



# **FWF Wage Ladder Tool User Guide**

# Wage Ladder Basics

**A basic graphic can be created in eight easy steps, which are outlined in this guide.**

## **Benchmarks**

The FWF Wage Ladder is preloaded with benchmark data on the following key countries: Bangladesh, Bulgaria, China, India, Macedonia, Portugal, Romania, Thailand, Tunisia, Turkey, Ukraine and Vietnam.

For all other countries, you may enter your own benchmarks.

## **Currencies**

For 45 'Active' countries, benchmarks can be created using local currencies. For all other countries, benchmarks will need to be valued in US Dollars.

The free, basic version of the FWF Wage Ladder **allows users to export, but not save, wage ladder data.**

wageladder.fairwear.org/104

fair wear foundation

Bloggs, etc. Government Trade Unions Funding Lists Private International VP & Soc Entr Fair Trade In Kind Business Orgs Unions NGOs Website SBOS UN Grant Sus Proc

Google Search Translate

Logged in as curley account

**FAIR WEAR FOUNDATION** **wageladder**

Wage La  
To get started, add a job title

**Step 1:** Enter the name of your *factory*.

**Step 2:** Choose the *country* where your factory is located.

**Step 3:** Select the *currency* of the country where your factory is located. Active countries have local currencies available; all others calculate wages in USD.

**basic info**

factory name

audit id

choose country...

choose a country first...

All amounts should be net (after tax).

If not, please tick this box.

show date recorded

**benchmarks**

choose a country to load benchmarks

caption	description	value	+

**comments**

start here → to add a new job title

**add**

title	
max	max
mode	mode
min	min

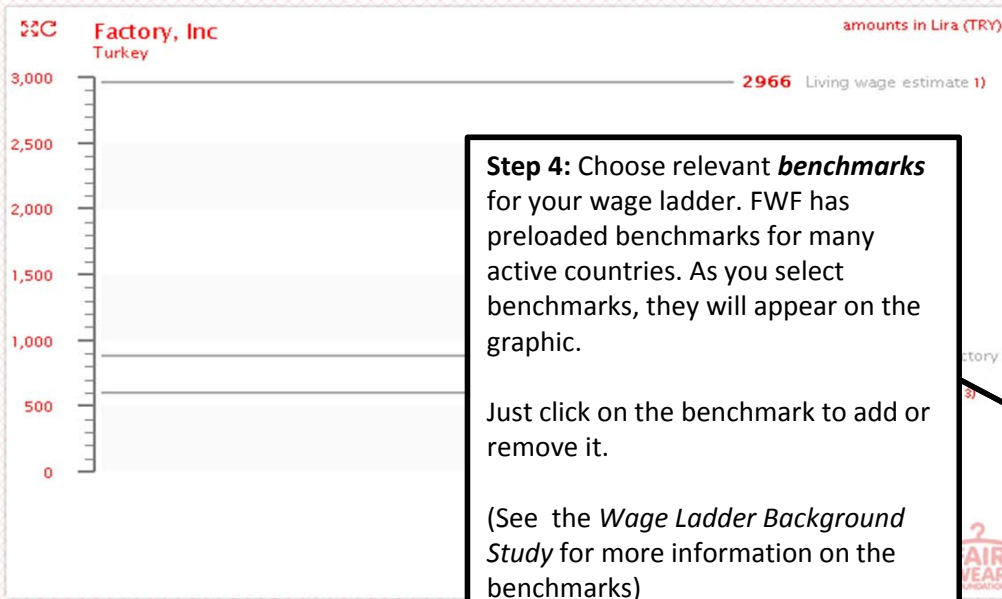
**add**

**save download**



# wageladder

Logged in as curley account



**Step 4:** Choose relevant *benchmarks* for your wage ladder. FWF has preloaded benchmarks for many active countries. As you select benchmarks, they will appear on the graphic.

Just click on the benchmark to add or remove it.

(See the *Wage Ladder Background Study* for more information on the benchmarks)

## basic info

Factory, Inc

audit id

Turkey

Lira (TRY)

All amounts should be net (after tax).

If not, please tick this box.

show date recorded

## benchmarks

choose a country to load benchmarks

benchmark	value	status
Average unionised factory	876	✓
Starvation level (family)	1484	X
Starvation level (family)	843	X
Living wage estimate	2966	✓
Legal minimum wage	599	✓
Living wage estimate	2802	X
Industry average	738	X
Living wage estimate	2421	X
Min. wage w. tax refund	659	X
Starvation level (family)	941	X

caption: description value +

## comments

- 1) By Kamu-Sen, trade union for government industry workers
- 2) Average unionised garment workplaces in Istanbul area (source Tekstil) (as of. June 2014)
- 3) Net legal minimum wage excluding minimum income tax refund (as of. July 2011)

start here →  
to add a new  
job title

add

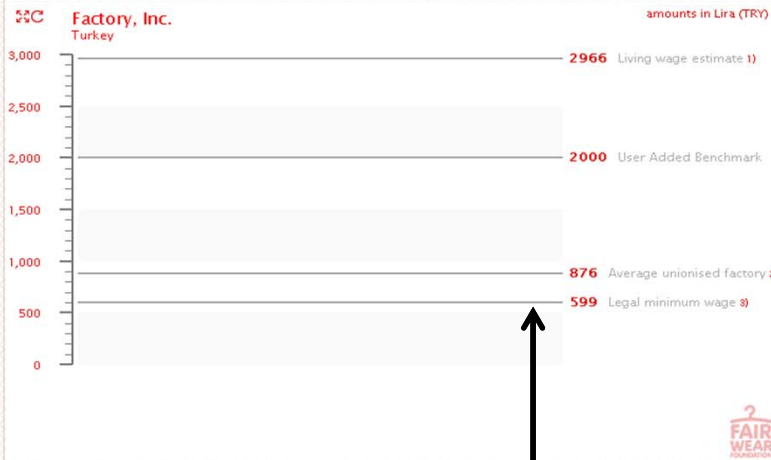
title

max max

mode mode

min min

add



1) By Kamu-Sen, trade union for government industry workers (as of September 2010)  
 2) Average unionised garment workplaces in Istanbul area (source Tekstif) (as of June 2011)  
 3) Net legal minimum wage excluding minimum income tax refund (as of July 2011)

Start here →  
to add a new job title

**add**

title

max  max

mode  mode

min  min

**add**

**basic info**

Factory, Inc.

audit id

Turkey

Lira (TRY)

All amounts should be net (after tax).  
 If not, please tick this box.  
 show date recorded

**benchmarks**

choose a country to load benchmarks

Legal minimum wage	599	✓
Living wage estimate	2802	X
Industry average	738	X
Living wage estimate	2421	X
Min. wage w. tax refund	659	X
Starvation level (family)	941	X
Average unionised factory	876	✓
Starvation level (family)	1484	X
Starvation level (family)	843	X
Living wage estimate	2966	✓
User Added Benchmark	2000	✓

caption: description value +

**comments**

**Step 5:** You may add additional benchmarks to your wage ladder. Add the name of the benchmark, and the value (in the correct currency) in the appropriate boxes.

**benchmarks**

choose a country to load benchmarks

Legal minimum wage	599	✓
Living wage estimate	2802	X
Industry average	738	X
Living wage estimate	2421	X
Min. wage w. tax refund	659	X
Starvation level (family)	941	X
Average unionised factory	876	✓
Starvation level (family)	1484	X
Starvation level (family)	843	X
Living wage estimate	2966	✓
User Added Benchmark	2000	+

**Step 6:** Click the '+' sign to add the benchmark. It will appear on the graphic

**add**

Ironing

900 max

640 mode

599 min

**add**

**Step 7:** Add the name of the job category.

Then add maximum, mode, and minimum wages for that job category.

For more information on these calculations, please refer to *Wage Ladder Background Study*.

**Step 8:** Click on the red 'Add' button.

The wages for that job category will be added to the graphic.

dder

Logged in as curly | account

**FOUNDATION**

Factory, Inc. Turkey amounts in Lira (TRY)

2966 Living wage estimate 1)

2000 User Added Benchmark

900

640

876 Average unionised factory 2)

599 Legal minimum wage 3)

Ironing

**basic info**

Factory, Inc.

audit id

Turkey

Lira (TRY)

All amounts should be net (after tax).  
 If not, please tick this box.  
 show date recorded

**benchmarks**

choose a country to load benchmarks

Legal minimum wage	599	✓
Living wage estimate	2802	X
Industry average	738	X
Living wage estimate	2421	X
Min. wage w. tax refund	659	X
Starvation level (family)	941	X
Average unionised factory	876	✓
Starvation level (family)	1484	X
Starvation level (family)	843	X
Living wage estimate	2966	✓
User Added Benchmark	2000	✓

caption: description value +

**comments**

**add**

title

max max

mode mode

min min

**add**

1) By Kamu-Sen, trade union for government industry workers (as of September 2010)  
 2) Average unionised garment workplaces in Istanbul area (source Tekstif) (as of June 2011)  
 3) Net legal minimum wage excluding minimum income tax refund (as of July 2011)

FAIR WEAR FOUNDATION

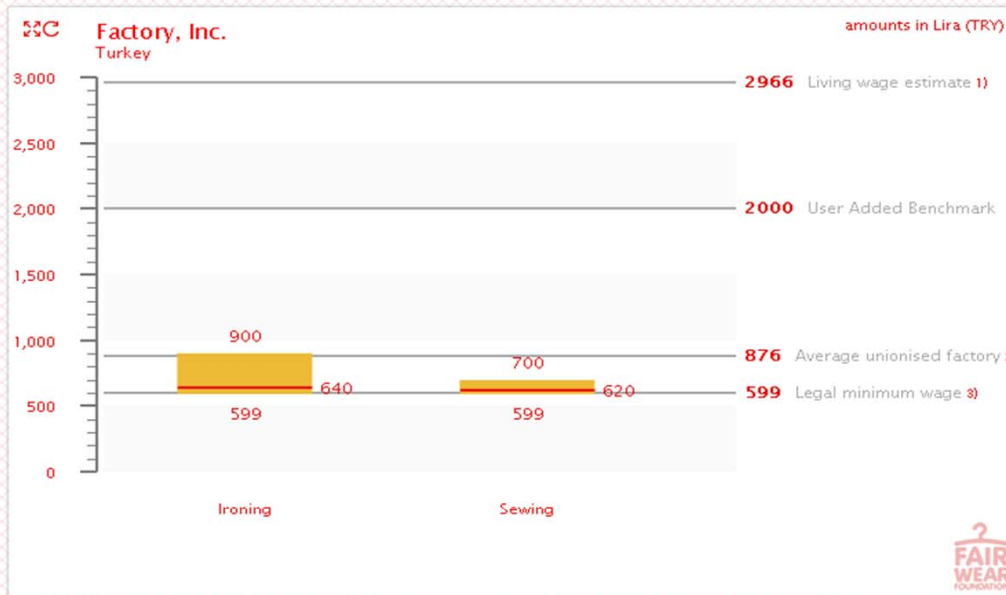
# Editing and exporting

Once you have created your basic wage ladder, you can add additional information or change the information you have entered.

When you are ready, you can export your wage ladder as a downloadable graphic.

User data cannot be stored in the FWF Wage Ladder, so be sure to download your graphic before you close your browser!

# FAIR WEAR FOUNDATION **wageladder**



- 1) By Kamu-Sen, trade union for government industry workers (as of: September 2010)
- 2) Average unionised garment workplaces in Istanbul area (source Tekstif) (as of: June 2011)
- 3) Net legal minimum wage excluding minimum income tax refund (as of: July 2011)

**add**

title

max  max

mode  mode

min  min

**add**

To **compare multiple job categories**, duplicates Steps 7 and 8. An additional column will be created. We recommend no more than 5 columns per page.

## basic info

Factory, Inc.

audit id

Turkey

Lira (TRY)

All amounts should be net (after tax).

- If not, please tick this box.
- show date recorded

## benchmarks

> choose a country to load benchmarks

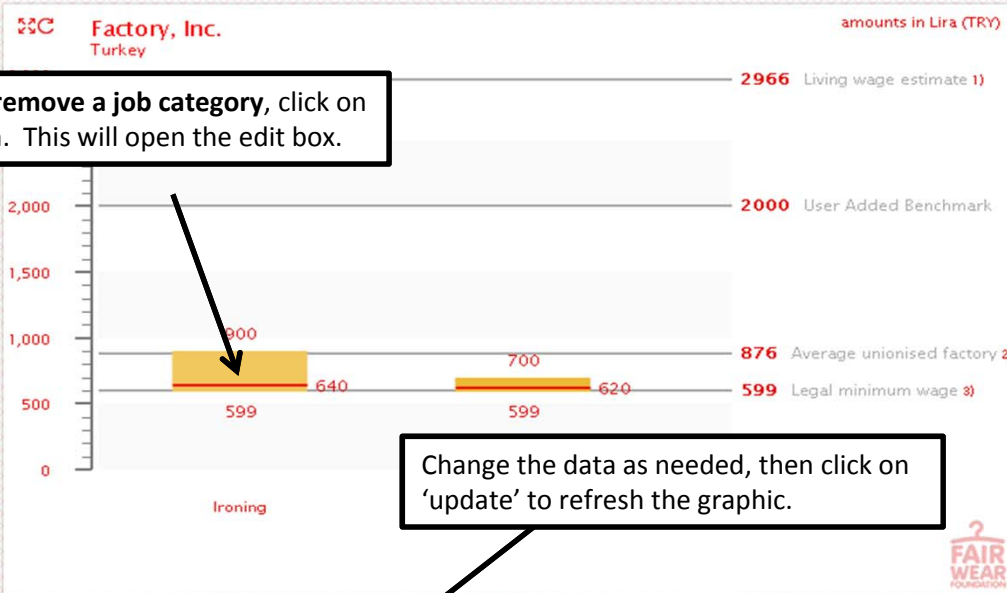
Legal minimum wage	599	✓
Living wage estimate	2802	X
Industry average	738	X
Living wage estimate	2421	X
Min. wage w. tax refund	659	X
Starvation level (family)	941	X
Average unionised factory	876	✓
Starvation level (family)	1484	X
Starvation level (family)	843	X
Living wage estimate	2966	✓
User Added Benchmark	2000	✓
caption: description	value	+

## comments



# wageladder

Logged in as curley account



To edit or remove a job category, click on the column. This will open the edit box.

Change the data as needed, then click on 'update' to refresh the graphic.

- 1) By Kamu-Sen, trade union for industry workers (as of: September 2010)
- 2) Average unionised factory workers (as of: June 2011)
- 3) Net legal minimum wage (as of: July 2011)

**edit** **remove**

Ironing

900 max

640 mode

599 min

**update**

## basic info

Factory, Inc.

audit id

Turkey

Lira (TRY)

All amounts should be net (after tax).

If not, please tick this box.

show date recorded

## benchmarks

> choose a country to load benchmarks

Legal minimum wage	599	✓
Living wage estimate	2802	X
Industry average	738	X
Living wage estimate	2421	X
Min. wage w. tax refund	659	X
Starvation level (family)	941	X
Average unionised factory	876	✓
Starvation level (family)	1484	X
Starvation level (family)	843	X
Living wage estimate	2966	✓
User Added Benchmark	2000	✓

caption: description value +

## comments

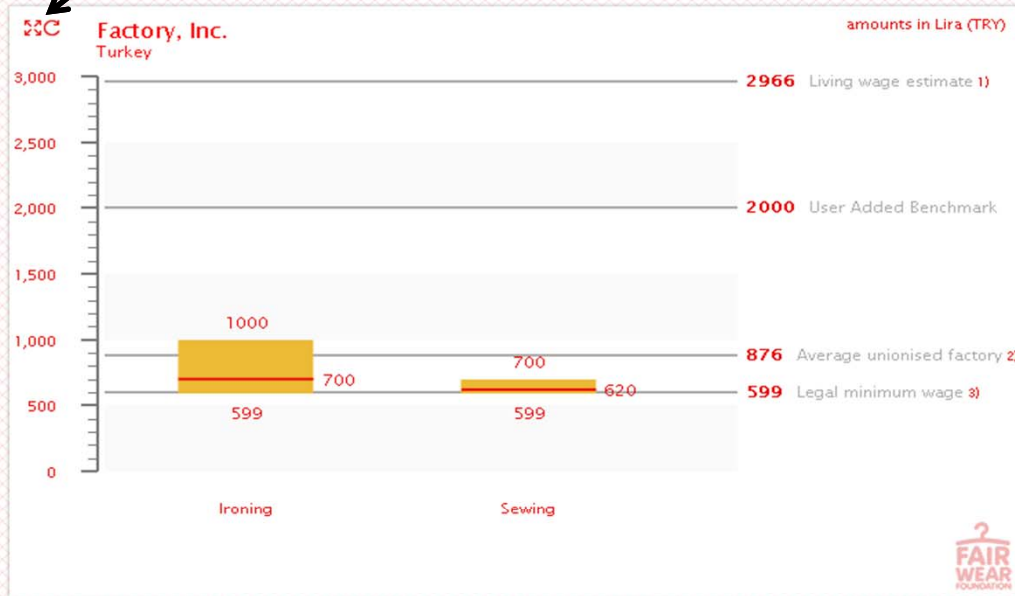
Text area for comments

To download your wage ladder graphic:  
When your edits are complete, click the full screen symbol in the left top corner.



# wageladder

Logged in as curley | account



- 1) By Kamu-Sen, trade union for government industry workers (as of: September 2010)
- 2) Average unionised garment workplaces in Istanbul area (source Tekstif) (as of: June 2011)
- 3) Net legal minimum wage excluding minimum income tax refund (as of: July 2011)

**add**

title

max  max

mode  mode

min  min

**add**

## basic info

Factory, Inc.

audit id

Turkey

Lira (TRY)

All amounts should be net (after tax).

- If not, please tick this box.
- show date recorded

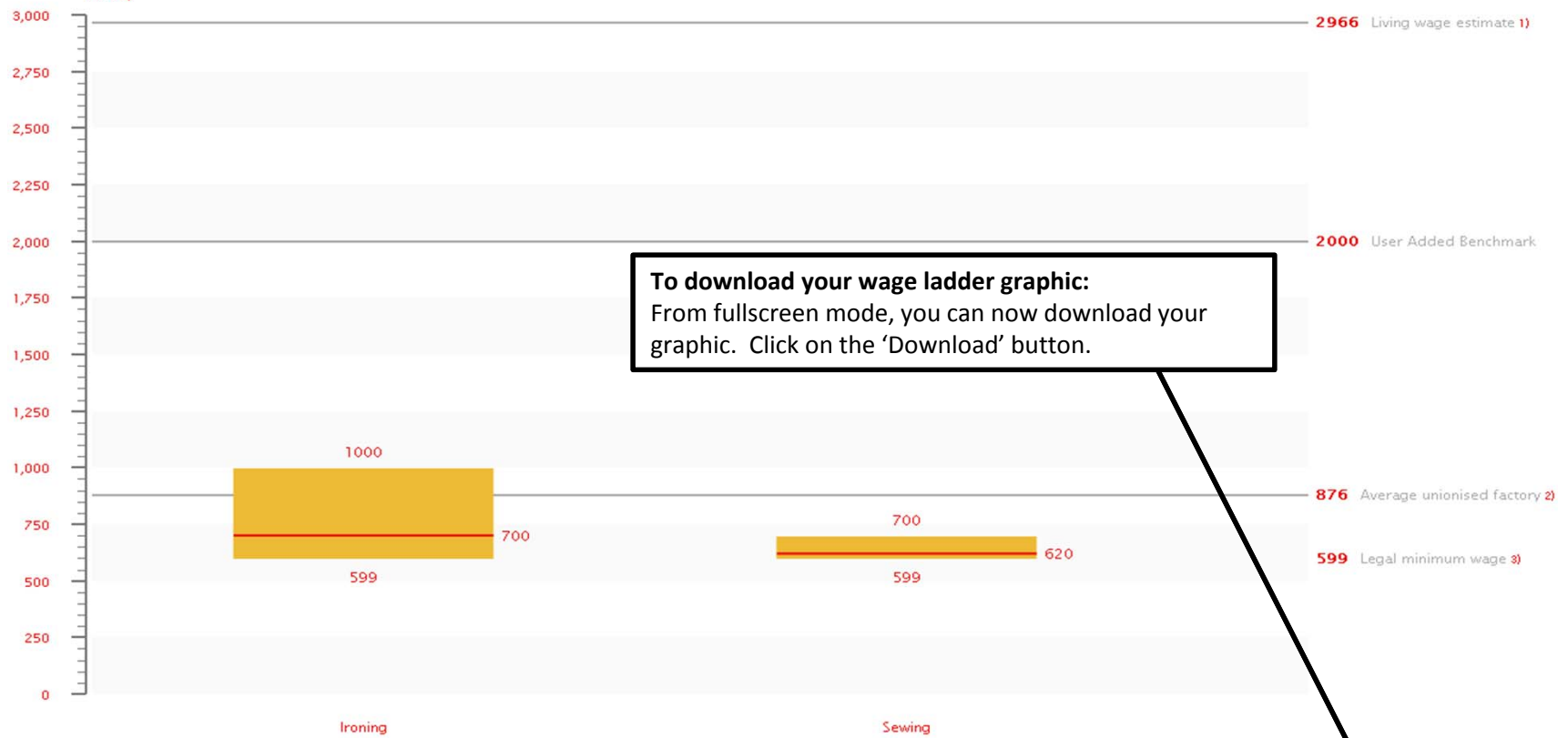
## benchmarks

choose a country to load benchmarks

Legal minimum wage	599	✓
Living wage estimate	2802	X
Industry average	738	X
Living wage estimate	2421	X
Min. wage w. tax refund	659	X
Starvation level (family)	941	X
Average unionised factory	876	✓
Starvation level (family)	1484	X
Starvation level (family)	843	X
Living wage estimate	2966	✓
User Added Benchmark	2000	✓

caption: description value +

## comments



**To download your wage ladder graphic:**  
From fullscreen mode, you can now download your graphic. Click on the 'Download' button.



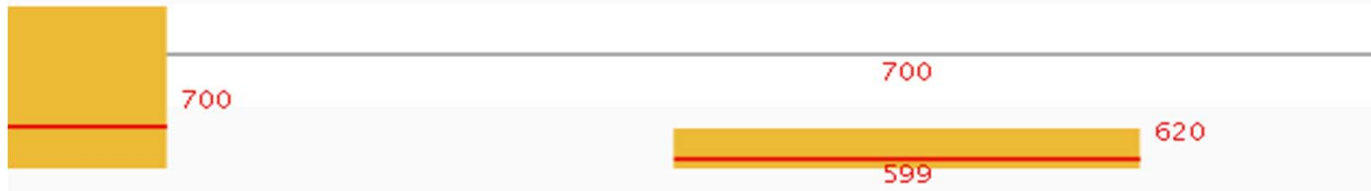
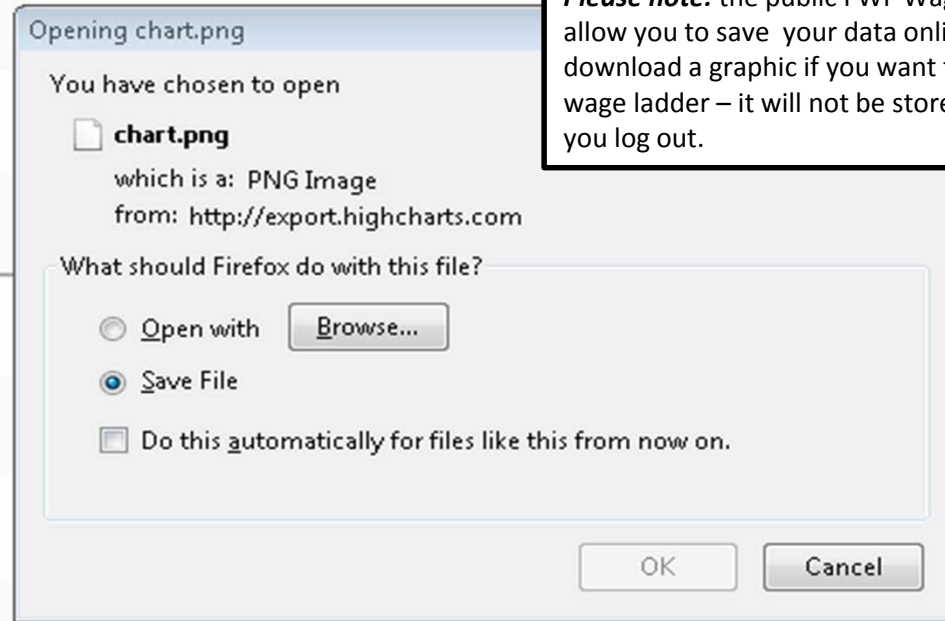
**download**

1) By Kamu-Sen, trade union for government industry workers (as of: September 2010)  
2) Average unionised garment workplaces in Istanbul area (source Tekstif) (as of: June 2011)  
3) Net legal minimum wage excluding minimum income tax refund (as of: July 2011)

**To download your wage ladder graphic:**

A dialogue box will open to allow you to save the graphic to your computer as a PNG file. This can be used by most photo editors and other software.

**Please note:** the public FWF Wage Ladder tool does not allow you to save your data online. You must download a graphic if you want to keep a copy of your wage ladder – it will not be stored on the website once you log out.





If you want to **edit your graphic again**, click on the fullscreen button again to return to the edit screen



**To create a new graphic**, click on the FWF Logo. This resets the tool.

**Please note:** once you have reset the tool, you will *lose all previously entered data*.

For more information, please contact  
[wageladder@fairwear.org](mailto:wageladder@fairwear.org)

Use of the FWF Wage Ladder is subject to  
the applicable [terms and conditions](#).

Copyright © 2011 Fair Wear Foundation.