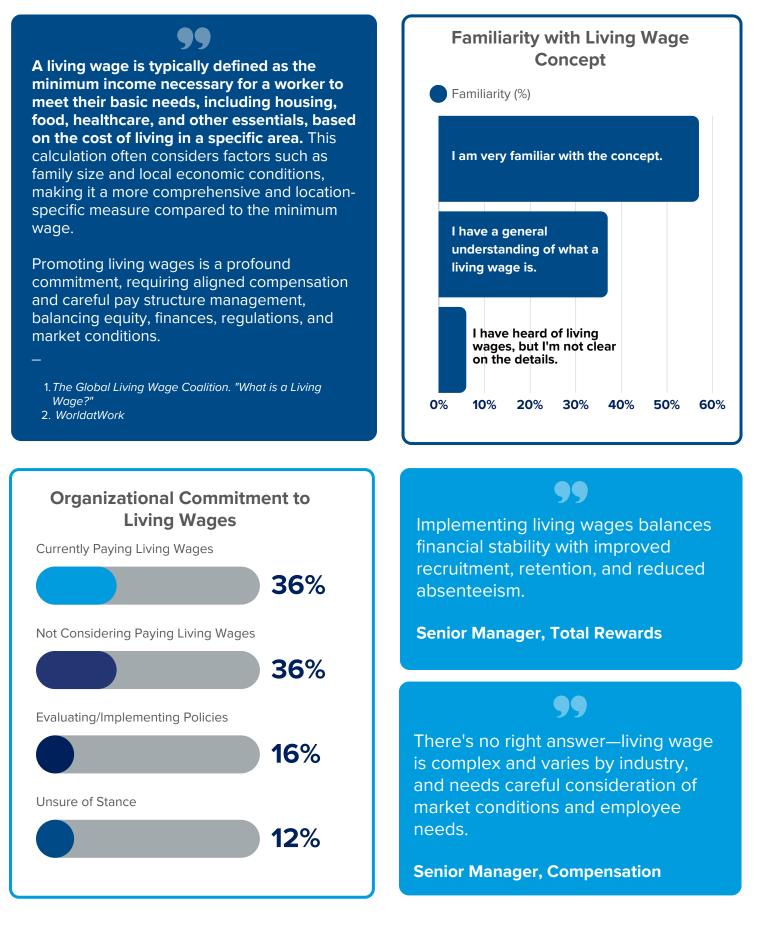
CNavigating the Living Wage Journey: Challenges and Strategies

Mini Study Methodology

In March 2024, WorldatWork conducted a study with 140 respondents which included HR, Total Rewards and Compensation professionals to explore the complexities, strategies, and challenges of implementing living wages.



Top Structural Challenges to Implementing Living Wages



Participants noted a few key focus areas within their organizations:

- Core Value Commitment: Paying a living wage is an integral part of many organizations' pay strategies and operational philosophies.
- Adapting to Variables: Regular pay reviews, use of tools like the MIT calculator, and adjusting to market conditions help maintain living wage standards in a dynamic economy.
- Strategic Leadership and Impact: Proactive strategic planning focused on enhancing talent acquisition, retention, and organizational outcomes.

Motivations to Adopt Living Wages

