



# **FWF Wage Ladder Tool User Guide**

# Wage Ladder Basics

A basic graphic can be created in 15 easy steps, which are outlined in this guide.

## Benchmarks

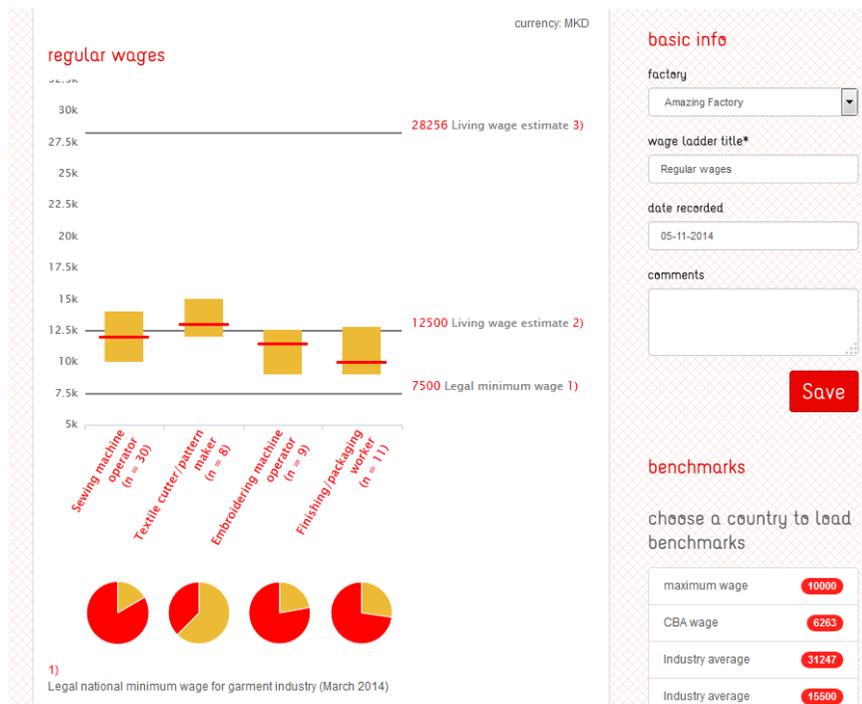
The FWF Wage Ladder is preloaded with benchmark data on the following key countries: Bangladesh, Belarus, Bulgaria, Burma, Cambodia, China, India, Indonesia, Laos, Macedonia, Morocco, Pakistan, Portugal, Romania, Sri Lanka, Thailand, Tunisia, Turkey, Ukraine and Vietnam.

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

## Currencies

For the '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.**





# wage ladder

wage ladders  
for china  
change

**Step 1:** Select a **country** from the drop-down menu

**Step 2:** Select a **region** from the drop-down menu.  
This button only appears with specific countries. If you do not know the region, leave the option as – select region -

**Step 3:** Enter the name of the **factory**

**Step 4:** Enter the **date** recorded. Record the date of the wage measurements

create

**Step 5:** Click on the **Create** button

## basic info

region

-- select region --

factory

date recorded

## benchmarks

benchmark name\*

benchmark value\*

**Step 6: Click on 'Add department'**

**legend**  
MALE FEMALE

**disclaimer**

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This chart was created using the Fair Wear Foundation wage ladder tool, which is available for public use. This chart does not imply that it is compiled by the Fair Wear Foundation itself.

Add department

**benchmarks**

benchmark name\*

benchmark value\*

add

download

download

legend  
MALE FEMALE

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department\*  
-- select department --

max\*  
[input field]

mode\*  
[input field]

min\*  
[input field]

males\*      females\*  
[input field]    [input field]

Save

**Step 7:** Select one of the 19 departments in the drop-down menu

**Step 8:** Input the 'max', 'mode' and 'min' fields for the chosen department

**Step 9:** Input the number of male and female workers for the chosen department

**Step 10:** Click on Save. The department will now be shown on the Wage Ladder above

**Step 11:** Repeat steps 6-9 for all the required departments

**Step 13:** You may add **additional benchmarks** to your wage ladder. Add the name of the benchmark, and the value in the appropriate boxes.

**Step 12:** Select 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.

benchmarks

benchmark name\*

benchmark value\*

**add**

Legal minimum wage	<b>301</b>
Legal minimum wage	<b>373</b>
Living wage estimate	<b>475</b>
Living wage estimate	<b>350</b>
Living wage estimate	<b>364</b>
Living wage estimate	<b>350</b>
Living wage estimate	<b>450</b>

**download**

legend  
MALE FEMALE

disclaimer

Neither Fair Wear Foundation nor a  
timeliness, performance, complete  
on this website. Information and m  
any liability as permitted by law.

This chart was created using the F  
use. This chart does not imply that

**Step 14:** Click on the **Download** button.

**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.

Add department



# wage ladder

wage ladders  
for macedonia  
change

currency: MKD

**Step 15:** To create a new graphic, click on 'create low data'. This resets the tool.

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

## basic info

factory

date recorded

create

## benchmarks

benchmark name\*

benchmark value\*

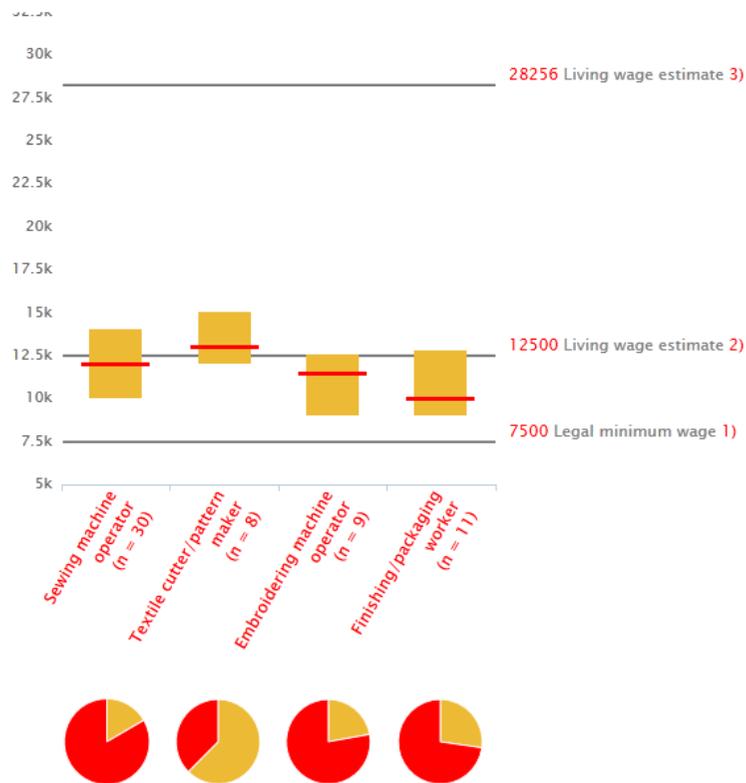
For more information, please contact [wageladder@fairwear.org](mailto:wageladder@fairwear.org)

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

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currency: MKD

### regular wages



1) Legal national minimum wage for garment industry (March 2014)

### basic info

factory

Amazing Factory

wage ladder title\*

Regular wages

date recorded

05-11-2014

comments

Save

### benchmarks

choose a country to load benchmarks

maximum wage	10000
CBA wage	6263
Industry average	31247
Industry average	15500