



ANNEX CHAPTER 5: SOCIAL

S10 - List of Living Wage benchmarks per country

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

Version 1.6

Published January 1 2024

When implementing the Standard and preparing for the 2024 audit, the Certificate Holder (and Certification Body) shall use the LW benchmark 'For 2023 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 2022 payroll data	For 2023 payroll data
Argentina	107,942	232,709
Bangladesh	19,255	21,091
Belize	963	1,027
Brazil (all states excl Sao Paulo)	2,522	2,621
Brazil (state of Sao Paulo)	3,091	3,213
Cameroon	115,084	125,475
Chile	727,536	782,549
China	2,736	3,166
Colombia (Caribbean coast)	1,882,737	2,111,077
Colombia (all regions excl Caribbean coast)	1,910,165	2,141,831
Congo (Republic of)	applicable wage	112,707
Costa Rica	489,147	484,917
Cote d'Ivoire	135,687	143,236
Dominican Republic	20,017	27,209
Ecuador ¹	465.39	tbd ²
Egypt	5,048	7,418
El Salvador	393	407
Ethiopia	10,607	14,611
Ghana	2,112	2,922
Guatemala	3,487	3,659
Honduras	applicable wage	applicable wage ³
India	14,001	13,914
Kenya	26,932	30,531
Malawi	137,348	164,872
Mexico (Baja California)	16,820	17,466
Mexico (Michoacan)	13,177	13,750
Mexico (Nayarit)	na	13,272
Mexico (Yucatan)	na	11,927

¹ Government Salario Digno, calculated in accordance with the principles laid in the Global Living Wage Coalition (GLWC) Living Wage benchmark studies, available at [9.-Acuerdo-Nro.-MDT-2023-035-FIJACION-SALARIO-DIGNO-1-3-23-signed.pdf](https://www.trabajo.gob.ec/9-Acuerdo-Nro.-MDT-2023-035-FIJACION-SALARIO-DIGNO-1-3-23-signed.pdf) (trabajo.gob.ec)

² 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 2023 payroll data, in March 2024.

³ 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



Morocco	2,445	2,580
Mozambique	7,684	8,093
Nicaragua	10,981	12,726
Panama	601	610
Peru	1,647	1,960
Philippines	na	16,944
Rwanda	174,290	215,096
South Africa	4,876	5,354
Sri Lanka	43,080	47,464
Tanzania	330,250	342,926
Thailand	14,202	14,235
Togo	na	92,764
Turkey	4,954	13,087
Uganda	770,998	848,837
Vietnam	4,618,167	6,169,935
Zambia	2,483	2,726
Zimbabwe	247 (USD)	247

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
Papua New Guinea	applicable wage	applicable wage
Paraguay	applicable wage	applicable wage



Table 2: List of countries with no benchmark		
Country	Living Wage Benchmark	
	For 2021 payroll data	For 2022 payroll data
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