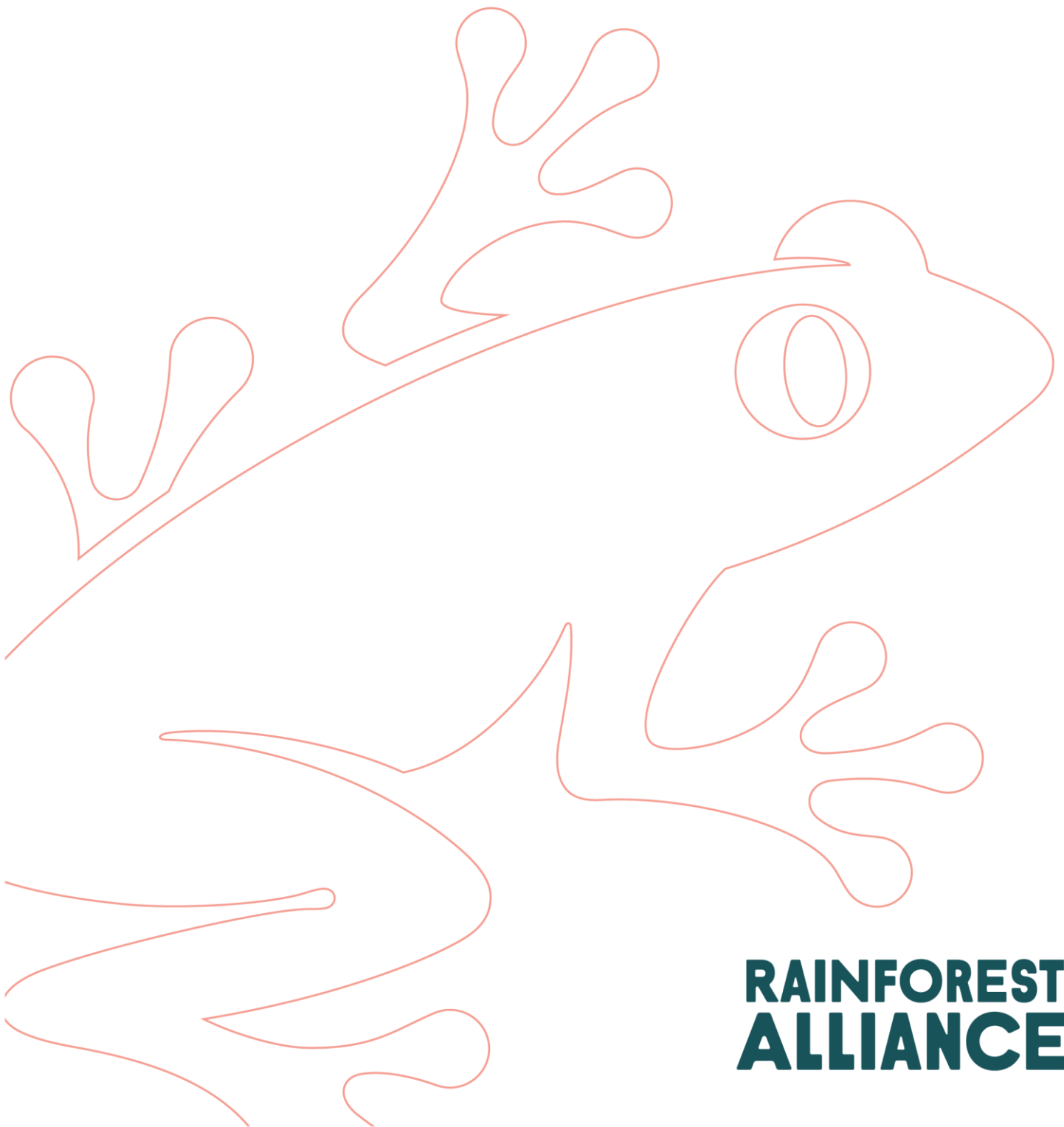


ANNEX 10

Living Wage Benchmarks per Country

Version 1

Date: June 2020



**RAINFOREST
ALLIANCE**



Translation Disclaimer

Translation accuracy of any Rainforest Alliance sustainable agriculture certification program document into languages other than English is not guaranteed nor implied. Any question related to the accuracy of the information contained in the translation, refer to the English official version. Any discrepancies or differences created in the translation are not binding and have no effect for auditing or certification purposes.

More information?

For more information about the Rainforest Alliance, visit www.rainforest-alliance.org or contact info@ra.org

Issue Date:	Binding date:	Expiration date:
June 30, 2020	July 1, 2021	Until further notice
Developed by:		Approved by:
Rainforest Alliance Department Standards & Assurance		Chief Supply Chain Officer
Linked to (code and name of documents, if applicable):		
SA-S-SD-1-V1 Rainforest Alliance 2020 Sustainable Agriculture Standard, Farm requirements		
SA-S-SD-2-V1 Rainforest Alliance 2020 Sustainable Agriculture Standard, Supply Chain Requirements		
SA-S-SD-10-V1 Methodology for Measuring Remuneration and Gaps with a Living Wage		
SA-S-SD-9-V1 Salary Matrix Tool		
Replaces:		
Not applicable		
Clause or requirement number and text (if applicable):		
5.4.1, 5.4.2, 5.4.4		
Applicable to:		
Farm certificate holders		
Country/Regions:		
All		
Crops:	Type of organizations:	
Tree crops (such as coffee, cocoa), tea, fruits (such as bananas, coconuts and pineapples), nuts (such as hazelnuts) and cut flowers. Vegetables and palm: subject to confirmation	Small and large farms	



OBJECTIVE

This Annex provides the Living Wage benchmark as approved by the Rainforest Alliance and in accordance with the Global Living Wage Coalition (GLWC). As per Rainforest Alliance Sustainable Agriculture Standard requirements 5.4.1; 5.4.2 and 5.4.4, and the requirements 3.4.1 – 3.4.4 of the Supply Chain Standard, certificate holders use Living Wage benchmarks to assess against the total remuneration (wages plus cash and in-kind benefits) for all types of workers yearly. As per the requirement 5.4.2, if the total remuneration is below the applied benchmark for any type of worker, the management, in consultation with workers' representatives, implements a wage improvement plan to progress towards the applicable benchmark, including targets, actions, timeline and responsible persons.

Abbreviations

WB	World Bank
PPP	Purchase Power Parity
S	Small farm
L	Large farm
GLWC	Global Living Wage Coalition

AUDIENCE

This Annex is applicable for all large farms and group management holding a group certificate and for individual certificate holders (S/L).

GUIDANCE

The benchmarks are provided in the table below in local currencies. The source of the data is indicated next to each estimate: Global Living Wage Coalition (a) and Purchase Power Parity model based on World Bank Poverty lines (b).



BACKGROUND

The benchmarks are provided in the table below in local currencies. The source of the data is indicated next to each estimate: Global Living Wage Coalition (a) or Purchase Power Parity model based on World Bank (WB) Poverty lines (b).

Methodology

Anker & Anker 2017; Anker Reference Values. Refer to following for more information about the Anker methodology: <https://www.globallivingwage.org/about/anker-methodology/>

PPP model based on WB poverty line based on the following formula: PPP Private consumption¹

* WB poverty line per day² * Days/month³ * No. of family members⁴ * No. of breadwinners⁵

Coverage

Benchmarks in the Annex apply on country level, unless a specific regional dimension is added.⁶ This Annex will be updated yearly for inflation and living wage benchmarks at country or regional level will be added to this Annex as they become available through GLWC efforts. For updates on the latest benchmark projects in progress, visit <https://www.globallivingwage.org/>.

Country name	Applicable benchmark (local currency, gross wage per month)	Source A. Global Living Wage Coalition B. World Bank PPP conversion
Argentina	Under development	A
Bangladesh	Tk13,630	A
Belize	Under development	A
Brazil	R\$1,650	A
Burundi	Under development	B
Cameroon	Under development	B
Chile	Under development	A
China	RMB 4,159	A
Colombia	COL\$1,644,569	A
Congo	Under development	B
Costa Rica	CRC 433,282	A
Cote d'Ivoire	Under development	A
Dominican Republic	RD\$17,562	A
DR Congo	Under development	B
Ecuador	USD 430	A*

¹ World Bank dataset

² Either \$1,90, \$3,20 or \$5,50, depending on whether the country is categorized as a low, lower-middle or upper-middle income country. This data is retrieved from the <https://data.worldbank.org/income-level/low-income>, <https://data.worldbank.org/income-level/lower-middle-income> and <https://data.worldbank.org/income-level/upper-middle-income>.

³ 30.4 (365/12)

⁴ ILOSTAT

⁵ ILOSTAT

⁶ According to Rainforest Alliance certification data from preceding year for all countries and crops.



Country name	Applicable benchmark (local currency, gross wage per month)	Source A. Global Living Wage Coalition B. World Bank PPP conversion
El Salvador	Under development	A
Ethiopia	Birr 4,847	A
Georgia	Under development	B
Ghana	GHC1,244	A
Guatemala	GTQ 2,981	A
Honduras	Under development	A
India	₹10,627	A
Indonesia	Under development	B
Japan	Under development	B
Kenya (Rural)	KSh13,943	A
Kenya (Non-metropolitan urban)	KSh 26,546	A
Lao people's democratic republic	Under development	B
Malawi	MK 101,361	A
Mexico	Under development	A
Mozambique	Under development	B
Nepal	Under development	B
Nicaragua	C\$8,048	A
Nigeria	Under development	B
Panama	Under development	A
Papua New Guinea	Under development	B
Peru	Under development	A
Philippines	Under development	B
Rwanda	Under development	A
Senegal	Under development	B
South Africa	R4,280	A
Sri Lanka	LKR23,785	A
Suriname	Under development	B
Tanzania	Under development	A
Turkey	Under development	B
Uganda	Under development	A
Vietnam	VND 3,991,841	A
Zambia	Under development	B
Zimbabwe	Under development	A

* Salario Digno, calculated in accordance with the principles laid in the GLWC Living wage benchmark studies.