

# Living Wage

The Living Wage is based on the concept that work should provide an adequate income to cover the necessary living costs of the individual employee. Living wage is a wage that is high enough to maintain a normal standard of living. The cost of living is the amount a person needs to spend to cover basic expenses such as housing, food, taxes, and healthcare in a particular place. Human First Works has exceeded living wage expectations for employees in each of their countries from 2021 to today. In addition we provide PTO and other financial support for computers or internet connections based on need. Details provided below.

☰ [How to determine a Living Wage based on the expenditures by the Wage Indicat...](#)

## Living Wage Research for HFW Employees Living in Kenya:

Updated data -2022

[Living Wage Update Report: Non - Metropolitan Urban Kenya, Lake Naivasha 2022](#)

This document states that Living Wage is KES 32,488 per month (USD 276) for an individual and KES 48,432 per month (USD 411) for a family.

**We also reviewed this information when starting the employment of workers in Kenya. We calculated wages based on high skilled workers midway point which would be \$524 per month per employee located in Kenya:**

**This is above the living wage for a family**

## Wage Indicator Data – October 2021

Wage	Family Type	EUR		USD		National currency	
		lowest	highest	lowest	highest	lowest	highest
		-	-	-	-	KES	KES
<b>Minimum wage</b>	-						
<b>Living wage</b>	individual	184	211	212	244	23,500	27,000
	standard family - 2+2 - 1.8 working	249	299	287	346	31,800	38,300
	typical family - 2+national fertility rate - earners per family	328	421	379	487	42,000	53,900
<b>Wage low-skilled</b>	-	143	179	165	206	18,231	22,859
<b>Wage medium-skilled</b>	-	202	310	234	358	25,890	39,630
<b>Wage high-skilled</b>	-	345	563	399	650	44,137	72,017

Wages are per month

## Living Wage Research for HFW Employees Living in Venezuela:

The country's [minimum wages](#) have been revised for Venezuela with effect from 15 March 2022. The new minimum wage is VES 130 per month, which is \$5.26/month, an incredibly low amount.

Based on a general research, internal comments and my opinion, the most accurate way to realistically calculate the living wage in Venezuela would probably be through the following methodologies:

- Set the proper process to gather the proper information about Venezuela's good and utilities
  - ☰ [How to determine a Living Wage based on the expenditures ...](#)
- Gather the right information with proper sources that can give us the right amounts for each good and utility
  - ☰ [Basket of goods for Venezuela and Kenya](#)

- Combine all the data and get the Living Wage estimated for a person in Venezuela

📄 LIVING WAGE IN VENEZUELA

We can have extra information and data about diverse subjects that can help to better understand this research such as

- Number of people that have college degrees and can find important roles within the country

📄 College Degrees finding job in their related field in Venezuela ...

- The importance of living in big cities or around it and how it affects to get good jobs that give a decent living wage

📄 Big Cities and how it affect jobs with a decent living wage