

Living Wages : Sharing some perspectives

□ Overview

The aim of this session is to share experiences with assessing, implementing or researching Living Wages; why its important, some of the practical solutions, challenges and observations. Essentially, its a 'sharing' session: what worked, what needs work and the way forward.

- What is your experience with calculating and using the Living Wage?
- What model are you using?
- What progress have you made towards paying a Living Wage and how do you measure this?
- What are the challenges you are facing?

- Date and Time: 10.00 am to 10.45 pm, October 21, 2016
- Convenor: Rain Morgan
- Attendee: All participants
- Format: Parallel
- Location: Morakot
- Raporteur: Swapan Kumar Das and Milton Suranjit Ratna

□ Programme

	Chair: Ms. Rain Morgan , Co-founder, Turqle Trading, South Africa
Ms Rain Morgan Ass Coordinator of WFTO Fair Prices, Fair Wages Working Group & WFTO Representative in the International Living Wage Conversation	<p>Welcome & Explanation of what the session is about:</p> <p>This is a 'sharing' session: what worked, what needs work and the way forward.</p> <p>The aim of this session is to share experiences with assessing, implementing or researching Living Wages; why its important, some of the practical solutions, challenges and observations.</p> <ul style="list-style-type: none">• What is your experience with calculating and using the Living Wage?• What model are you using?• What progress have you made towards paying a Living Wage and how do you measure this?• What are the challenges you are facing? <p>What is a Living Wage – some definitions.</p> <p>Get the speakers to introduce themselves.</p>

Chitra Bahadur KC New Saddle - Nepal	New Saddle NEPAL : Case Study
Frans Papma Dutch Association of World Shops (DAWS) - Netherlands	Snapshot of the Research on "Non-Competitive" Production in Nepal: Background and Research outcome and relevance for LW Policy for WFTO.
FAIRTRADE ASIA PACIFIC: Assad Bajwa – NAPP-Pakistan	Living Wages : A Road to Sustainable Livelihood : Pakistan – Talon Sports The road to Living Wages as well as employee benefit programmes and challenges in the formal market.
FAIRTRADE ASIA PACIFIC : Indranil Ghosh - Chairman Association of Indian Fairtrade Producers	Living Wages – India Tea Sector Scenario The presentation will be highlighting our experience of working in the Tea Sector both in Darjeeling and Assam i.e. North and North East of India, which produces the best cup in the World in CTC, Orthodox and Green Tea with a special emphasis on providing living wages. Living Wages, despite being a new terminology, however, is being practiced in its spirits in the Indian Tea Sector for a long time. Mostly, due to the involvement of the regulator and also because of the collective bargaining mechanism that the Tea Sector has its labour unions. This wage is a fall out from CBA and I would highlight the Living Wage calculation vis a vis the Wages paid in Tea Sector and also the role of Unions in this. My presentation will highlight the models in terms of providing living wages to our employees and also our FT related strategies for providing additional benefits pertinent to living wages.
	Discussion & Questions: This session runs into a 'break' of 30 minutes - which means it will be possible to allow the questions segment to continue for a few minutes into the break.

Supporting documents: what if any supporting documents will be needed in addition to this document (and what format)

Documents name	Objective
N/A	N/A