

Reach living wages with the Fair Labor Association's Fair Compensation Dashboard

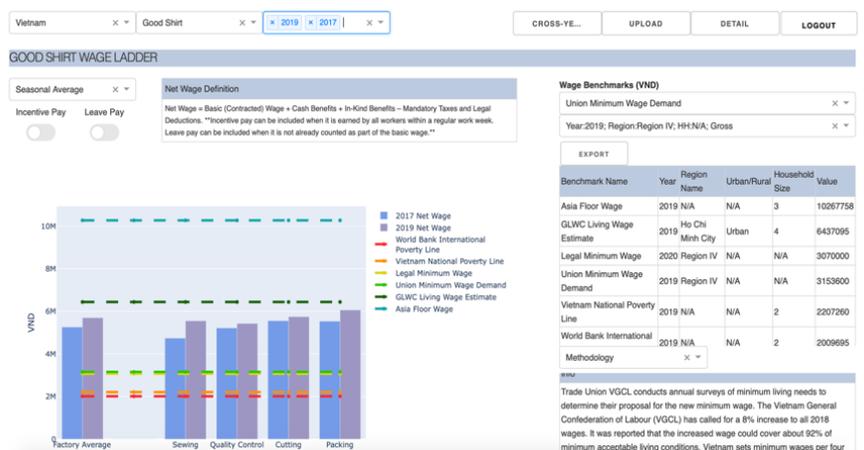
The Fair Labor Association (FLA) believes that all workers have the right to fair compensation and a living wage. FLA members use a scalable wage data collection tool and the online FLA Fair Compensation Dashboard to measure and demonstrate progress towards a living wage for workers. Our programs demonstrate that widespread adoption of a common methodology fosters greater collaboration and facilitates better outcomes.

Why are we expanding the Fair Compensation Dashboard beyond FLA?

As a non-profit with a mission to promote human rights at work, the FLA works alongside companies, universities, and civil society to address the living wage gap for workers. For years, the use of labor-intensive methods for measuring wages and the lack of clarity on living wage benchmarks kept the apparel and footwear industry in a state of paralysis. Now, with the FLA's scalable tools, the industry has an opportunity to move beyond debate and focus on tangible progress.

What is the FLA Fair Compensation Dashboard?

- One-of-a-kind tool to measure average worker compensation against living wage benchmarks
- Responsive technology that compares factories in a supply chain and demonstrates wage progress over time
- The only tool and methodology that is easily scalable across a supply chain
- Consistent with the work of the Global Living Wage Coalition and the Anker methodology¹
- Provides meaningful data a company can use to inform and advance discussions and decisions on fair wages



The dashboard's exportable wage ladders and other charts make it easy to communicate on living wage between departments and with partners.

The FLA's Fair Compensation Dashboard is used by 38 apparel and footwear companies and manufacturers across 33 countries. Released in 2020, the dashboard is the result of intensive field research by the FLA and its working group of living wage practitioners and experts.

"We find Fair Labor Association's wage tool to be very useful for companies to assess where they are in the journey towards paying a living wage. It provides essential data for companies to advance discussions and decisions on improving wages and internally assess how well they are doing. We hope that companies will not only use this tool but will also engage with FLA and others to move the needle on this critical issue."

- Richard & Martha Anker, founding partners of the Global Living Wage Coalition & creators of the

¹ Anker, R., & Anker, M. (2017). *Living Wages Around the World: Manual for Measurement*. Edward Elgar Pub.

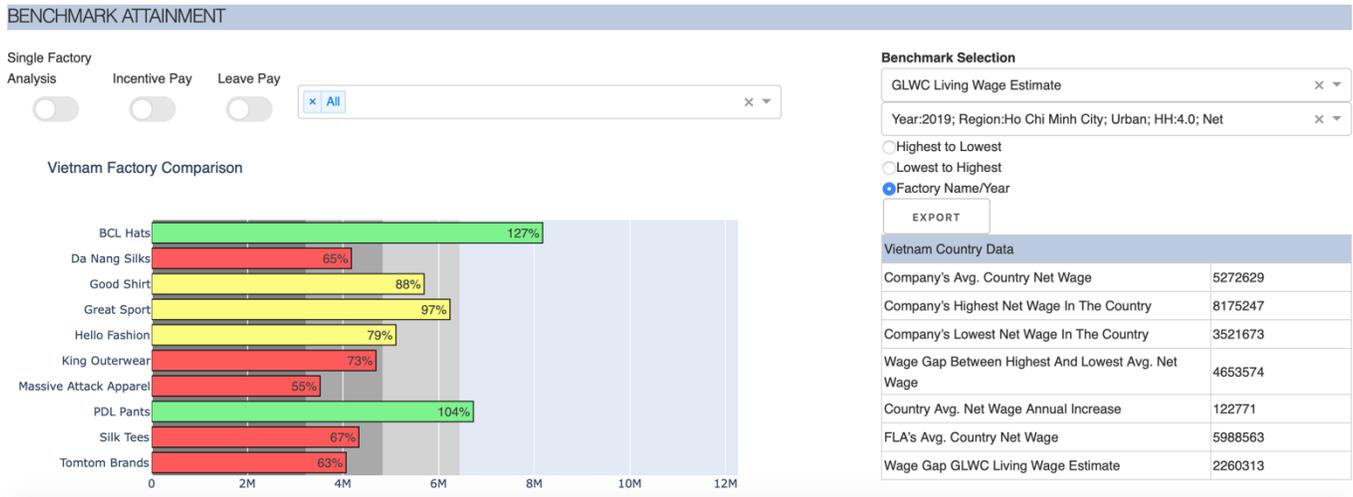
- Group training on wage data collection, platform use, and data review (up to 4 hours)
- FLA guidance materials on wage data analysis
- Individualized dashboard support including data review and cleaning
- Up-to-date wage benchmarks across 25 countries, adjusted annually for inflation
- FLA wage data collection tools in available languages (including Spanish, Chinese, Turkish, and
- Research and development of wage benchmarks in additional countries (with the GLWC and others)
- Opportunities to test implementation strategies for closing the living wage gap

Data Management, Security, and Storage	Rigorous data security backed by Microsoft Azure
Company Guidance & Capacity Building	Training webinars, guidance documents, demos, tool translation, and internal staff training
Software Development	Development of supporting tools and technology to meet user needs
User Support	Account management, communication, helpdesk support, and data review and cleaning
Research & Development	Development of new wage benchmarks (through partnership with the GLWC and other organizations), annual wage benchmark inflation adjustments, research and testing of implementation strategies for closing the living wage gap

Background on the FLA's Fair Compensation Program

The FLA is a multi-stakeholder organization dedicated to protecting workers' rights in the apparel, footwear, and agriculture sectors. The FLA's Code of Conduct includes recognition that fair compensation is a right held by all workers. In 2020, the FLA updated its five-year [Fair Compensation Strategy](#) to hold affiliates accountable for improving wages in their supply chains. The FLA has published reports on its fair compensation work [globally](#), and in [Bangladesh](#) and [Vietnam](#).

Contact info@fairlabor.org to learn more



The FLA's dashboard is a multi-faceted analysis tool that supports data-driven solutions to improve living wages for workers.