



## 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'.

Unless otherwise stated, 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.

| 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 (all departments excl Caribbean coast) | na                    | 1,783,685                    |
| Colombia (Caribbean coast)                      | 1,717,518             | 1,823,372                    |
| Costa Rica                                      | 446,085               | 457,172                      |
| Cote d'Ivoire                                   | 100,590               | 137,545                      |
| Dominican Republic                              | 18,622                | 19,768                       |
| Ecuador <sup>1</sup>                            | 447.41                | tbd <sup>2</sup>             |
| El Salvador                                     | 355                   | 393                          |
| Ethiopia  | 4,847                 | 10,607                       |
| Egypt   | na                    | 5,048                        |
| Ghana   | 1,499                 | 1,841                        |
| Guatemala                                       | 3,242                 | 3,374                        |
| Honduras  | 6,852                 | applicable wage <sup>3</sup> |
| India   | 12,666                | 14,001                       |
| Kenya   | 13,943                | 26,932                       |
| Malawi  | 101,361               | 101,361                      |
| Mexico (all states excl Baja California)        | 11,782                | 13,177                       |

<sup>1</sup> Government Salario Digno, calculated in accordance with the principles laid in the Global Living Wage Coalition (GLWC) Living Wage benchmark studies, available at <https://www.trabajo.gob.ec/wp-content/uploads/2021/03/AM-087-2021-Salario-Digno-signed.pdf?x42051ACUERDO-SALARIO-DIGNO-2021.pdf> (trabajo.gob.ec)

<sup>2</sup> Further to the [Exception Policy on Living Wage in Ecuador](#), RA anticipate the Ministry of Labor of Ecuador will publish the benchmark with which Certificate Holders in Ecuador must comply for 2022 payroll data, in March 2023.

<sup>3</sup> Since the legal minimum wage for agriculture employers is higher than the Anker Rural Living Wage Reference Value, the Certificate Holder shall use the minimum wage when completing the Salary Matrix tool



| Table 1: List of countries with benchmark |                       |                       |
|---|-----------------------|-----------------------|
| Country                                   | Living Wage Benchmark |                       |
|   | For 2021 payroll data | For 2022 payroll data |
| Mexico (Baja California)                  | na                    | 16,820                |
| Morocco                                   | na                    | 2,445                 |
| Mozambique                                | applicable wage       | 7,684                 |
| Nicaragua                                 | 9,900                 | 10,981                |
| Panama                                    | 590                   | 601                   |
| Peru                                      | 1,513                 | 1,640                 |
| 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             |
| Zambia                                    | applicable wage       | 2,483                 |
| Zimbabwe                                  | applicable wage       | 247 (USD)             |

| Table 2: List of countries with no benchmark |                       |                       |
|--|-----------------------|-----------------------|
| Country                                      | Living Wage Benchmark |                       |
|  | For 2021 payroll data | For 2022 payroll data |
| Angola                                       | applicable wage       | applicable wage       |
| Australia                                    | applicable wage       | applicable wage       |
| Bulgaria                                     | applicable wage       | applicable wage       |
| Burkina Faso                                 | applicable wage       | applicable wage       |
| Burundi                                      | applicable wage       | applicable wage       |
| Congo (Republic of)                          | applicable wage       | applicable wage       |
| Croatia                                      | applicable wage       | applicable wage       |
| Democratic Republic of Congo                 | applicable wage       | applicable wage       |
| Eswatini                                     | applicable wage       | applicable wage       |
| Georgia                                      | applicable wage       | applicable wage       |
| Germany                                      | 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       |
| Nepal  | applicable wage       | applicable wage       |
| Nigeria                                      | applicable wage       | applicable wage       |
| Papua New Guinea                             | applicable wage       | applicable wage       |



| <b>Table 2: List of countries with no benchmark</b> |                              |                              |
|---|------------------------------|------------------------------|
| <b>Country</b>                                      | <b>Living Wage Benchmark</b> |                              |
|   | <b>For 2021 payroll data</b> | <b>For 2022 payroll data</b> |
| <b>Philippines</b>                                  | applicable wage              | applicable wage              |
| <b>Puerto Rico</b>                                  | applicable wage              | applicable wage              |
| <b>Senegal</b>                                      | applicable wage              | applicable wage              |
| <b>Sierra Leone</b>                                 | applicable wage              | applicable wage              |
| <b>Solomon Islands</b>                              | applicable wage              | applicable wage              |
| <b>Spain</b>  | applicable wage              | applicable wage              |
| <b>Suriname</b>                                     | applicable wage              | applicable wage              |
| <b>Taiwan</b>                                       | applicable wage              | applicable wage              |
| <b>Togo</b>   | applicable wage              | applicable wage              |
| <b>Trinidad &amp; Tobago</b>                        | applicable wage              | applicable wage              |
| <b>United States of America</b>                     | applicable wage              | applicable wage              |