



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	115,084
Chile	623,057	727,536
China	2,597	2,736
Colombia (all departments excl Caribbean coast)	na	1,910,165
Colombia (Caribbean coast)	1,717,518	1,882,737
Costa Rica	446,085	489,147
Cote d'Ivoire	100,590	135,687
Dominican Republic	18,622	20,017
Ecuador ¹	447.41	465.39
El Salvador	355	393
Ethiopia	4,847	10,607
Egypt	na	5,048
Ghana	1,499	2,112
Guatemala	3,242	3,487
Honduras	6,852	applicable wage ²
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
Mexico (Baja California)	na	16,820
Morocco	na	2,445

¹ Government Salario Digno, calculated in accordance with the principles laid in the Global Living Wage Coalition (GLWC) Living Wage benchmark studies, available at [2-Acuerdo-Nro-MDT-2023-035-FIJACION-SALARIO-DIGNO-1-3-23-signed.pdf](https://www.trabajo.gob.ec/2-Acuerdo-Nro-MDT-2023-035-FIJACION-SALARIO-DIGNO-1-3-23-signed.pdf) (trabajo.gob.ec)

² 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
Mozambique	applicable wage	7,684
Nicaragua	9,900	10,981
Panama	590	601
Peru	1,513	1,647
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
Benin	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
Comoros	applicable wage	applicable wage
Democratic Republic of Congo	applicable wage	applicable wage
Eswatini	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
Lesotho	applicable wage	applicable wage
Liberia	applicable wage	applicable wage
Madagascar	applicable wage	applicable wage
Malaysia	applicable wage	applicable wage
Mali	applicable wage	applicable wage
Mauritius	applicable wage	applicable wage
Nepal	applicable wage	applicable wage
Nigeria	applicable wage	applicable wage



Table 2: List of countries with no benchmark		
Country	Living Wage Benchmark	
	For 2021 payroll data	For 2022 payroll data
Papua New Guinea	applicable wage	applicable wage
Paraguay	applicable wage	applicable wage
Philippines	applicable wage	applicable wage
Puerto Rico	applicable wage	applicable wage
Senegal	applicable wage	applicable wage
Sierra Leone	applicable wage	applicable wage
Solomon Islands	applicable wage	applicable wage
Spain	applicable wage	applicable wage
Sudan	applicable wage	applicable wage
Suriname	applicable wage	applicable wage
Taiwan	applicable wage	applicable wage
Togo	applicable wage	applicable wage
Trinidad & Tobago	applicable wage	applicable wage
United States of America	applicable wage	applicable wage
Uruguay	applicable wage	applicable wage
Venezuela	applicable wage	applicable wage