



ANNEX CHAPTER 5: SOCIAL

S10 - List of Living Wage benchmarks per country

As part of SA-S-SD-23 Annex Chapter 5: Social

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When implementing the Standard and preparing for the 2023 audit, the Certificate Holder (and Certification Body) shall use the LW benchmark 'For 2022 payroll data'.

The benchmarks are indicated in local currency, in gross wage per month.

Countries in Table 2, for which no Living Wage (LW) benchmark is yet available, the Living Wage requirements still apply. When completing the Salary Matrix tool, the Certificate Holder shall use the applicable wage i.e., whichever is highest out of the minimum wage or CBA the highest of the minimum wage and CBA

Table 1: List of countries with benchmark		
Country	Living Wage Benchmark	
	For 2021 payroll data	For 2022 payroll data
Argentina	38,741	107,942
Bangladesh	17,926	19,255
Belize	905	963
Brazil (all states excl Sao Paulo)	2,271	2,522
Brazil (state of Sao Paulo)	2,710	3,091
Cameroon	104,623	116,007
Chile	623,057	727,536
China	2,597	2,736
Colombia (Caribbean coast)	1,717,518	1,823,372
Colombia (Central)	na	1,783,685
Costa Rica	446,085	457,172
Cote d'Ivoire	100,590	137,545
Dominican Republic	18,622	19,768
Ecuador ¹	447.41	tbd
El Salvador	355	519
Ethiopia	4,847	10,607
Ghana	1,499	1,841
Guatemala	3,242	3,374
Honduras	6,852	applicable wage
India	12,666	14,001
Kenya	13,943	26,327
Malawi	101,361	101,361
Mexico (Michoacán)	11,782	13,177
Mexico (San Quintin, Baja California)	na	16,820
Mexico (Ensenada, Baja California)	na	17,849
Nicaragua	9,900	10,981
Panama	590	601
Peru	1,513	1,640

¹ Government Salario Digno, calculated in accordance with the principles laid in the Global Living Wage Coalition (GLWC) Living Wage benchmark studies, available at [ACUERDO-SALARIO-DIGNO-2021.pdf \(trabajo.gob.ec\)](#)



Table 1: List of countries with benchmark		
Country	Living Wage Benchmark	
	For 2021 payroll data	For 2022 payroll data
Rwanda	147,111	174,290
South Africa	4,596	4,876
Sri Lanka	27,131	43,080
Tanzania	317,779	330,250
Thailand	applicable wage	14,202
Turkey	4,954	4,954
Uganda	716,523	770,998
Vietnam	4,618,167	4,618,167

Table 2: List of countries with no benchmark		
Country	Living Wage Benchmark	
	For 2022 payroll data	For 2023 payroll data
Australia	applicable wage	applicable wage
Bulgaria	applicable wage	applicable wage
Burkina Faso	applicable wage	applicable wage
Burundi	applicable wage	applicable wage
Croatia	applicable wage	applicable wage
Democratic Republic of Congo	applicable wage	applicable wage
Georgia	applicable wage	applicable wage
Indonesia	applicable wage	applicable wage
Israel	applicable wage	applicable wage
Jamaica	applicable wage	applicable wage
Japan	applicable wage	applicable wage
Korea (Republic of)	applicable wage	applicable wage
Lao's People's Democratic Republic	applicable wage	applicable wage
Madagascar	applicable wage	applicable wage
Malaysia	applicable wage	applicable wage
Mali	applicable wage	applicable wage
Mozambique	applicable wage	applicable wage
Nepal	applicable wage	applicable wage
Nigeria	applicable wage	applicable wage
Papua New Guinea	applicable wage	applicable wage
Philippines	applicable wage	applicable wage
Puerto Rico	applicable wage	applicable wage
Senegal	applicable wage	applicable wage
Solomon Islands	applicable wage	applicable wage
Spain	applicable wage	applicable wage
Suriname	applicable wage	applicable wage
Taiwan	applicable wage	applicable wage
Togo	applicable wage	applicable wage
United States of America	applicable wage	applicable wage
Zambia	applicable wage	applicable wage
Zimbabwe	applicable wage	applicable wage