Introduction

This guide was created in response to a reoccurrence of CoLab contributors not knowing the best rates to charge for their work. This document was created by the Capacity+ team to help guide people towards arriving at a fairer monetary value for their time, and to give people more confidence in their ‘rate’.

It was further amended in 2025 by Daniel Mello Mattos and reviewed by Next Steps Contributors: Aimee Fenech

This document is being published on the CoLab website as its usefulness is organisation and network agnostic.

Feedback on this document has identified that it is quite complex and long… and we acknowledge this issue but want to publish it despite this it is deemed a useful reference document in its current form. Feedback and suggestions are welcome by email to contact@perma.earth or in the #general-circle CoLab Slack Workspace..

Feel free to use or adapt this guide with the following license;

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Revision #1
Created 2025-08-26 14:56:37 UTC by Aimee demo
Updated 2025-08-26 14:59:40 UTC by Aimee demo