52, 60, 63, 66,
70, 74
venues for purchasing 94
starting diet 57–8, 61, 62
Statistics South Africa 159–61
statutory payroll deductions 24
background and conceptual
framework 263
calculating take home pay 265–6
element 266
in living wage reports 333
secondary data 30
types 264–5
Stellenbosch model diet 44
Stern School of Business 149
storms, and food prices 99
street sellers 93, 94, 102, 103, 104, 106,
111
Sub-Saharan Africa
additional funds to assist parents
and relatives 238
calories derived from dairy products
45
educational quality indicators 216
family size 237, 238
fruit and vegetable consumption
44
labor force participation rates 250
reference family size 234
secondary school enrolment 215
slums 143
unemployment rate 252, 253
subjectivity 8–10
sugar
local food price surveys 90, 91, 95
in a model diet 46, 54, 62, 64, 68, 72,
75
nutritional content 83
typical size 85
venues for purchasing 93, 94
supermarkets 93, 94, 101, 103, 104,
105, 112
supplementary tutoring costs 218–19
surface water drainage 145–6
sustainability see margin for unforeseen
events
Sustainable Agriculture Network
(SAN) vii, 2, 13, 118, 127
Sustainable Trade Initiative (IDH)
2, 7
Swaziland 290, 291
tables
education costs 220–21
health care costs 209
for labor force variables 261, 262
for recording reference family size 243–4
rental cost surveys 155–7
to include in living wage reports 336–8
transportation post check 202–3
Take home pay 8, 18, 19, 24, 263–6, 272, 333, 336 see also disposable income; net living wage
Tanzania 7, 287, 290, 291
tax laws 162, 266
taxable income 265–6
taxes 29, 167, 264
tea
local food price surveys 92, 95
in a model diet 48, 54, 62, 68, 72, 75
nutritional content 84
venues for purchasing 94
Tea Association of Malawi (TAML) 7
tea estates see Malawi
Thrifty Food Plan (US) 54, 55, 76
Tiffany vii, 6
time off for holidays and leave 274
times, to avoid collecting food prices 98–9
tobacco 170–71, 180, 186
Togo 219
toilet facilities 115, 131, 143, 145
total fertility rate 234, 235, 236, 237, 239, 240, 241, 242
trade unions 2, 14, 25, 311
training, price investigators 96–7
transparency, of Anker methodology 4, 5, 17, 22, 23, 270
transport
as an in kind benefit 297–8
NFNH cost estimation 186
transportation cost post check 172–3
in living wage reports 331–2
steps in carrying out 200–204
truck system 282
Tschirley, D. 109
tubers see roots and tubers
Tunisia 125, 126, 300
Uganda 219, 290, 291
Ukraine 289, 291, 292
UN-Habitat 116, 121, 123, 141, 142–3
unemployment rate(s)
data sources 252–4
definition 251–2
rural-urban differences 252
secondary data 259, 260
subjectivity in 9–10
variations in 248
UNESCO 215, 216, 219, 223
UNICEF 14, 132, 216, 223, 226
United Kingdom
living space 120, 121, 125, 127
living wage 1, 10
valuation method for in kind benefits 291
United Nations 122
Declaration of Human Rights (1948) 3, 115, 214
Declaration of the Rights of the Child (1959) 214
Millennium Development Goals 14, 15, 142, 215
Universal Declaration of Human Rights 115
United States
family water requirements 163
food wastage 55, 56
housing conditions 119
in kind benefits 286, 290, 291, 292
living space 122, 127
living wage ordinances 1
maintenance and repair costs 166–7
meals eaten away from home and NFNH costs 171, 185
minimum wage law, Massachusetts (1914) 230
United States Department of Agriculture (USDA) 50, 54, 55, 76, 77
Universal Declaration of Human Rights 115
unpaid family work 9, 249
unpaid vacation days 274
urban areas
average household size 234
overcrowding in developing countries 121
see also rural-urban differences
urbanization, unsafe solid waste disposal 145
user cost of housing for acceptable housing in living wage reports 329
owner occupied housing as a proxy for rental cost 163–8
utility costs
data collection 161–3
in living wage reports 329
owner occupied housing 167
primary and secondary data 29
UTZ 2, 7, 13
value chain dialogue 6
value of meals prepared at home, replacement costs 42
variety in a diet 51–4, 65, 75
vegetables
local food price surveys 88, 91, 95, 104–5, 107, 108
in a model diet 21, 35, 43–5, 51, 53, 62, 64, 68, 70, 73, 75
nutritional content and percent inedible 80–81
typical size (in purchased grams) 85
venues for purchasing 90, 93, 94
see also green leafy vegetables; starchy fruits and vegetables
ventilation 131
Vietnam
Anker methodology in 7
cash allowances 273, 275, 276
education costs 217, 219
fertility rate 241
food preparation for sale 55
housing law (2015) 124
living space 120, 124, 125, 126
low food wastage 56
minimum wages 1
national database for calorie requirements 40
NFNH cost estimation 171, 176, 179, 185
problem of model diet based on current food expenditure 49
purchase of bottled drinking water 163
reference family size 241
statutory payroll deductions 264
vendor willingness to provide information on prices 100
voluntary deductions from pay 263, 265
Wage Indicator Foundation 15–16
wage ladder
defined 307–8
examples 312–15
in living wage reports 334
tool 308–12
wage trends
in living wage reports 334–5
recent 315–20
wages
adjustment for inflation 315
defined 270
indexing to a base year 315–16
primary and secondary data 30
see also living wage(s); minimum wages; prevailing wages; remuneration
walls and housing standard 131, 136, 137, 139
Wang, S. 120
wastage (food) 55, 56, 65, 75
water
access to safe 115, 131, 143, 145
utility costs 162–3
weekdays, food price collecting 98
weekend, food price collection 98
weekend pay supplements 272
weighing foods, for price collection 99–100
wheat 52, 55–6, 74, 78, 90, 91, 100, 295
Worker Rights Consortium 312
workers
asking about rent for acceptable local housing 159–61
assistance in food price collection 97
and in kind benefits
agreement to 284, 294
requirement to inform when deducted from pay 293–4
see also factory workers; migrant workers; number of full-time equivalent workers per family
Workers’ Housing Recommendation 115 (ILO) 116, 117, 144, 293
workers’ rights 14, 269, 299
Index

workplace meals, replacement cost 42
World Bank 14, 216, 228, 321
data on GDP per capita 342
International Comparability Program (ICP) 119, 164
poverty line wages 310–12
World Development Indicators 132, 215, 240, 311
World Health Organization (WHO) 162
model diet 21, 34, 35, 37, 39, 40, 43, 44, 46, 47, 48, 76
Principles of Health Housing 116, 117, 144–7
World Health Survey (2002-03) 44
Wozniak, L. 273
youth labor force participation rates 249, 250
youth unemployment rates 252, 253
Zhengzhou 264
Zimbabwe 290, 291