



How to become a certified living wage employer

Built on what life really costs



A woman with dark hair, wearing a blue and white patterned headscarf and an orange jacket over a white turtleneck, is looking at a rack of clothes in a clothing store. The rack is filled with various items including jackets, sweaters, and shirts in colors like black, blue, yellow, and grey. The background shows more clothing racks and a framed picture on the wall.

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In today's global economy, a legal minimum wage is often not enough to meet workers' basic needs. That's why we're launching the Responsible Living Wage Standard (RLWS) — a practical, inclusive, and credible certification framework designed to help companies demonstrate and accelerate progress toward fair pay.

Responsible Living
Wage Standard

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Overview



Built on:

- ILO Conventions 95 & 131
- UN Guiding Principles on Business & Human Rights
- OECD Handbook on Living Wages
- ISO 9001
- IDH Recognized Living Wage Benchmark methodologies

This process provides a step-by-step approach to verifying wage adequacy, ensuring due diligence, and tracking progress

A practical framework that verifies:

- Workers are paid a wage that meets their basic needs and allows for discretionary income
- Employers have systems in place to sustain and monitor wage fairness
- Actors throughout the supply chain are engaged — not penalized — when gaps are found

Certification

+ other compliance levels

Living Wage Provider status

01

Certified

- All workers are paid above benchmark

02

On-track

- Majority of wage gaps closed
- Roadmap and credible improvement plan in place
- No certification, but it can be included/communicated in the sustainability report

03

On improvement pathway

- No certification was achieved, but clear willingness to improve
- Follow-up audit required after 3 months



Audit Process



Checklist Assessment

Initial audit checklist: 10 sections 54 requirements





Responsible
Living Wage
Standard

Contact us

Ready to join the movement for living wages?

If you're an employer looking to adopt the Responsible Living Wage Standard or have questions about the standard, we'd love to hear from you.

Get in touch today to get started:

info@livingwagestandard.com

