

USING THE FAIR WAGE GUIDE

The Fair Wage Guide empowers people along the supply chain by giving them access to wage and pricing information. It helps workers, buyers, employers, and workers' advocates calculate wages, compare them to local and international standards and also see how changes to production processes can affect wages. For help completing a Fair Wage Guide calculation, please consult the information below:

- [Step-by-step Instructions](#)
- [Calculating Production Time](#)
- [Calculating Material Cost](#)
- [Frequently Asked Questions](#)
- [Daily Wage Calculation](#)
- [Regions and Zones by Country](#)

STEP-BY-STEP INSTRUCTIONS TO USING THE FAIR WAGE GUIDE

STEP 1: ENTER THE COUNTRY IN WHICH THE PRODUCT IS MADE

Select the country where the product is made from the alphabetized drop-down list. If your country is not listed, it has yet to be included in the Guide. This could either be because the country has not set a minimum wage, or because there is no reliable data on the country's minimum wage. Note that you can only select one country per product for this version of the Fair Wage Guide.

STEP 2: ENTER MORE DETAILS ABOUT WHERE THE WORKER IS EMPLOYED, IF PROMPTED

Some countries have minimum wage guidelines that require additional information about the Worker making the product. This may include where they live, the sector they work in and/or their skills. If the country you select requires any of these variables, you will be able to choose responses from drop-down menus. If you need help determining which region or zone the worker lives in, see the section entitled "Regions and Zones by Country" below. For countries that do not require additional information, simply move to Step 3.



STEP 3: ENTER HOW MUCH THE WORKER IS PAID

Select whether the Worker is paid on an hourly or piece rate basis. Then select the currency you would like to use. Finally, enter the wage that the Worker earns, using no more than two decimal points (e.g. 15.75).



STEP 4: ENTER THE NUMBER OF HOURS IT TAKES THE WORKER TO MAKE A SINGLE PRODUCT (FOR PER PIECE CALCULATIONS ONLY)

Input the number of hours it takes for the Worker to complete a single item (or complete their regular task, such as ironing 10 garments). If you do not know how much time it takes the Worker to complete this task, please review the section entitled "Calculating Production Time" below. Please use no more than two decimal points when inputting the production time (e.g. 0.25 hours for 15 minutes).

STEP 5: ENTER THE AMOUNT OF MONEY THE WORKER SPENDS ON THE MATERIALS USED TO CREATE THE PRODUCT, IF ANY (FOR PER PIECE CALCULATIONS ONLY)

If the Worker purchases any materials needed to create the product, enter the cost of those materials. Please use no more than two decimal points (e.g. 15.75). If you do not know the Worker's material costs, please review the section entitled "Calculating Materials Cost" below.



STEP 6: CLICK THE "CALCULATE" BUTTON AND VIEW YOUR RESULTS!

CALCULATING PRODUCTION TIME

Use a watch or stopwatch to time how long it takes to make one product (or complete a task, such as ironing 10 garments). When calculating the amount of time spent, only include the time spent *working* on the product. For example, if the work is completed in a ceramics workshop, DO include the time spent making a pot, loading it into and unloading it out of the kiln, and loading it back into the kiln to fire the glaze. DO NOT include the time spent waiting for the pot to dry or the time that it is being fired in the kiln. If multiple people work to produce the same product, each Worker should be timed individually for their role in the production process (e.g. if preparing the string takes 2 hours and weaving takes 3 hours, the total time to make one scarf is 5 hours).

For the most accurate time sample, repeat the original process 3 times with the same product but with different workers (or groups of workers, if more than one person works together to make a single product). After completing the 3 time trials, add all 3 times together and take the average. This will give the most accurate prediction of the time it takes to make the product and control for variation between workers.

CALCULATING MATERIALS COST

STEP 1: LIST THE MATERIALS AND PRICES

List all of the materials used to make the product, even parts such as string or paint, and the cost of each material. Do not include tools, such as needles or hammers.

STEP 2: CALCULATE PRICES FOR MATERIALS BOUGHT "IN BULK"

If materials are purchased in large quantities (i.e. bought "in bulk"), you should record all of your bulk costs and how many items can be made from the material purchased.

STEP 3: DETERMINE THE COST TO PRODUCE ONE ITEM

Divide the cost of each material by the number of products that can be made from the material. Do this for every material used in the product. Then add the amounts together to get the total cost to make one item.

Example of How to Calculate Material Costs for a Necklace

STEP 1: List all the materials used in the necklace and the cost of each material.

a) String- 45 cm b) Small beads- 20 c) Claps- 1

STEP 2: If you purchase materials in bulk, find out how many necklaces can be made with the materials purchased.

Material:	Cost:	# of necklaces that can be made:
Reel of string	\$2	100
Bag of beads	\$1	500
Pouch of clasps	\$.50	10

STEP 3: With your list of materials and understanding of what they cost, determine the cost of 1 necklace.

Cost of material/# of necklaces that can be made from material=Amount it costs to make 1 necklace

a. (Cost of string) \$2 / (# of necklaces) 100 = (amount to make 1 necklace) \$.02

b. (Cost of beads) \$1 / (# of necklaces) 500 = (amount to make 1 necklace) \$.04

c. (Cost of clasps)\$.50 / (# of necklaces) 10 = (amount to make 1necklace) \$.05

d. (Cost of string to make 1 necklace)=\$.02 + (Cost of beads to make 1 necklace)=\$.04 + (Cost of clasps to make 1 necklace)=\$.05= \$.11

In this example, it costs 11 cents to make 1 neckalce!

FREQUENTLY ASKED QUESTIONS

1. WHAT IS THE FAIR WAGE GUIDE?

The Fair Wage Guide empowers people along the supply chain by giving them access to wage and pricing information. Created in 2006, the tool's goal is to give workers, buyers and consumers a tool with which to calculate fair wages and prices in and across different countries. More than 900 companies have adopted the tool since its launch and it has led to, on average, a 20% increase in earnings for thousands of workers worldwide.

2. WHERE DO YOU SOURCE YOUR MINIMUM WAGE DATA?

We gather our minimum wage data from a wide range of authoritative sources. This includes countries' respective Ministries of Labor, as well as internationally focused bodies, such as the International Labor Organization (ILO) and U.S. State Department.

3. HOW OFTEN DO YOU UPDATE YOUR MINIMUM WAGE AND INDICATOR DATA?

We complete biannual wage audits of the Fair Wage Guide, with spot checks throughout the year. We also invite partners to notify us when a country's wage data has changed. If you would like to update us on a change, please email us at info@goodworldsolutions.org.

4. HOW DO YOU ACCOUNT FOR THE CONSTANT CHANGES IN EXCHANGE RATES?

We have a built-in currency exchange system that updates daily with new exchange rates. Our rates are taken from [Yahoo Finance](#).

5. HOW DO YOU DEAL WITH DIFFERENCES IN COST OF LIVING ACROSS COUNTRIES?

The Fair Wage Guide is not intended to solve this problem. This is a much greater issue concerning larger economic issues and globalization. We hope that the Fair Wage Guide can help groups across countries identify costs correctly and work with buyers to explain these costs in an effort to appropriately value products.

6. WHY DOESN'T THE MINIMUM WAGE DATA DISPLAYED BY THE FAIR WAGE GUIDE MATCH THAT POSTED BY MY GOVERNMENT?

The minimum wages displayed in the Fair Wage Guide sometimes differ slightly from the wages posted by governments. This is because we convert hourly, weekly and monthly wages stated by governments to daily wage equivalents to facilitate comparison across countries. These calculations depend on whether the country defines a work week as 40, 44, 46 or 48 hours/week. Our formula is based on input we have received from stakeholders and, we believe, the best way to show true wage comparison internationally. For more information about our methodology, please email us at info@goodworldsolutions.org.

DAILY WAGE CALCULATION

The Fair Wage Guide converts workers' pay into a daily wage equivalent. It can be used for workers paid on an hourly basis, as well as those paid on a per piece basis. Our methodology is detailed below:

PER HOUR: Wage = W	PER PIECE: Wage = W Materials = M Time = T
Daily Wage = W x 8	Daily Wage = ((W-M) x 8)/T

Example of Per Piece Daily Wage Calculation

Let's take an example of a Guatemalan scarf :

The worker can create a scarf in 6 hours and sell the scarf for 38Q, after a materials cost of 4Q. First, we subtract the material cost of 4Q from 38Q, leaving us with 34Q. Then we divide 34Q by 6 hours resulting in an hourly wage of 5.67Q. Next we multiply this hourly wage (5.67Q) by 8 hours to get the daily wage of 45.33Q.

Or more simply:

Wage = 38Q
Materials = 4Q
Time = 6

Daily Wage = ((38-4) x 8) / 6 = 45.33Q

REGIONS AND ZONES BY COUNTRY

Some governments set different minimum wages across regions or zones, and sometimes the definitions of these regions and zones are not widely known. Countries for which Fair Wage Guide users are required to enter a region or zone that may not be intuitive are listed below:

1. CHINA

In determining the wage standard, the Chinese government divides the country into different regions which have their own set of districts defined below:

ANHUI

District Level	District Name
Class A	Hefei
Class B	Maanshan
Class C	Huaibei, Huainan, Tongling, Wuhu
Class D	Anqing, Chaohu, Huangshan
Class E	Fuyang, Liuan, Suzhou
Class F	Feidong County, Fengtai County, Wuhu County

CHONGQING

District Level	District Name
Class A	Dadukou District, Fuling District, Jiangbei District, Yuzhong District, Wanzhou District
Class B	Chengkou County, Fengdu County, Liangping County

FUJIAN

District Level	District Name
Class A	Xiamen
Class B	Changle, Fuqing, Fuzhou, Jinjiang
Class C	Jiayang, Wuyishan, Zhangping
Class D	Jianning County, Mingxi County, Ninghua County, Taining County

GANSU

District Level	District Name
Class A	Dunhuang, Jiayuguan, Lanzhou, Yumen
Class B	Guazhou County, Hezuo, Yongdeng County, Yuzhong County
Class C	Huning County, Lingtai County, Linxia
Class D	Gangu County, Shandan County, Taian County, Wushan County

GUANGDONG

District Level	District Name
Class A	Guangzhou
Class B	Foshan, Dongguan, Zhongshan, Zhuhai
Class C	Huizhou, Jiangmen, Shantou
Class D	Heyuan, Meizhou, Shaoguan

GUANGXI

District Level	District Name
Class A	Beihai, Guilin, Luizhou, Nanning, Wuzhou
Class B	Baise, Fangchenggang, Guigang, Qinzhou, Yulin
Class C	County-level Cities
Class D	Counties And Autonomous Cities

GUIZHOU

District Level	District Name
Class A	Anshun, Guiyang, Liupanshui, Zunyi
Class B	Fuquan, Kaiyang County, Tongren
Class C	Fenggang County, Xifeng County, Xiuwen County

HAINAN

District Level	District Name
Class A	Haikou, Sanya
Class B	Qionghia, Danzhou
Class C	Other Cities And Counties

HEBEI

District Level	District Name
Class A	Baoding, Langfang, Qinghuangdao, Shijiazhuang, Tanshang
Class B	Chengde, Handan, Hengshui, Xintai, Zhangjiakou
Class C	Shenzhou, Xinle, Yizhou
Class D	Zanhuang County, Shunping County, Tang County, Pingxing County

HEILONGJIANG

District Level	District Name
Class A	Daqing, Harbin
Class B	Fuyan County, Hegang, Jiamusi, Jixi, Mudanjiang, Qiqihar, Qitaihe, Shuangyashan, Suifenhe, Suihua
Class C	Daxinganling Region, Heihe, Jidong County, Yinchun County-level Cities
Class D	Other Cities And Counties

HENAN

District Level	District Name
Class A	Anyang, Hebi, Jiaozuo, Luoyang, Pingdingshan, Zhengzhou
Class B	Kaifeng, Nanyang, Puyang, Shangqiu, Xinyang, Zhoukou
Class C	Kaifeng County, Lankao County, Luoshan County, Weihui

HUBEI

District Level	District Name
Class A	Wuhan
Class B	Huanggang, Huangshi, Jingzhou, Shiyan, Xiangyang, Yichang
Class C	Danjiangkou, Guangshui, Yangxin County, Yicheng

HUNAN

District Level	District Name
Class A	Changsha, Zhuzhou
Class B	Changde, Xiangtan, Yueyang
Class C	Loudi, Yiyang, Yongzhou
Class D	Zhangjiajie

INNER MONGOLIA

District Level	District Name
Class A	Ernhot, Hohhot
Class B	Hulunbuir, Xilinhot
Class C	Bayanur, Ulanhot
Class D	Arxan, Zhuozi County

JIANGSU

District Level	District Name
Class A	Changzhou, Nanjing, Suzhou, Wuxi, Zhenjiang
Class B	Liangyungang, Nantong, Yangzhou
Class C	Suqian

JIANGXI

District Level	District Name
Class A	Nanchang
Class B	Ji'an, Jiujiang, Pingxiang, Shangrao
Class C	Jiנגgangshan, Ruijin, Yichun
Class D	Waizai County, Wuning County, Xingzi County
Class E	Duchang County, Lianhua County, Xiushui County

JILIN

District Level	District Name
Class A	Changchun, Jilin
Class B	Baishan, Huichun, Liaoyuan, Qianguo County, Siping, Songyuan, Tonghua, Yanji
Class C	Baicheng, Other Cities And Areas

LIAONING

District Level	District Name
Class A	Dalian, Shenyang
Class B	Anshan, Benxi, Dandong, Fushun, Jinzhou, Liaoyang, Panjin, Yingkou
Class C	Chaoyang, Fuxin, Huludao, Tieling

NINGXIA

District Level	District Name
Class A	Shizuishan, Yinchuang
Class B	Qingtonxia, Wuzhong, Zhongwei
Class C	Cuyan, Longde County, Pengyang County, Xiji County

QINGHAI

District Level	District Name
Class A	Guoluo, Haixi, Yushu
Class B	Haibei, Hainan, Huangnan
Class C	Haidong, Xining

SHAANXI

District Level	District Name
Class A	Xi'an, Xianyang, Yulin
Class B	Baoji, Tongchuan, Weinan, Yanan
Class C	Ankang, Shangluo
Class D	Lantian County, Shiquan County, Yijun County

SHANDONG

District Level	District Name
Class A	Jinan, Qingdao, Weifang, Weihai, Yantai, Zibo
Class B	Binzhou, Jining, Linyi, Rizhao, Taian County, Zaozhuang
Class C	Dezhou, Heze, Liaocheng

SHANXI

District Level	District Name
Class A	Changzhi, Datong, Jincheng, Taiyuan
Class B	Gaoping, Houma, Linfen, Qingxu County
Class C	Changzhi County, Datong County, Yangqu County, Zuoyun County
Class D	Daning County, Loufan County, Yanggao County, Yonghe County

SICHUAN

District Level	District Name
Class A	Chengdu, Deyang, Mianyang, Panzhihua, Yibing, Zigong
Class B	Guangyuan, Luzhou, Nanchong
Class C	Liangshan, Ziyang

TIBET

District Level	District Name
Class A	Ali, Changdu, Lhasa, Linzhi, Naqu, Shannan
Class B	Shigatse

XINJIANG

District Level	District Name
Class A	Karamay, Taxkorgan Tajik Autonomous County
Class B	Fukang, Hutubi County, Manas County, Shihezi, Urumqi
Class C	Hami, Kashgar, Korla, Turpan
Class D	Barkol Kazak Autonomous County, Jeminay County, Toksun County, Yining

YUNNAN

District Level	District Name
Class A	Anning, Kunming
Class B	Yulong County, Counties under Kunming Jurisdiction
Class C	Other Counties

ZHEJIANG

District Level	District Name
Class A	Hangzhou, Ningbo, Wenzhou
Class B	Jiaxin, Jinhua, Taizhou
Class C	Jlande, Linan, Quizhou, Zhoushan
Class D	Cangnan County, Pingyang County, Shuntai County, Wencheng County

2. INDIA

NEW DELHI, INDIA

In determining the wage standard, the New Delhi government divides their county into three areas as shown below:

Note: Italicized regions are urban agglomerations

Area	Regions
Area A	<i>Ahmedabad, Bengaluru, Chennai, Delhi, Greater Mumbai, Hyderabad, Kanpur, Lucknow, Nagpur, Faidabad Complex, Ghaziabad, Gurgaon, Navi Mumbai, Noida, Secunderabad</i>
Area B	<i>Agra, Allahabad, Amritsar, Asansol, Aurangabad, Bareilly, Belgaum, Bhiwandi, Chandigarh, Coimbalore, Cuttack, Dehradun, Dhanbad, Durg-Bhilai Nagar, Gwalior, Indore, Jabalpur, Jalandhar, Jalpur, Jammu, Jamnagar, Jamshedpur, Kochi, Kohlapur, Kozhikode, Madurai, Mangalore, Meerut, Moradabad, Mysore, Nasi, Patna, Puducherry, Pune, Raipur, Ranchi, Salem, Srinagar, Surat, Thiruvananthapuram, Tiruchirappalli, Tiruppur, Vadodara, Varanasi, Vijayawada, Vishakhapatnam, Ajmer, Aligarh, Amravati, Bhavnagar, Bhopal, Bhubaneswar, Bikaner, Durgapur, Gorakhpur, Guntur, Guwahati City, Hubil-Dharwad, Jalandhar Cantt, Jodhpur, Kota, Ludhiana, Rajkot, Solapur, Warangal</i>
Area C	Areas Not In Areas A or B

UTTARAKHAND, INDIA

Note: The Fair Wage Guide calculates the minimum wages for Uttarakhand without the Variable Dearness Allowance (V.D.A.) because Uttarakhand's V.D.A. is disproportionately high compared to other regions.

3. MEXICO

In determining the wage standard, the Mexican government divides the county into two zones, defined below:

ZONE A:

State	Municipalities
Baja California	All Municipalities
Baja California Sur	All Municipalities
Chihuahua	Guadalupe, Juárez, Praxedis G. Guerrero
Guerrero	Acapulco de Juárez
Jalisco	El Salto, Guadalajara, Tlajomulco de Zúñiga, Tlaquepaque, Tonalá, Zapopan
Estado De México	Atizapán de Zaragoza, Coacalco de Berriozábal, Cuautitlán, Cuautitlán Izcalli, Ecatepec de Morelos, Naucalpan de Juárez, Tlalnepantla de Baz, Tultitlán
Nuevo León	Apodaca, General Escobedo, Guadalupe, Monterrey, San Nicolás de los Garza, San Pedro Garza García, Santa Catarina
Sonora	Agua Prieta, Altar, Atil, BÁCUM, Benito Juárez, Benjamín Hill, Caborca, Cajeme, Cananea, Carbó, Cucurpe, Empalme, Etchojoa, General Plutarco Elías Calles, Guaymas, Hermosillo, Huatabampo, Imuris, La Colorada, Magdalena, Naco, Navojoa, Nogales, Opodepe, Oquitoa, Pitiquito, Puerto Peñasco, Río Muerto, San Ignacio, San Luis Río Colorado, San Miguel de Horcasitas, Santa Ana, Santa Cruz, Sáric, Suaqui Grande, Trincheras, Tubutama
Tamaulipas	Aldama, Altamira, Antiguo Morelos, Camargo, Ciudad Madero, El Mante, Gómez Farías, González, Guerrero, Gustavo Díaz Ordaz, Matamoros, Mier, Miguel Alemán, Nuevo Laredo, Nuevo Morelos, Ocampo, Reynosa, Río Bravo, San Fernando, Tampico, Valle Hermoso, Xicoténcatl
Veracruz De Ignacio De La Llave	Agua Dulce, Cárdenas del Río, Coatzacoalcos, Coatzintla, Cosoleacaque, Ixhuatlán del Sureste, Las Choapas, Minatitlán, Moloacán, Nanchital de Lázaro, Poza Rica de Hidalgo, Tuxpan

ZONE B:

State	Municipalities
Aguascalientes	All Municipalities
Campeche	All Municipalities
Chihuahua	All Municipalities Not Mentioned in Zone A
Coahuila De Zaragoza	All Municipalities
Colima	All Municipalities
Chiapas	All Municipalities
Durango	All Municipalities
Guanajuato	All Municipalities
Guerrero	All Municipalities Not Mentioned in Zone A
Hidalgo	All Municipalities
Jalisco	All Municipalities Not Mentioned in Zone A
Estado De México	All Municipalities Not Mentioned in Zone A
Michocán De Ocampo	All Municipalities
Morelos	All Municipalities
Nayarit	All Municipalities
Nuevo León	All Municipalities Not Mentioned in Zone A
Oaxaca	All Municipalities
Puebla	All Municipalities
Querétaro	All Municipalities
Quintana Roo	All Municipalities
San Luis Potosí	All Municipalities
Sinaloa	All Municipalities
Sonora	All Municipalities Not Mentioned in Zone A
Tabasco	All Municipalities
Tamaulipas	All Municipalities Not Mentioned in Zone A
Tlaxcala	All Municipalities
Veracruz De Ignacio De La Llave	All Municipalities Not Mentioned in Zone A
Yucatán	All Municipalities
Zacatecas	All Municipalities

4. PANAMA

In determining the wage standard, the Panama government divides the country into two regions as shown below:

Area	Regions
Area A	Panamá, Colón, San Miguelito, David, Santiago, Chitré, Aguadulce, Penonomé, Bocas del Toro, La Chorrera y Arraiján, Capiña, Chame, Anton, Nata, Las Tablas, Bugaba, Boquete, Taboga, San Carlos, Chepo, Guarare, Los Santos, Pedasi, Dolega, San Felix, Baru, Boqueron, Portobelo, Donoso, Santa Isabel, Santa Maria, Parita, Pese, Atalaya, Changuinola, Chiriqui Grande
Area B	Rest of the Country

5. PHILIPPINES

The Philippines is divided into several regions each with its own minimum wage standard as shown below:

NATIONAL CAPITAL REGION (NCR)

Municipalities		
Navotas	Taguig	Pateros
Cities		
Caloocan	Las Pinas	Mandaluyong
Makati	Manila	Marikina
Malabon	Muntinlupa	Paranaque
Pasay	Pasig	Quezon
Valenzuela	San Juan	

CORDILLERA ADMINISTRATIVE REGION (CAR)

Provinces	Abra, Apayao, Benguet, Ifugao, Kalinga, Mountain Province
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REGION I: ILOCOS REGION

Provinces			
Ilocos Norte	Ilocos Sur	La Union	Pangasinan

REGION II: CAGAYAN REGION

Provinces			
Batanes	Cagayan	Isabela	Nueva Vizcaya
Quirino	Tuguegarao		

REGION III: CENTRAL LUZON

Provinces			
Aurora	Bataan	Bulacan	Nueva Ecija
Pampanga	Tarlac	Zambales	

REGION IV A: CALABARZON

Provinces			
Batangas	Cavite	Laguna	Quezon
Rizal			

REGION IV B: MIMAROPA

Provinces			
Marinduque	Occidental Mindoro	Oriental Mindoro	Palawan
Romblon			

REGION V: BICOL REGION

Provinces			
Albay	Camarines Norte	Camarines Sur	Catanduanes
Masbate	Sorsogon		

REGION VI: WESTERN VISAYAS

Provinces			
Aklan	Antique	Capiz	Guimaras
Iloilo	Negros Occidental		

REGION VII: CENTRAL VISAYAS

Provinces			
Bohol	Cebu	Negros Oriental	Siquijor
Classes			
Class A	Cities of Carcar, Cebu, Danao, Lapulapu, Mandaue, Naga, Talisay, and Municipalities of Compostela, Consolacion, Cordova, Liloan, Minglanilla, San Fernando or expanded Metro Cebu		
Class B	Cities of Toledo, Bogo and rest of Municipalities in Cebu Province except Bantayan and Camotes Islands		
Class C	Cities and municipalities in Bohol and Negros Oriental Provinces		
Class D	Municipalities in Siquijor Province and municipalities in Bantayan and Camotes Islands		

REGION VIII: EASTERN VISAYAS

Provinces			
Biliran	Eastern Samar	Leyte	Southern Leyte
Nothern Samar	Western Samar		

REGION IX: ZAMBOANGA PENINSULA

Provinces		
Zamboanga del Norte	Zamboanga del Sur	Zamboanga Sibugay

REGION X: NOTHERN MINDANAO

Provinces			
Bukidnon	Camiguin	Lanao del Norte	Misamis Occidental
Misamis Oriental			

REGION XI: DAVAO REGION

Provinces			
Compostela Valley	Davao del Norte	Davao del Sur	Davao Oriental

REGION XII SOCCSKSARGEN

Provinces			
Cotabato	Sarangai	South Cotabato	Sultan Kudarat

REGION XIII: CARAGA

Provinces			
Agusan del Norte	Agusan del Sur	Surigao del Norte	Surigao del Sur

AUTONOMOUS REGION IN MUSLIM MINDANAO (ARMM)

Provinces			
Basilan	Lanao del Sur	Maguindanao	Sulu
Tawi-tawi			

6. SOUTH AFRICA

In determining the wage standard, the South African government has certain industries divided into different areas as shown below:

DOMESTIC WORKER INDUSTRY

Area	Municipalities and Cities
Area A: Urban Areas	Bergrivier Local Municipality, Breederivier Local Municipality, Buffalo City Local Municipality, Cape Agulhas Local Municipality, Cederberg Local Municipality, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane Metropolitan Municipality, Drakenstein Local Municipality, Ekurhuleni Metropolitan Municipality, Emalahleni Local Municipality, Emfuleni Local Municipality, Ethekwini Metropolitan Municipality, Gamagara Local Municipality, George Local Municipality, Hibiscus Coast Local Municipality, Karoo Hoogland Local Municipality, Kgatelopele Local Municipality, Khara Hais Local Municipality, Knysna Local Municipality, Kungwini Local Municipality, Kouga Local Municipality, Langeberg Local Municipality, Lesedi Local Municipality, Makana Local Municipality, Mangaung Local Municipality, Matzikama Local Municipality, Metsimaholo Local Municipality, Middelburg Local Municipality, Midvaal Local Municipality, Mngeni Local Municipality, Mogale Local Municipality, Mosselbaai Local Municipality, Msunduzi Local Municipality, Mtubatu Local Municipality, Nama Khoi Local Municipality, Nelson Mandela, Nokeng tsa Taemane Local Municipality, Oudtshoorn Local Municipality, Overstrand Local Municipality, Plettenbergbaai Local Municipality, Potchefstroom Local Municipality, Randfontein Local Municipality, Richtersveld Local Municipality, Saldanha Bay Local Municipality, Sol Plaatjie Local Municipality, Stellenbosch Local Municipality, Swartland Local Municipality, Swellendam Local Municipality, Theewaterskloof Local Municipality, Umdoni Local Municipality, uMhlathuze Local Municipality and Witzenberg Local Municipality
Area B: Semi-urban And Rural Areas	Other Areas Not Listed in Area A

CONTRACT CLEANER INDUSTRY

Area	Cities and Local Councils
Class A	City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tshwane and Nelson Mandela. Local Councils of Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, and Westonaria
Class B	KwaZulu-Natal and areas not covered by a bargaining council agreement
Class C	Other areas not listed in Areas A or B

7. VIETNAM

The government of Vietnam divides the county into four separate regions, each with its own minimum wage standard:

REGION I:

Urban and Suburban Districts of Hanoi	Urban and Suburban Districts of Hai Phong	Urban and Suburban Districts of Ho Chi Minh	Bien Hoa City
Certain Districts of Dong Nai	Thu Dau Mot City and Some Towns	Rural Districts of Bnh Duong Province	Vung Tau City of Ba Ria - Vung Tau Province

REGION II:

Rural Districts of Hanoi	Rural Districts of Hai Phong	Rural Districts of Hai Duong City of Hai Duong Province	Hung Yen City
Some Rural Districts of Hung Yen Province			

REGION III:

Covering Remaining Provincial Cities Not Mentioned in Region I and II	Chi Linh Town	Some Rural Districts of Hai Duong Province	Rural Districts of Vinh Phuc Province
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REGION IV:

REMAINING LOCALITIES NOT IN REGION I, II, AND III

About Good World Solutions

The Fair Wage Guide is operated by Good World Solutions, a U.S. non-profit that uses technology to engage workers and employers around the world. By increasing transparency in global supply chains, GWS promotes business for socially responsible companies and empowers workers that produce our food and popular consumer products. Find out more about us at www.goodworldsolutions.org.