A JUST WAGE
FRAMEWORK & TOOL
ROOTED IN THE CATHOLIC SOCIAL TRADITION

Just Wage Working Group
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Fig. 1: The Just Wage Framework represented as a Honeycomb of Hexagons

**Seven CST-rooted Criteria that Compose a Just Wage**

1. Wage enables decent life for worker and household.
2. Wage enables asset-building.
3. Wage offers basic social security to worker and household.
4. Wage structure is non-discriminatory.
5. Wage is not excessive.
6. Wage structure reflects participation by workers.
7. Wage considers performance, qualification, and type of work.
JUST WAGE CRITERIA WITH INDICATORS

The Just Wage Framework and Tool consists of seven criteria that together compose a just wage. Each criterion can be measured via several indicators (as outlined below):

**Criterion 1**

**Wage enables decent life for worker and household.**

*Indicators:*

1. a wage covering the basics necessary for a minimally decent life for worker and family/household
2. hours of work that are predictable, not excessive, and provide weekly rest, facilitating decent home life
3. resources, in the form of pay and time, that foster the worker’s self-development culturally, socially, and spiritually
4. a healthy and safe working environment mitigating stress and facilitating flourishing

**Criterion 2**

**Wage enables asset-building.**

*Indicators:*

1. a wage providing disposable income, enabling savings and property ownership
2. a wage structure promoting opportunities for wage growth
3. a wage including benefits for educational and skills enhancement
4. a wage structure facilitating both personal and community development

**Criterion 3**

**Wage offers basic social security to worker and household.**

*Indicators:*

1. a wage containing provisions for adequate health care for worker and household (health insurance)
2. a wage containing provisions protecting worker and household in old age (retirement)
3. a wage including provisions protecting worker and household against injury/ inability to work/death (workers’ compensation)
4. a wage including provisions protecting worker and household against unemployment (unemployment insurance)
5. a wage including provision for parental leave upon birth/ adoption of a child
6. a wage includes provision for family leave upon sickness of a household member
Criterion 4

Wage structure is non-discriminatory.

Indicators:

1. a wage structure promoting equality of opportunity to all in terms of gender, race, sexual orientation, gender identity, religion, ethnicity, country of origin, migration status, age, and ability
2. a wage structure with transparency in the promotion of genuine equality and fairness

Criterion 5

Wage is not excessive.

Indicators:

1. a wage policy inhibiting extreme inequality between highest and lowest wages
2. a wage structure exhibiting proportionality within a wider economic community
3. a wage structure promoting sustainability of the enterprise over the long term in the interests of all stakeholders

Criterion 6

Wage structure reflects participation by workers.

Indicators:

1. a wage reflecting negotiation by workers via union recognition and collective bargaining agreement
2. wage negotiations and disputes providing due process procedures (in absence of collective bargaining)
3. a wage structure facilitating input by workers via bodies (staff councils, e.g.) chosen by the workers themselves (in absence of collective bargaining)
4. a wage structure including representation by workers in leadership positions (such as a board of directors)
5. a wage including opportunity for co-ownership of enterprise (stock options, e.g.)

Criterion 7

Wage considers performance, qualification, and type of work.

Indicators:

1. a wage structure informed by transparent standards and guidelines covering titles, functions, and job descriptions
2. a wage informed by regularized and standardized evaluations measuring and compensating for job performance
3. a wage structure compensating for experience and education