

Title	Policy on Living Wage Commitment		
Effective date	July 2019	Last revision	July 2019
Organisation	Song Saa Foundation		
Authorised by	Melita Hunter, Executive Director		

Purpose

The purpose of a living wage is to make sure that all full-time workers have enough money to live above the local poverty level. A living wage isn't enough to improve one's quality of life or protect against emergencies. As such, the Song Saa Foundation is committed to providing financial compensation above the living wage to all employees.

Policy statement

A living wage is defined as financial compensation that reflects what an individual needs to support themselves and their family above the poverty line. It is based on the actual cost of living within a community, and helps provide an adequate standard of living.

As a Cambodian registered organisation, the Song Saa Foundation uses the living wage benchmark as decreed by the Kingdom of Cambodia's Ministry of Labour. This figure is supported and endorsed in Cambodia by a tripartite commission (union, government, employers).

The Song Saa Foundation will always pay its full-time staff above the minimum national living wage. In addition, staff who reside in remote locations (e.g. in the Koh Rong archipelago, Cambodia) will be provided with accommodation, three meals per day and other benefits, to supplement their annual salary and increase their quality of life. We make every effort to provide competitive compensation at industry and market standards.

The Song Saa Foundation advocates for the benefits and payment of a living wage at other organisations in the non-profit and other sectors.