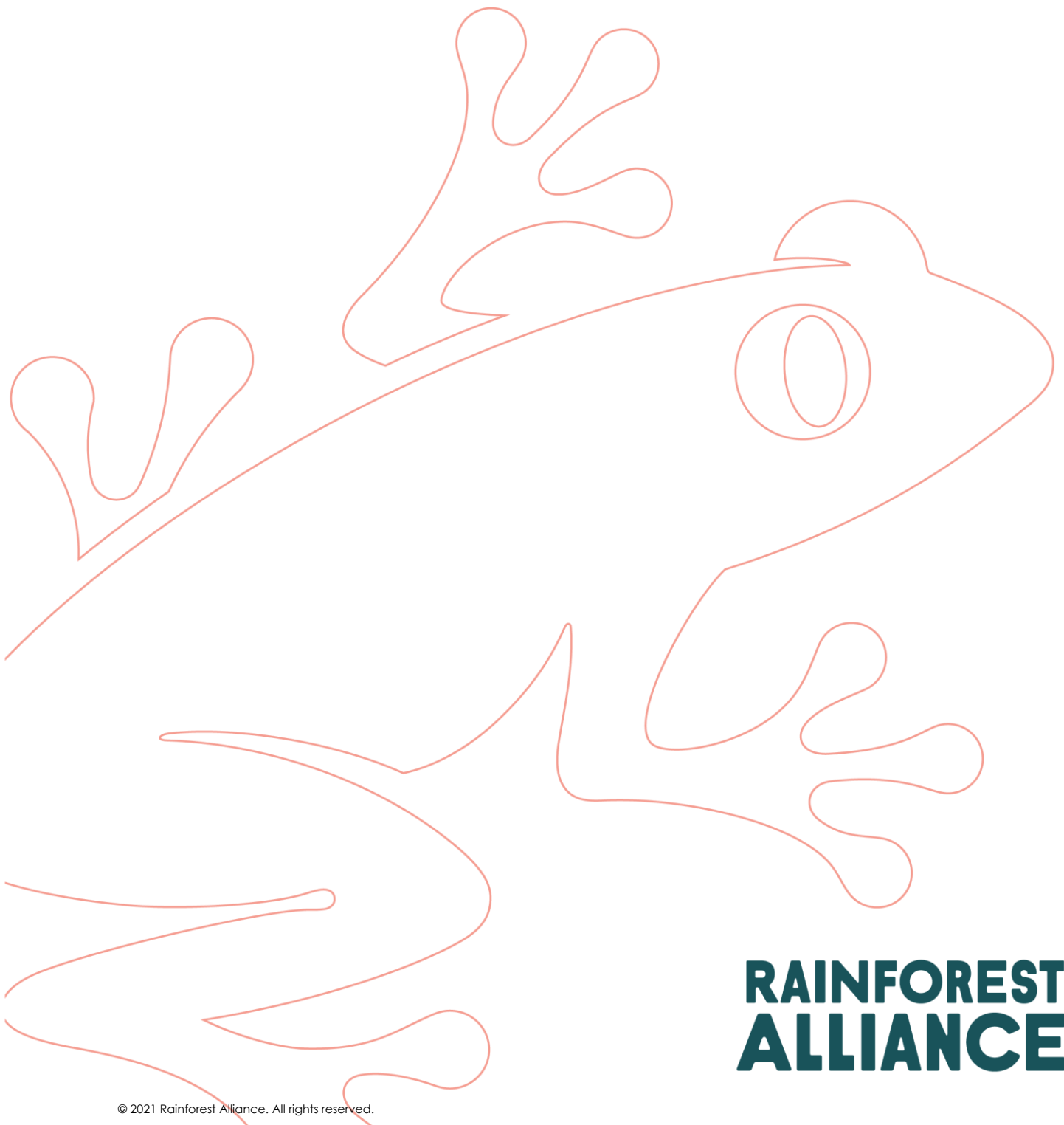


ANNEX S10

Living Wage Benchmarks per Country

Version 1.1



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For any question related to the precise meaning of the information contained in the translation, please refer to the official English version for clarification. Any discrepancies or differences in meaning due to translation are not binding and have no effect for auditing or certification purposes.

More information?

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OBJECTIVE

This Annex provides Living Wage benchmarks as approved by the Rainforest Alliance and in accordance with the Global Living Wage Coalition (GLWC).

Management of individually certified farms, large farms that form part of group certification, and group management with paid workers use these Living Wage benchmarks to:

- Assess the total remuneration (wages plus cash and in-kind benefits) for all types of workers yearly against the relevant Living Wage benchmark for their country. (Requirement 5.4.1)
- Determine the gap between the total remuneration of workers and the Living Wage benchmark to develop a wage improvement plan to progress towards the applicable benchmark for any type of worker whose remuneration is below the benchmark. (Requirement 5.4.2)
- Agree on the contribution to the wage improvement plan with any supply chain actor (SCA) who has committed to sharing responsibility to raise wages to the level of a Living Wage or beyond and to report progress. (Requirement 5.4.3)
- Measure progress in total remuneration of workers towards the targets in the wage improvement plan towards the applicable wage benchmark. (Requirement 5.4.4).

Important to note that the Living Wages requirements (5.4) are not applicable to small farms or small farms that hire workers.

LIVING WAGE BENCHMARK INFORMATION

Living Wage benchmarks in this Annex apply on a country level. This Annex will be updated on a regular basis, and new Living Wage benchmarks will be added as they become available through the GLWC. For updates on the latest benchmark projects in progress, visit <https://www.globallivingwage.org/>.

The Living Wage benchmark per country are displayed either:

1. **Gross wage in local currency:** These are wages measured before taxes are removed or other statutory payroll deductions (e.g. social security taxes or insurances, contributions to national health systems, pension schemes).
2. **Applicable wage:** The applicable wage per month is either the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. This is in line with Requirements 5.3.3. and 5.3.4, which state that Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher.

For countries where no Living Wage benchmark is provided, the applicable wage should be used to compare the total remuneration for all types of workers until a benchmark becomes available.

The Living Wage benchmarks are provided in the table below for countries with Rainforest Alliance certified producers.

The Living Wage Benchmarks are provided for each country in local currencies.



Methodology

For more information on the methodology used to calculate the Living Wage benchmarks, see Anker & Anker 2017; Anker Reference Values. Please, refer to the website of the Global Living Wage Coalition for more information about the Anker methodology (<https://www.globallivingwage.org/about/anker-methodology/>) and the Anker Reference Values (<https://www.globallivingwage.org/anker-living-wage-and-living-income-reference-values/>).

Country name	Living Wage Benchmark (local currency, gross wage per month) or applicable wage
Argentina	Applicable wage
Bangladesh	Tk13,630
Belize	Applicable wage
Brazil	R\$1,650
Burkina Faso	CFA 86,367
Burundi	Applicable wage
Cameroon	CFA 104,623
Chile	CLP 623,057
China	RMB 4,159
Colombia	COL\$1,644,569
Congo	Applicable wage
Costa Rica	CRC 433,282
Cote d'Ivoire	CFA 100,590
Dominican Republic	RD\$17,562
DR Congo	Applicable wage
Ecuador	USD 447.41 ¹
Egypt	EGP 3,957
El Salvador	USD 355
Ethiopia	Birr 4,847
Gambia	Applicable wage
Georgia	Applicable wage
Germany	Applicable wage
Ghana	GHC1,244
Guatemala	GTQ 2,981
Honduras	HNL 6,852

¹ Government Salario Digno, calculated in accordance with the principles laid in the GLWC Living Wage benchmark studies, available at <https://www.ecuadorencifras.gob.ec/canasta/>.



India	₹12,666
Indonesia	Applicable wage
Japan	Applicable wage
Kenya	KSh 26,546
Lao People's Democratic Republic	Applicable wage
Malawi	MK 101,361
Mexico	Applicable wage
Mozambique	Applicable wage
Nepal	Applicable wage
Nicaragua	C\$14,915
Nigeria	Applicable wage
Panama	USD 569
Papua New Guinea	Applicable wage
Peru	PEN 1,582
Philippines	Applicable wage
Rwanda	RWF 147,111
Senegal	Applicable wage
South Africa	R4,280
Sri Lanka	LKR23,785
Suriname	Applicable wage
Tanzania	TZS 317,779
Thailand	Applicable wage
Turkey	Applicable wage
Uganda	UGX 652,311
Vietnam	VND 4,618,167
Zambia	Applicable wage
Zimbabwe	Applicable wage