



## WORKER RIGHTS CONSORTIUM

### **Sample Living Wage Estimates: Indonesia and El Salvador**

The following data is intended to demonstrate how a university's code of conduct monitoring agent, in consultation with local technical experts and worker rights advocates, would determine living wage levels for apparel workers in a given country, for the purpose of implementing the living wage provision of the Designated Suppliers Program proposed by United Students Against Sweatshops. The data also provide an indication of the level of increase over the prevailing wage that is likely to be necessary to achieve a living wage in the context of Third World apparel production.

The WRC staff has prepared living wage estimates for two countries, Indonesia and El Salvador. For each country, a chart is provided that includes a detailed breakdown of the calculations involved and a comparison between the estimated living wage and the current prevailing wage in the apparel sector.

Historically, there has been substantial concern expressed, particularly within apparel industry circles, that the process of calculating a living wage would be so complicated as to render the practical application of such a standard impossible. In fact, the calculation of a living wage standard is a relatively straightforward exercise. The process involves two basic elements:

1) Determining a basic, culturally appropriate market basket of the goods and services necessary to support a family in a given country, with primary emphasis on the most critical area, nutrition. The WRC has done this for the sample countries using standards developed by international bodies, such as the United Nations Food and Agriculture Organization, and by consulting individuals and organizations with relevant local expertise.

2) Determining the market price of each good and service that would be locally available to a garment worker and generating a monthly figure for living costs from this data.

Under the proposed Designated Suppliers Program, living wage levels would be determined for the locale within a given country where a particular factory is located, at the specific time when a dispute arises as to whether that factory is meeting the living wage standard. Thus, under the terms of the proposed program, the actual living wage standard identified for a given Salvadoran or Indonesian supplier at a given point in time might differ somewhat from the estimates below, because of local variations in market prices or changes in economic conditions over time. However, the figures supplied represent reliable estimates for the primary apparel producing locale in each country at the present time.

While there will never be absolute agreement by all concerned parties on an exact living wage definition or formula – just as there is not complete agreement in any given country on what the minimum wage should be and how it should be calculated – there is broad agreement among researchers that a living wage should cover the cost of meeting a family’s basic needs in the following categories of goods and services: food and water, housing and energy, clothing, health care, transportation, education, and child care, as well as some money for savings and miscellaneous or discretionary spending. To generate living wage estimates for the two sample countries, we have determined the cost of necessary goods and services in each of these categories. An explanation of the items included in each category is provided below.

### **Living Wage Expense Categories**

**Nutrition:** Nutrition costs were calculated by determining the monthly cost of a representative diet that is adequate both in terms of caloric intake (averaging 2,200 calories per day) and basic nutritional needs, according to standards established by the United Nations Food and Agriculture Organization, and is culturally appropriate. Prices indicated for each food item are representative of the costs of these typical food items when purchased by workers at local markets. Food costs were determined for three people (the worker and two dependents), taking into account that most workers typically purchase a subsidized lunch at their factory. The cost of drinking water is also included in this category.

**Housing:** This includes the cost of rent and basic household items. The cost of rent reflects a figure that would provide workers with basic housing, minimally adequate for a family of average size (normally two bedrooms, a small living room, kitchen, and bathroom). Basic furniture items included are two beds, a table and chairs, some additional seating, and shelves for clothing and other storage. The kitchen appliances included are a tabletop stove, one electric cooking appliance (such as a rice cooker, common in most Asian households), a small refrigerator for food storage, basic cookware and dishes. Each house also has a radio and an electric fan. If, in the particular locale, a monthly water payment is required in addition to rent, it is included in this category. A figure for cleaning costs (bleach, mops, etc) is also included. The expenses in this category assume that workers live with their families near the factory, rather than living in a dormitory.

**Energy:** Energy needs are electricity and cooking fuel (gas or kerosene, as noted).

**Clothing:** Funds are adequate to allow each family member (one adult and two children) to purchase three sets of clothing per year, including socks and underwear, and two pairs of shoes. These annual costs were divided evenly over twelve months to produce a monthly figure. School uniforms are included under educational expenses.

**Health Care:** The following items are included: doctor visits (three per person per year), dentist visits (one per person per year), optometrist check-ups (one per year for one family member), the cost of common prescription and over-the counter medications (average monthly costs), eye glasses (one pair every two years for one family member), and prenatal care and maternity costs (assuming one birth every five years). As noted in the charts, the costs of those services covered

by social security or mandatory employer-funded insurance are not added in when the monthly cost is tallied. This category also includes monthly figures both for family first aid supplies and personal hygiene expenses such as soap, toothpaste, and feminine hygiene products.

Education: Educational expenses were calculated for one child of primary school age and one child of secondary school age, both attending public schools. The figures include the purchase of uniforms (when mandatory for public school attendance), books and materials, and transportation to and from school each day, in addition to any required fees.

Potable Water: As outlined above, this category was subsumed into housing (which includes the cost of water utility for household washing) and nutrition (which includes the cost of drinking water).

Child Care: A figure for child care expenses was not included in the living wage because the education category covers the cost of schooling for two children. If one or both of a worker's dependents are below primary school age, the money allocated for education could be spent on childcare.

Transportation: Three transportation expenses are included: 1) transportation to and from the factory for the worker, multiplied by the average number of work days in a month, 2) transportation to and from the market or stores where workers purchase food and other goods, once per week, and 3) transportation to a worker's hometown once per year, for three people, divided over twelve months (for the purpose of an annual family visit, necessary because the majority of apparel workers have migrated away from their extended families for the purpose of seeking employment).

Savings: The living wage includes a 10% figure for miscellaneous expenses and savings (2.5% for miscellaneous and 7.5% for savings). This is intended to cover expenses not included in the living wage calculation such as emergency healthcare, religious observance, university education, or the purchase of a home. The 10% figure is consistent with other living wage formulas that include money for savings and/or discretionary spending.

## WRC Living Wage Estimate: Jakarta, Indonesia

Prevailing Wage (2006) <sup>1</sup>	<b>\$82.15 / month</b> <b>\$0.47 / hour</b>
WRC living wage (1 worker, 2 dependents) <sup>2</sup>	<b>\$228.54 / month</b> <b>\$1.31 / hour</b>

NUTRITION (diet for 1 adult and 2 children, 2200 calories per day)	Cost (USD) <sup>3</sup>	Unit	Monthly Requirement	Monthly Cost (USD)
Rice	\$0.30	Kg	25.09	\$7.44
Chinese cabbage	\$0.18	kg	5.67	\$1.04
Corn	\$1.03	kg	0.92	\$0.94
Leafy green vegetables	\$0.90	kg	6.41	\$5.76
Potatoes	\$0.69	kg	4.12	\$2.85
Tomatoes	\$0.43	kg	5.67	\$2.41
Apples	\$1.47	kg	2.01	\$2.95
Bananas	\$0.99	kg	3.29	\$3.25
Carrots	\$0.20	kg	12.35	\$2.44
Oranges	\$0.59	kg	7.87	\$4.67
Tempe	\$0.10	Box (226 g)	18.22	\$1.80
Tofu	\$0.10	Box (396 g)	12.71	\$1.26
Fish	\$1.28	1 fish (568 g)	3.71	\$4.77
Chicken	\$1.38	1 whole chicken	3.97	\$5.49
Eggs	\$0.73	kg	3.20	\$2.34
Powdered milk	\$1.93	kg (powder)	0.62	\$1.19
Bread	\$0.35	Loaf	5.66	\$1.96
Wheat flour	\$0.51	kg	1.65	\$0.85
Cooking oil	\$0.59	Liter	2.48	\$1.47
Sugar	\$0.71	kg	2.75	\$1.96
Coffee	\$0.99	kg	0.73	\$0.72
Lunch purchased near factory	\$0.44	1 lunch	25.00	\$11.11
Drinking water	\$0.84	Jug	4.00	\$3.36
<b>Nutrition subtotal (per month)</b>				<b>\$72.03</b>

<sup>1</sup> WRC projection based on minimum wage increase announced by the Indonesian Ministry of Manpower in November 2005, to take effect January 1, 2006.

<sup>2</sup> For the purpose of this estimate, the living wage was calculated to cover the expenses of 3 people: the worker and 2 minor dependents. Note that this is not the same as a wage that covers expenses for a worker's entire nuclear family, which in many garment producing countries averages more than 3 individuals. It is not the responsibility of the employer to pay a wage that covers expenses for a worker's entire family regardless of family size; however, wages must be sufficient to cover the expenses of a worker and an average number of dependents so that minor children are not forced to seek employment themselves.

<sup>3</sup> All conversions calculated using 11/01/05 Interbank exchange rate of 1 US Dollar = 9,832.84 Indonesian Rupiah.

<b>HOUSING (2 room house with bathroom and kitchen)</b>	<b>Cost (USD)</b>	<b>Unit</b>	<b>Quantity and frequency of replacement</b>	<b>Monthly Cost (USD)<sup>4</sup></b>
Rent	\$27.81	Per house	1 payment, monthly	\$21.96
Bed (mattress, frame, box spring)	\$197.23	1 bed	2 beds, every 10 years	\$2.60
Bedding (sheets, pillow, pillow cases)	\$10.37	Set for 1 bed	2 sets, once every 2 years	\$0.68
Table and 4 chairs	\$91.80	Set (1 table, 4 chairs)	1 set, every 10 years	\$0.60
Clothing storage	\$44.15	Set of shelves	1 set, once every 5 years	\$0.58
Other seating: 2 additional chairs	\$22.95	2 chairs	2 chairs, every 10 years	\$0.15
Tabletop stove	\$13.34	1 stove	1, every 5 years	\$0.18
Pots and pans (set of 4-6)	\$43.47	Set	1 set, every 2 years	\$1.43
Dishes (includes glasses and cutlery)	\$20.85	Set	1 set, every 2 years	\$0.69
Electric cooking appliance: rice cooker	\$34.58	1 rice cooker	1, every 5 years	\$0.46
Small refrigerator	\$118.56	1 refrigerator	1, every 10 years	\$0.78
Electric fan	\$19.76	1 fan	1, every 2 years	\$0.65
Radio	\$16.80	1 radio	1, every 5 years	\$0.22
Household cleaning supplies	\$2.71	Monthly cost	Once monthly	\$2.14
Water (utility)	\$0.00	Monthly cost	N/A, covered by electricity fee	\$0.00
<b>Housing subtotal (per month)</b>				<b>\$33.10</b>

<b>ENERGY</b>	<b>Cost (USD)</b>	<b>Unit</b>	<b>Frequency</b>	<b>Monthly Cost (USD)</b>
Electricity	\$8.15	Monthly cost per household	Monthly	\$6.44
Kerosene (for stove) and stove wick	\$4.68	Monthly cost per household	Monthly	\$3.69
<b>Energy subtotal (per month)</b>				<b>\$10.13</b>

<sup>4</sup> As explained in the previous footnote, the living wage is calculated to cover the expenses of a worker and two minor dependents living within a household of average size. In consideration of household economies of scale, and in view of the fact that the average garment worker household includes some income from an earner or earners other than the garment worker herself, general household expenses (including all expenses in the “Housing” and “Energy” subcategories above) have been calculated as follows: the “monthly cost” of each item represents only that portion of expenses attributable to the worker and two dependent children, with the remainder of rent and other household expenses presumed to be covered by other sources of income. According to the Indonesia Bureau of Population Statistics’ 2000 Population Census, the average household size in Jakarta is 3.8. Thus, each “monthly cost” figure on this page reflects the share of the expense incurred by the worker and 2 dependents, which in the case of Jakarta is 3/3.8 or about 79% of the total cost.

<b>CLOTHING</b>	<b>Cost (USD)</b>	<b>Unit</b>	<b>Frequency</b>	<b>Monthly Cost (USD)</b>
<b>Adult (1 adult)</b>				
Shirt/blouse	\$8.89	1 shirt or blouse	3 per year	\$2.22
Pants or skirt	\$4.94	1 pair pants or skirt	3 per year	\$1.23
T-shirt/undershirt	\$2.96	1 shirt	3 per year	\$0.74
Socks	\$0.80	Pair	3 per year	\$0.20
Underwear	\$1.03	Pair	3 per year	\$0.26
Sarong (night clothes)	\$4.45	1 sarong	1 per year	\$0.37
Shoes	\$14.82	Pair	2 per year	\$2.47
Rubber sandals	\$0.59	Pair	1 per year	\$0.05
<b>Child (2 children)</b>				
Shirt	\$2.47	1 child shirt	3 per year per child	\$1.23
Pants or skirt	\$2.96	1 pair pants or skirt	3 per year per child	\$1.48
Shorts	\$1.98	Pair	1 per year per child	\$0.33
Underwear	\$1.03	Pair	3 per year per child	\$0.52
Socks	\$0.80	Pair	3 per year per child	\$0.40
Shoes	\$7.90	Pair	2 per year per child	\$2.63
Plastic sandals	\$0.49	Pair	1 per year per child	\$0.08
Laundry costs (for 3 people)	\$0.59	1 kg detergent	Monthly	\$0.59
<b>Clothing subtotal (per month)</b>				<b>\$14.82</b>

<b>HEALTH CARE (costs for one adult and 2 children)</b>	<b>Cost (USD)</b>	<b>Unit</b>	<b>Frequency</b>	<b>Monthly Cost (USD)</b>
Doctor visit*	\$0.00	1 visit	3 per year per person	\$0.00
Dentist visit*	\$0.00	1 visit	1 per person per year	\$0.00
Ophthalmologist visit*	\$0.00	1 visit	1 per person per year	\$0.00
Prescription medication*	\$0.00	Average monthly cost for 3 people	Monthly	\$0.00
Over the counter medication	\$0.40	Average monthly cost for 3 people	Monthly	\$0.40
First aid supplies	\$1.48	Average monthly cost for 3 people	Monthly	\$1.48
Eye glasses*	\$0.00	1 pair	1 pair every 2 years	\$0.00
Prenatal care/maternity costs*	\$0.00	Total cost per pregnancy	1 birth every 5 years	\$0.00
Personal hygiene (soap, toothpaste, feminine hygiene)	\$4.82	Average monthly cost for 3 people	Monthly	\$4.82
*Costs covered by social security or mandatory employer-funded health insurance.				
<b>Health Care subtotal (per month)</b>				<b>\$6.70</b>

<b>EDUCATION</b>	<b>Cost (USD)</b>	<b>Unit</b>	<b>Frequency</b>	<b>Monthly Cost (USD)</b>
<b>Primary school (1 child)</b>				
Primary school tuition fees	\$2.52	Monthly, per child	Monthly, 9 months/year	\$1.89
Primary school uniform cost	\$2.59	1 uniform	6 per year	\$1.29
Primary school book and materials cost	\$25.56	Set	Twice annually	\$4.26
Transportation to primary school	\$0.49	1 roundtrip	Daily (20 days/month)	\$9.88
School bag	\$5.93	1 bag	once every 2 years	\$0.25
<b>Secondary school (1 child)</b>				
Secondary school tuition fees	\$5.79	Monthly, per child	Monthly, 9 months/year	\$4.34
Secondary school uniform cost	\$3.02	1 uniform	6 per year	\$1.51
Secondary school book and materials cost	\$18.31	Set	Twice annually	\$3.05
Transportation to secondary school	\$0.49	1 roundtrip	Daily (20 days/month)	\$9.88
School bag	\$5.93	1 bag	Once every 2 years per child	\$0.49
<b>Education subtotal (per month)</b>				<b>\$36.85</b>

<b>TRANSPORTATION</b>	<b>Cost (USD)</b>	<b>Unit</b>	<b>Frequency</b>	<b>Monthly Cost (USD)</b>
Transport for worker to and from factory	\$0.99	1 roundtrip	25 days/month	\$24.70
Transport to market	\$0.49	1 roundtrip	Once per week	\$2.12
Transport to hometown	\$29.27	1 roundtrip	Annually, 3 people	\$7.32
<b>Transportation subtotal (per month)</b>				<b>\$34.14</b>

<b>SUBTOTAL (per month)</b>	<b>\$207.76</b>
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<b>Miscellaneous (2.5%)</b>	<b>\$5.19</b>
<b>Savings (7.5%)</b>	<b>\$15.58</b>

<b>MONTHLY TOTAL</b>	<b>\$228.54</b>
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<i>% increase over prevailing wage required to achieve living wage</i>	<i>178%</i>
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## WRC Living Wage Estimate: San Salvador, El Salvador

<b>Prevailing Wage</b>	<b>\$163.00 / month</b> <b>\$0.85 / hour</b>
<b>WRC Living Wage (1 worker, 2 dependents)<sup>5</sup></b>	<b>\$482.67 / month</b> <b>\$2.52 / hour</b>

<b>NUTRITION (diet for 1 adult and 2 children, 2200 calories per day)</b>	<b>Cost (USD)</b>	<b>Unit</b>	<b>Monthly Requirement</b>	<b>Monthly cost (USD)</b>
Rice	\$0.35	lb	15.74	\$5.51
Beans	\$0.61	lb	4.32	\$2.63
Tortillas	\$0.83	lb	20.17	\$16.67
Cornmeal	\$0.22	lb	30.26	\$6.56
Cabbage	\$1.13	lb	6.05	\$6.82
Carrots	\$1.50	lb	4.03	\$6.05
Potatoes	\$0.26	lb	6.05	\$1.54
Tomatoes	\$1.18	lb	6.05	\$7.11
Yucca	\$0.17	lb	6.05	\$1.05
Apples	\$0.74	lb	3.03	\$2.25
Bananas	\$0.35	lb	4.03	\$1.39
Grapes	\$1.00	lb	3.03	\$3.03
Green Peppers	\$0.59	lb	6.05	\$3.57
Limes	\$1.35	lb	3.03	\$4.10
Mangos	\$0.44	lb	10.09	\$4.42
Oranges	\$0.80	lb	6.05	\$4.84
Pears	\$0.22	lb	6.05	\$1.35
Plantains	\$0.32	lb	10.09	\$3.23
Beef	\$1.12	lb	8.07	\$9.05
Chicken	\$1.00	lb	11.77	\$11.77
Sausage	\$2.25	lb	3.03	\$6.81
Eggs	\$1.32	Dozen	4.03	\$5.33
Milk	\$2.37	lb (powder)	1.36	\$3.23
Cheese	\$1.85	lb	4.03	\$7.46
Cream	\$0.86	Bag (1 cup)	3.81	\$3.28
Bread	\$0.48	Dozen small rolls	5.90	\$2.83
Cooking oil	\$6.00	Gallon	0.26	\$1.57
Sugar	\$0.32	lb	4.03	\$1.28
Daily lunch at factory	\$1.25	Meal	6 days/week	\$32.25
Drinking water	\$3.33	Monthly amount	1.00	\$3.33
<b>Nutrition subtotal (per month)</b>				<b>\$170.31</b>

<sup>5</sup> For the purpose of this estimate, the living wage was calculated to cover the expenses of 3 people: the worker and 2 minor dependents. Note that this is not the same as a wage that covers expenses for a worker's entire nuclear family, which in many garment producing countries averages more than 3 individuals. It is not the responsibility of the employer to pay a wage that covers expenses for a worker's entire family regardless of family size; however, wages must be sufficient to cover the expenses of a worker and an average number of dependents so that minor children are not forced to seek employment themselves.

<b>HOUSING</b> (2 bedroom house with bath and kitchen)	<b>Cost (USD)</b>	<b>Unit</b>	<b>Quantity and frequency of replacement</b>	<b>Monthly cost (USD)<sup>6</sup></b>
Rent	\$61.60	Per house	1 payment, monthly	\$47.14
Bed (mattress, frame, box spring)	\$200.00	1 bed	2 beds, every 10 years	\$2.55
Bedding (sheets, pillow, pillow cases, blanket)	\$30.00	Set for 1 bed	2 sets, once every 2 years	\$1.91
Table and 4 chairs	\$130.00	Set (1 table, 4 chairs)	1 set, every 10 years	\$0.83
Clothing storage	\$65.00	Set of shelves	1 set, once every 5 years	\$0.84
Other seating: 2 additional chairs	\$32.50	2 chairs	2 chairs, every 10 years	\$0.21
Tabletop stove	\$55.00	1 stove	1, every 5 years	\$0.70
Pots and pans (set of 4-6)	\$34.00	Set	1 set, every 2 years	\$1.08
Dishes (includes glasses and cutlery)	\$25.00	Set	1 set, every 2 years	\$0.80
Electric cooking appliance: blender	\$35.00	1 blender	1, every 5 years	\$0.45
Refrigerator	\$150.00	1 refrigerator	1, every 10 years	\$0.96
Electric fan	\$20.00	1 fan	1, every 2 years	\$0.64
Radio	\$30.00	1 radio	1, every 5 years	\$0.38
Household cleaning supplies	\$7.80	Monthly cost	Once monthly	\$5.95
Water (utility)	\$6.10	Monthly cost	1 payment, monthly	\$4.68
<b>Housing subtotal (per month)</b>				<b>\$69.13</b>

<b>ENERGY</b>	<b>Cost (USD)</b>	<b>Unit</b>	<b>Frequency</b>	<b>Monthly cost (USD)</b>
Electricity	\$6.68	monthly cost per household	Monthly	\$5.11
Cooking fuel (gas)	\$4.87	monthly cost per household	Monthly	\$3.73
<b>Energy subtotal (per month)</b>				<b>\$8.84</b>

<sup>6</sup> As explained in the previous footnote, the living wage is calculated to cover the expenses of a worker and two minor dependents living within a household of average size. In consideration of household economies of scale, and in view of the fact that the average garment worker household includes some income from an earner or earners other than the garment worker herself, general household expenses (including all expenses in the “Housing” and “Energy” subcategories above) have been calculated as follows: the “monthly cost” of each item represents only that portion of expenses attributable to the worker and two dependent children, with the remainder of rent and other household expenses presumed to be covered by other sources of income. According to the Salvadoran Ministry of Economics, Office of Statistics and Census’ “Multi-Purpose Household Survey” of 2004, the average household size in the state of San Salvador is 3.92. Thus, each “monthly cost” figure reflects the share of the expense incurred by the worker and 2 dependents, which in the case of San Salvador is 3/3.92 or about 77% of the total cost.

<b>CLOTHING</b>	<b>Cost (USD)</b>	<b>Unit</b>	<b>Frequency</b>	<b>Monthly cost (USD)</b>
<b>Adult (1 adult)</b>				
Shirt/blouse	\$6.50	1 shirt/blouse	3 per year	\$1.63
Pants or skirt	\$9.00	1 pair pants or skirt	3 per year	\$2.25
T-shirt/undershirt	\$4.65	1 shirt	3 per year	\$1.17
Socks	\$1.00	Pair	3 per year	\$0.25
Underwear	\$1.00	Pair	3 per year	\$0.25
Night clothes	\$10.00	1 garment or set	1 per year	\$0.83
Shoes	\$18.80	Pair	2 per year	\$3.13
Rubber sandals	\$4.00	Pair	1 per year	\$0.33
<b>Child (2 children)</b>				
Shirt	\$4.00	1 child shirt	3 per year per child	\$2.00
Pants or skirt	\$10.00	1 pair pants or skirt	3 per year per child	\$5.00
Underwear	\$1.00	Pair	3 per year per child	\$0.50
Socks	\$1.00	Pair	3 per year per child	\$0.50
Shoes	\$18.00	Pair	2 per year per child	\$6.00
Rubber sandals	\$4.00	Pair	1 per year per child	\$0.67
Laundry costs (for 3 people)	\$6.25	Monthly cost	Monthly	\$6.25
<b>Clothing subtotal (per month)</b>				<b>\$30.75</b>

<b>HEALTH CARE (costs for one adult and 2 children)<sup>7</sup></b>	<b>Cost (USD)</b>	<b>Unit</b>	<b>Frequency</b>	<b>Monthly cost (USD)</b>
Doctor visit	\$20.00	1 visit	3 per year per person	\$15.00
Dentist visit	\$11.50	1 visit	1 per person per year	\$2.88
Ophthalmologist visit	\$10.00	1 visit	1 per person per year	\$1.67
Prescription medication	\$17.50	Average monthly cost for 3 people	Monthly	\$17.50
Over the counter medication	\$1.15	Average monthly cost for 3 people	Monthly	\$1.15
First aid supplies	\$12.88	Average annual cost for 3 people	1 first aid kit per year	\$1.07
Eye glasses	\$78.33	1 pair	1 pair every 2 years	\$3.26
Prenatal care/maternity costs	\$360.00	Total cost per pregnancy	1 birth every 5 years	\$6.00
Personal hygiene (soap, toothpaste, feminine hygiene)	\$15.93	Average monthly cost for 3 people	Monthly	\$15.93
<b>Health Care subtotal (per month)</b>				<b>\$64.46</b>

<sup>7</sup> Technically, most health care is free for apparel workers in El Salvador because workers are eligible for the country's Social Security program. However, in practice, workers are frequently forced to go outside of the Social Security system for basic health care services because the public system of doctors and hospitals is inadequate to provide timely, quality health care to workers and their families. Thus, the living wage estimate for El Salvador includes the cost of reasonably-priced private medical care in order to ensure that the basic needs of workers and their families are met.

EDUCATION	Cost (USD)	Unit	Frequency	Monthly cost (USD)
<b>Primary school (1 child)</b>				
Primary school tuition fees	\$0.00	Per child	n/a	\$0.00
Primary school uniform cost	\$17.00	1 uniform	2 per year	\$2.83
Primary school book and materials cost	\$1.51	Book and 3 pencils	3 per year	\$0.38
Transportation to primary school	\$3.50	Roundtrip (weekly)	4.3 weeks per month	\$15.05
<b>Secondary school (1 child)</b>				
Secondary school tuition fees	\$11.45	Monthly, per child	11 months per year	\$10.50
Secondary school uniform cost	\$37.00	1 uniform	2 per year	\$6.17
Secondary school book and materials cost	\$11.17	Books, notebooks, pencils for 1 month	Monthly	\$11.17
Transportation to secondary school	\$6.00	Roundtrip (weekly)	4.3 weeks per month	\$25.80
<b>Education subtotal (per month)</b>				<b>\$71.90</b>

TRANSPORTATION	Cost (USD)	Unit	Frequency	Monthly cost (USD)
Transport for worker to and from factory	\$0.80	1 roundtrip	25 days/month	\$20.00
Transport to market	\$0.50	1 roundtrip	Once per week	\$2.15
Transport to hometown	\$5.00	1 roundtrip	Annually, 3 people	\$1.25
<b>Transportation subtotal (per month)</b>				<b>\$23.40</b>

<b>SUBTOTAL (per month)</b>	<b>\$438.79</b>
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<b>Miscellaneous (2.5%)</b>	<b>\$10.97</b>
<b>Savings (7.5%)</b>	<b>\$32.91</b>

<b>MONTHLY TOTAL</b>	<b>\$482.67</b>
<i>% increase over prevailing wage required to achieve living wage</i>	<i>196%</i>