

Minimum wages in the global garment industry: Update for 2015

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This research note compares minimum wage levels for garment workers across major apparel-exporting middle and low income economies for 2015. The rates of change in minimum wages between 2014 and 2015 are also compared. While minimum wage increases have made headlines in some garment exporters such as Cambodia and Indonesia, this note shows that inflation has eroded workers' purchasing power in a number of other countries.

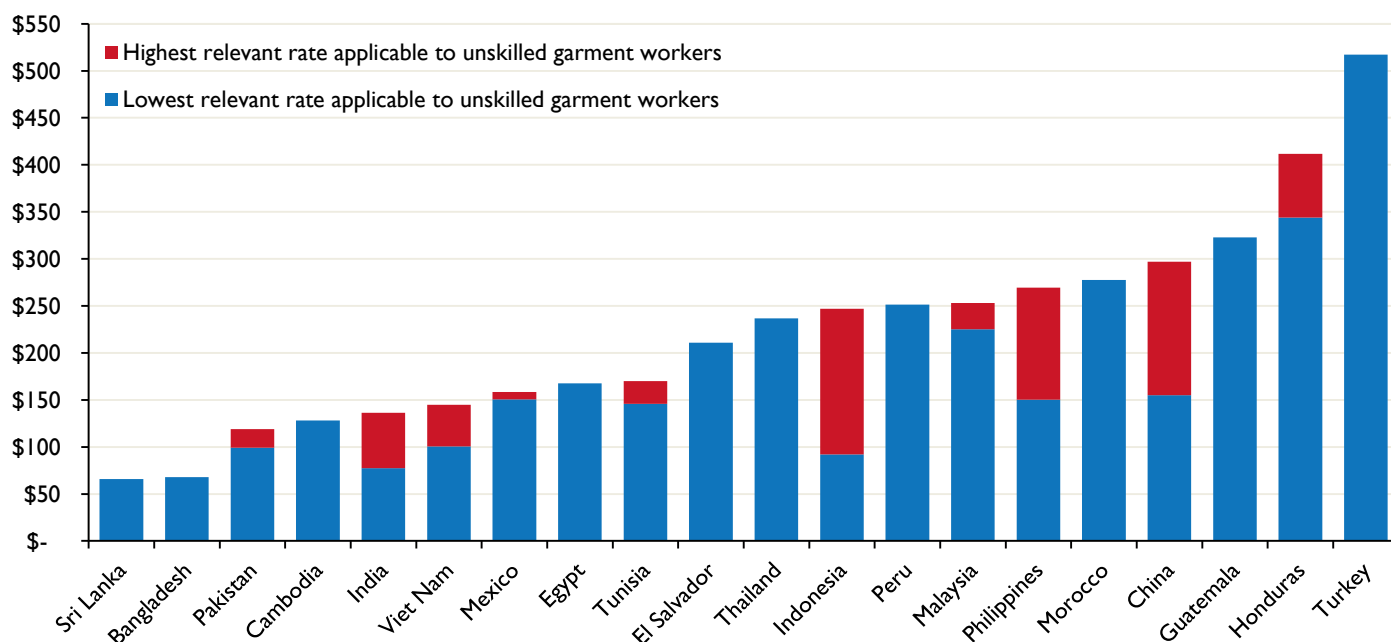
This note compares the lowest allowable wage levels across economies from two perspectives. First, wage levels and rates of change are compared in nominal US dollar terms. This is the comparison that is most relevant to investors and international competitiveness. Second, wages are compared in real purchasing power terms, which is the more relevant comparison from workers' perspective. The note only compares legal minimum wages, not the average wages that are paid to workers. Allowances, bonuses, and incentive payments are not included in the comparison.

The 20 economies included in this research note had the highest market share in apparel exports among developing and emerging economies in 2014, based on UNCTAD data. Any countries that are classified as 'high income' by the World Bank are excluded from the analysis. Together, the 20 included countries accounted for almost two-thirds of global garment exports in 2014. All of these countries have minimum wages that apply to garment workers.

Diverse minimum wages for garment workers

In US dollar terms, China had the highest minimum wage in 2015 in the Asia and the Pacific region among the major garment exporters included in this brief, with a minimum wage of US\$297 per month in Shanghai. This was about 4.5 times the lowest minimum wages, which were found in Sri Lanka (US\$66) and Bangladesh (US\$68). Figure 1 shows the minimum wages for garment workers as at 1 January 2015. Some countries have different minimum wages for workers with different levels of skill – the charts in this brief pertain

Figure 1: Monthly minimum wages in for the top 20 apparel-exporting middle and low income countries, in US\$ as of 1 January 2015 (lowest and highest relevant rate applicable to unskilled workers)



Note: All rates refer to the lowest skill grade and new entrants; see Table 1 for further details.

Source: ILO compilation based on national sources. Exchange rates are from IMF and, where not available from the IMF, from xe.net.

only to the minimum wages that apply to garment workers with the lowest level of skill.

Where an economy has multiple minimum rates that vary by region, the chart shows the highest and lowest of the rates that apply to unskilled garment workers. In some countries with many regionally differentiated minimum wages, this note only selects the most representative minimum wages, from the areas in which the garment industry is concentrated. Some countries, such as Thailand and Cambodia, do not have regional variation in their minimum wages. Others, such as Indonesia, have substantial variation in the minimum wages for unskilled garment workers across geographical areas of the country.

Purchasing power differences less stark

In Figure 1, minimum wages are compared in US dollar terms, converted from local currencies at the exchange rates that prevailed in January 2015. This is likely to be the comparison that is of most interest to international investors. However, comparisons based on market exchange rates do not necessarily reflect differences in the standard of living that a worker can afford.

The minimum wage in Shanghai is around 4.5 times the minimum wage in Bangladesh, when both are converted to US dollars at market exchange rates. However, if the cost of living is higher in Shanghai than Bangladesh, then the standard of living that a garment worker can afford on the minimum

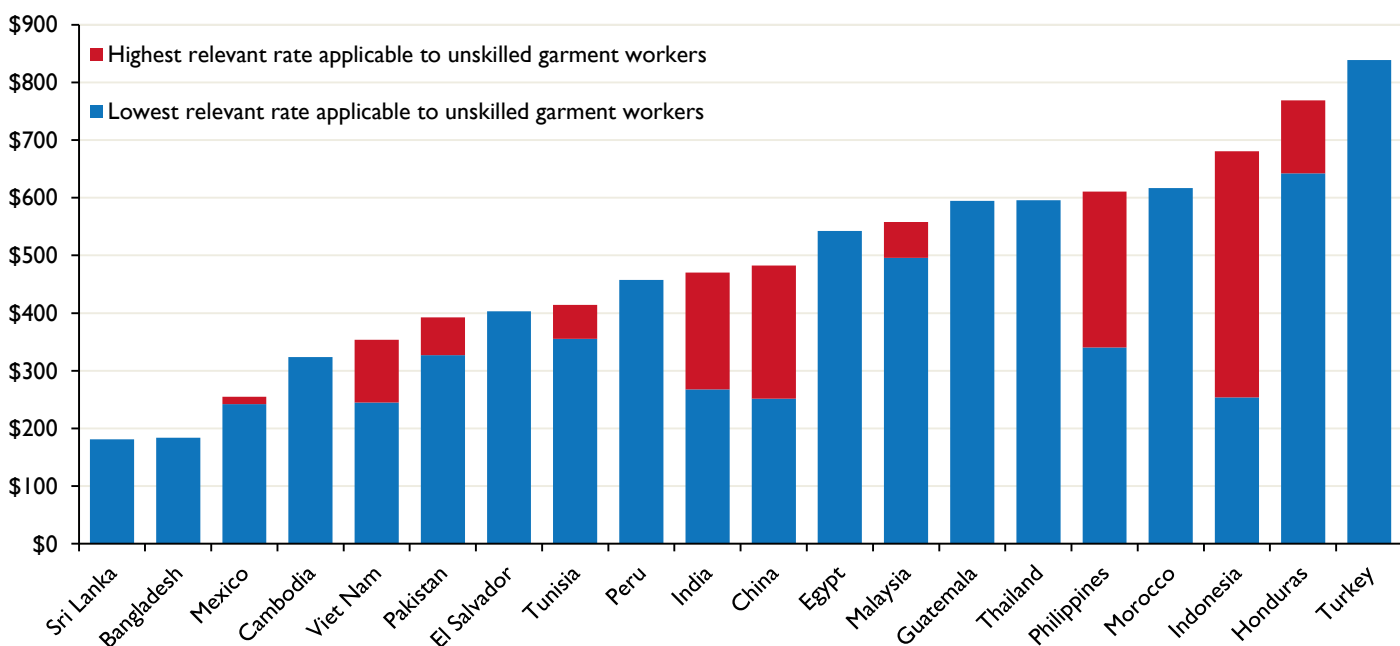
wage in Shanghai may not be 4.5 times the standard of living of a garment worker in Bangladesh.

To compare the standard of living that can be obtained by a garment worker receiving the minimum wage across countries, we convert minimum wages to a common currency using a 'purchasing power parity' (PPP) conversion factor. For example, the conversion factor for Bangladesh is 28.9, which means it would take around 28.9 Bangladeshi taka to purchase in Bangladesh the same amount of goods and services that could be purchased in the United States with one US dollar. This research note uses 2014 PPP conversion factors for private consumption published by the World Bank, derived from the International Comparisons Project. Note that PPP conversion factors are available only for countries as a whole, and thus they do not necessarily fully reflect regional differences in the cost of living within countries.

When converted to international dollars using PPP conversion factors, the 5300 taka minimum wage for an unskilled garment worker in Bangladesh is worth US\$184, while the Shanghai minimum wage of 1,820 yuan renminbi (CNY) is worth US\$482. The ratio between the two is 2.6, which remains substantial but is lower than the ratio (4.5) between the minimum wages converted at market exchange rates.

Figure 2 compares minimum wages in major garment-exporting economies using PPP conversion factors. On a

Figure 2: Monthly minimum wages for the top 20 apparel-exporting middle and low income countries, in PPP US\$ as of 1 January 2015 (lowest and highest relevant rate applicable to unskilled workers)



Note: All rates refer to the lowest skill grade and new entrants. Cambodia's minimum wage is specified in US dollar terms. Here it is converted to Cambodian riels at market exchange rates, then to international dollars using the PPP conversion factor for Cambodia.

Source: ILO compilation based on national sources. PPP conversion factors (private consumption, LCU per international \$) for 2014 from World Development Indicators, World Bank (12 Nov 2015 update) were used.

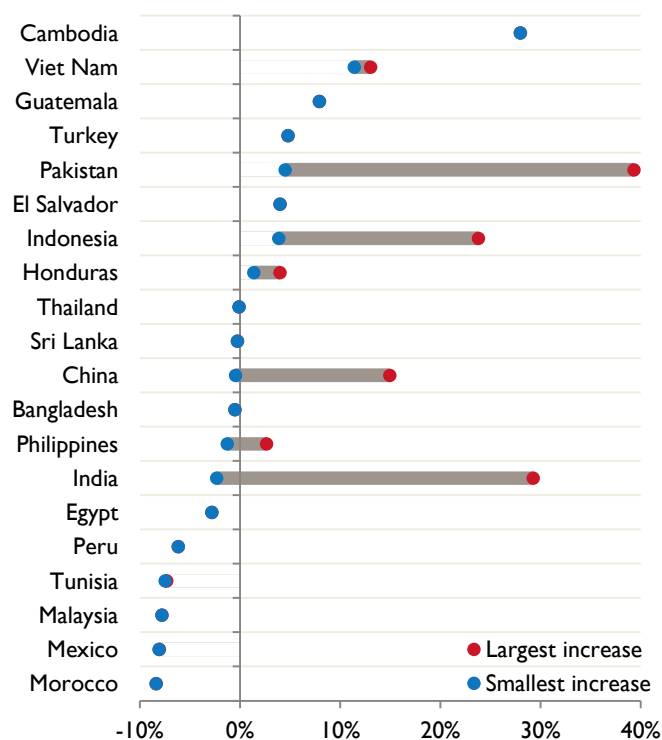
purchasing power basis, the highest minimum wage for an unskilled garment worker in the Asia and the Pacific region among countries included in this brief is found in Indonesia, although the lowest minimum wage in Indonesia is among the lowest in the region. When compared on a purchasing power basis, the lowest minimum wages remain in Sri Lanka and Bangladesh.

Range of increases in minimum wages

The rate of change in minimum wages between 2014 and 2015 differed quite substantially among the major garment-exporting economies. Cambodia's minimum wage rose from US\$100 to US\$128, a 28 per cent increase in nominal terms, while Malaysia's minimum wage fell by 7.8 per cent in nominal US dollar terms due to the depreciation of the ringgit.

Figure 3 shows the change in the minimum wage between 2014 and 2015 in nominal US dollar terms. For countries with a number of minimum wages for unskilled garment workers, the largest and smallest increases are both shown. The range of increases within countries is quite large in some cases, as in Pakistan where the Balochistan province's minimum wage rose by 39.3 per cent while the rate in Khyber Pakhtunkhwa province rose only 4.5 per cent in nominal US dollar terms.

Figure 3: Change in minimum wage between 1 January 2014 and 1 January 2015, nominal US\$ terms (per cent)



Note: All rates refer to the lowest skill grade and new entrants; see Table I for further details.

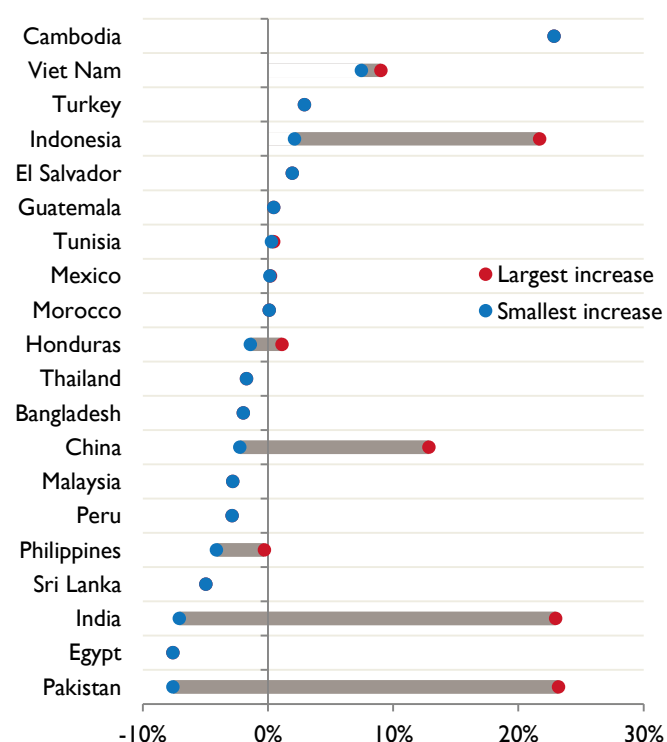
Source: ILO compilation based on national sources. Exchange rates are from IMF and, where not available from the IMF, from xe.net.

Change in purchasing power

Changes in minimum wages expressed in nominal US dollar terms do not necessarily correspond to changes in the purchasing power of minimum wages for workers. To examine change in the purchasing power of minimum wages, we compare them in local currency terms, adjusted for inflation.

Figure 4 shows the percentage difference between minimum wages for unskilled garment workers in the major exporters in 1 January 2014 and 1 January 2015, expressed in terms of local currency units and adjusted for inflation. In other words, the chart shows changes in real minimum wages.

Figure 4: Change in minimum wage between 1 January 2014 and 1 January 2015, real terms in LCU (per cent)



Note: All rates refer to the lowest skill grade and new entrants; see Table I for further details.

Source: ILO compilation based on national sources.

Minimum wages as at 1 January 2015

Table I provides a more comprehensive overview of minimum wages in the major garment-exporting countries as at 1 January 2015. Several countries included in this research note have multiple minimum wage rates for garment workers, which differ by geographical region, enterprise size, working hours, and/or workers' level of skill and experience. For countries with a large number of minimum wage rates, Table I includes only the most representative rates applied to garment workers, such as by including only the provinces where most garment manufacturing is located.

Table I: Minimum wage rates in the top 20 apparel-exporting middle and low income countries, as of 1 January 2015 (in national currency and in US\$)

#	Economy	Specificity	Currency	Min. wage, LCU	Reference period	Monthly equivalent *	FX rate **	Min. wage, US\$	Effective date	Change since 1 Jan. 2014	
										Nominal, in US\$	Real, in LCU
1	China	Provincial (Guangdong, Class D)	CNY	1 010	Monthly	1 010	6.13	\$165	01-May-13	-0.4%	-2.2%
		Provincial (Guangdong, Class C)	CNY	1 130	Monthly	1 130	6.13	\$184	01-May-13	-0.4%	-2.2%
		Provincial (Guangdong, Class B)	CNY	1 310	Monthly	1 310	6.13	\$214	01-May-13	-0.4%	-2.2%
		Provincial (Guangdong, Class A)	CNY	1 550	Monthly	1 550	6.13	\$253	01-May-13	-0.4%	-2.2%
		Provincial (Shandong, Class C)	CNY	1 200	Monthly	1 200	6.13	\$196	01-Mar-14	10.6%	8.6%
		Provincial (Shandong, Class B)	CNY	1 350	Monthly	1 350	6.13	\$220	01-Mar-14	10.2%	8.2%
		Provincial (Shandong, Class A)	CNY	1 500	Monthly	1 500	6.13	\$245	01-Mar-14	8.2%	6.3%
		Provincial (Jiangsu, Class C)	CNY	1 270	Monthly	1 270	6.13	\$207	01-Nov-14	15.0%	12.9%
		Provincial (Jiangsu, Class B)	CNY	1 460	Monthly	1 460	6.13	\$238	01-Nov-14	13.6%	11.5%
		Provincial (Jiangsu, Class A)	CNY	1 630	Monthly	1 630	6.13	\$266	01-Nov-14	9.7%	7.7%
		Provincial (Fujian, Class D)	CNY	950	Monthly	950	6.13	\$155	01-Aug-13	-0.4%	-2.2%
		Provincial (Fujian, Class C)	CNY	1 050	Monthly	1 050	6.13	\$171	01-Aug-13	-0.4%	-2.2%
		Provincial (Fujian, Class B)	CNY	1 170	Monthly	1 170	6.13	\$191	01-Aug-13	-0.4%	-2.2%
		Provincial (Fujian, Class A)	CNY	1 320	Monthly	1 320	6.13	\$215	01-Aug-13	-0.4%	-2.2%
		Provincial (Zhejiang, Class D)	CNY	1 220	Monthly	1 220	6.13	\$199	01-Aug-14	12.5%	10.4%
		Provincial (Zhejiang, Class C)	CNY	1 350	Monthly	1 350	6.13	\$220	01-Aug-14	12.0%	10.0%
		Provincial (Zhejiang, Class B)	CNY	1 470	Monthly	1 470	6.13	\$240	01-Aug-14	11.7%	9.7%
Provincial (Zhejiang, Class A)	CNY	1 650	Monthly	1 650	6.13	\$269	01-Aug-14	11.8%	9.7%		
Provincial (Shanghai)	CNY	1 820	Monthly	1 820	6.13	\$297	01-Apr-14	11.9%	9.8%		
2	Bangladesh	Garment industry, Grade VII	BDT	5 300	Monthly	5 300	77.9	\$68	late 2013	-0.5%	-2.0%
		Garment industry, Grade VI	BDT	5 678	Monthly	5 678	77.9	\$73	late 2013	-0.5%	-2.0%
		Garment industry, Grade V	BDT	6 032	Monthly	6 032	77.9	\$77	late 2013	-0.5%	-2.0%
		Garment industry, Grade IV	BDT	6 420	Monthly	6 420	77.9	\$82	late 2013	-0.5%	-2.0%
		Garment industry, Grade III	BDT	6 805	Monthly	6 805	77.9	\$87	late 2013	-0.5%	-2.0%
		Garment industry, Grade II	BDT	10 900	Monthly	10 900	77.9	\$140	late 2013	-0.5%	-2.0%
		Garment industry, Grade I	BDT	13 000	Monthly	13 000	77.9	\$167	late 2013	-0.5%	-2.0%
3	Viet Nam	Regional (Region IV)	VND	2 150 000	Monthly	2 150 000	21 408	\$100	01-Jan-15	11.4%	7.5%
		Regional (Region III)	VND	2 400 000	Monthly	2 400 000	21 408	\$112	01-Jan-15	12.5%	8.5%
		Regional (Region II)	VND	2 750 000	Monthly	2 750 000	21 408	\$128	01-Jan-15	12.8%	8.8%
		Regional (Region I)	VND	3 100 000	Monthly	3 100 000	21 408	\$145	01-Jan-15	13.0%	9.0%
4	India	Rajasthan, textile industry, unskilled	INR	189	Daily	4 914	63.4	\$78	01-Jan-14	-2.3%	-7.1%
		Rajasthan, textile industry, semi-skilled	INR	199	Daily	5 174	63.4	\$82	01-Jan-14	-2.3%	-7.1%
		Rajasthan, textile industry, skilled	INR	209	Daily	5 434	63.4	\$86	01-Jan-14	-2.3%	-7.1%
		Rajasthan, textile industry, highly skilled	INR	259	Daily	6 734	63.4	\$106	01-Jan-14	-2.3%	-7.1%
		Karnataka, tailoring, unskilled (zone I)	INR	6 566	Monthly	6 566	63.4	\$104	01-Apr-14	27.4%	21.2%
		Karnataka, tailoring, unskilled (zone II)	INR	6 436	Monthly	6 436	63.4	\$102	01-Apr-14	26.5%	20.3%
		Karnataka, tailoring, unskilled (zone III)	INR	6 306	Monthly	6 306	63.4	\$99	01-Apr-14	29.3%	23.0%
		Karnataka, tailoring, highly skilled (zone I)	INR	7 086	Monthly	7 086	63.4	\$112	01-Apr-14	32.5%	26.1%
		Uttar Pradesh, garments, unskilled	INR	247	Daily	6 416	63.4	\$101	01-Oct-14	20.5%	14.6%
		Uttar Pradesh, garments, semi-skilled	INR	271	Daily	7 057	63.4	\$111	01-Oct-14	16.3%	10.6%
		Uttar Pradesh, garments, skilled	INR	304	Daily	7 905	63.4	\$125	01-Oct-14	17.3%	11.6%
		Madhya Pradesh, manufacturing, unskilled	INR	227	Daily	5 895	63.4	\$93	01-Oct-14	4.3%	-0.8%
		Madhya Pradesh, manufacturing, semi-skilled	INR	232	Daily	6 025	63.4	\$95	01-Oct-14	4.1%	-0.9%
Madhya Pradesh, manufacturing, skilled	INR	238	Daily	6 175	63.4	\$97	01-Oct-14	4.0%	-1.1%		
Gujarat, garments, Category V	INR	220	Daily	5 720	63.4	\$90	01-Oct-14	0.3%	-4.6%		

#	Economy	Specificity	Currency	Min. wage, LCU	Reference period	Monthly equivalent *	FX rate **	Min. wage, US\$	Effective date	Change since 1 Jan. 2014	
										Nominal, in US\$	Real, in LCU
		(zone III)									
		Gujarat, garments, Category I (zone I)	INR	230	Daily	5 988	63.4	\$94	01-Oct-14	0.2%	-4.7%
		Punjab, unskilled	INR	6 648	Monthly	6 648	63.4	\$105	01-Sep-14	3.9%	-1.1%
		Punjab, highly skilled	INR	9 357	Monthly	9 357	63.4	\$148	01-Sep-14	2.0%	-2.9%
		Haryana, RMG, unskilled	INR	224	Daily	5 813	63.4	\$92	01-Jan-15	2.3%	-2.6%
		Haryana, RMG, highly skilled	INR	249	Daily	6 463	63.4	\$102	01-Jan-15	1.9%	-3.0%
		Maharashtra, RMG, unskilled (zone I)	INR	7 109	Monthly	7 109	63.4	\$112	01-Jan-15	1.2%	-3.7%
		Maharashtra, RMG, unskilled (zone II)	INR	7 009	Monthly	7 009	63.4	\$111	01-Jan-15	1.3%	-3.7%
		Maharashtra, RMG, unskilled (zone III)	INR	6 709	Monthly	6 709	63.4	\$106	01-Jan-15	1.4%	-3.5%
		Maharashtra, RMG, skilled (zone I)	INR	7 309	Monthly	7 309	63.4	\$115	01-Jan-15	1.1%	-3.8%
		Delhi, unskilled	INR	332	Daily	8 632	63.4	\$136	01-Oct-14	4.3%	-0.8%
		Delhi, semi-skilled	INR	367	Daily	9 542	63.4	\$151	01-Oct-14	4.5%	-0.6%
		Delhi, skilled	INR	403	Daily	10 478	63.4	\$165	01-Oct-14	4.4%	-0.7%
5	Turkey	National level (gross minimum wage)	TRY	1 202	Monthly	1 202	2.32	\$517	01-Jan-15	4.8%	2.9%
6	Indonesia	Provincial (Central Java, UMK Semarang city)	IDR	1 685 000	Monthly	1 685 000	12 658	\$133	01-Jan-15	14.5%	12.5%
		Provincial (Central Java, UMK Purworejo)	IDR	1 165 000	Monthly	1 165 000	12 658	\$92	01-Jan-15	23.8%	21.7%
		Provincial (West Java, UMK Majalengka)	IDR	1 264 000	Monthly	1 264 000	12 658	\$100	01-Jan-15	22.2%	20.2%
		Provincial (West Java, UMK Bekasi district, Textile)	IDR	3 125 000	Monthly	3 125 000	12 658	\$247	01-Jan-15	21.1%	19.0%
		Provincial (South Kalimantan)	IDR	1 870 000	Monthly	1 870 000	12 658	\$148	01-Jan-15	11.6%	9.7%
		Provincial (North Sumatra)	IDR	1 625 000	Monthly	1 625 000	12 658	\$128	01-Jan-15	4.4%	2.6%
		Provincial (Riau)	IDR	1 878 000	Monthly	1 878 000	12 658	\$148	01-Jan-15	6.8%	5.0%
		Provincial (East Kalimantan)	IDR	2 026 126	Monthly	2 026 126	12 658	\$160	01-Jan-15	3.9%	2.1%
		Provincial (Jakarta)	IDR	2 700 000	Monthly	2 700 000	12 658	\$213	01-Jan-15	7.0%	5.2%
7	Cambodia	Garment and shoe industry, regular worker	USD	128	Monthly	128	1.0	\$128	01-Jan-15	28.0%	22.9%
8	Malaysia	Regional (East Malaysia)	MYR	800	Monthly	800	3.56	\$225	01-Jan-13	-7.8%	-2.8%
		Regional (Peninsula Malaysia)	MYR	900	Monthly	900	3.56	\$253	01-Jan-13	-7.8%	-2.8%
9	Pakistan	Provincial (Sindh)	PKR	12 000	Monthly	12 000	100.9	\$119	01-Jul-14	25.4%	10.9%
		Provincial (Balochistan)	PKR	12 000	Monthly	12 000	100.9	\$119	01-Jul-14	39.3%	23.2%
		Provincial (Khyber Pakhtunkhwa)	PKR	10 000	Monthly	10 000	100.9	\$99	01-Jul-13	4.5%	-7.6%
		Provincial (Islamabad)	PKR	12 000	Monthly	12 000	100.9	\$119	01-Jul-14	25.4%	10.9%
		Provincial (Punjab)	PKR	12 000	Monthly	12 000	100.9	\$119	01-Jul-14	25.4%	10.9%
10	Mexico	Cutters, shoe factories (Area A)	MXN	91.75	Daily	2 386	14.8	\$161	01-Jan-15	-8.1%	0.2%
		Sewing, garment factories (Area A)	MXN	90.50	Daily	2 353	14.8	\$158	01-Jan-15	-8.0%	0.2%
		Sewing, homeworking (Area A)	MXN	93.20	Daily	2 423	14.8	\$163	01-Jan-15	-8.0%	0.2%
		Cutters, shoe factories (Area B)	MXN	87.10	Daily	2 265	14.8	\$153	01-Jan-15	-8.1%	0.1%
		Sewing, garment factories (Area B)	MXN	85.95	Daily	2 235	14.8	\$151	01-Jan-15	-8.1%	0.2%
		Sewing, homeworking (Area B)	MXN	88.25	Daily	2 295	14.8	\$155	01-Jan-15	-8.1%	0.2%
11	Sri Lanka	Garment manufacture, unskilled grade IV, 1st year	LKR	8 625	Monthly	8 625	131.0	\$66	01-Jan-13	-0.2%	-5.0%
		Garment manufacture, unskilled grade IV, 5th year	LKR	9 025	Monthly	9 025	131.0	\$69	01-Jan-13	-0.2%	-5.0%
		Garment manufacture, semi-skilled grade III, 1st year	LKR	9 075	Monthly	9 075	131.0	\$69	01-Jan-13	-0.2%	-5.0%
		Garment manufacture, skilled grade II, 1st year	LKR	9 125	Monthly	9 125	131.0	\$70	01-Jan-13	-0.2%	-5.0%
		Garment manufacture, skilled grade IA, 1st year	LKR	10 530	Monthly	10 530	131.0	\$80	01-Jan-13	-0.2%	-5.0%

#	Economy	Specificity	Currency	Min. wage, LCU	Reference period	Monthly equivalent *	FX rate **	Min. wage, US\$	Effective date	Change since 1 Jan. 2014	
										Nominal, in US\$	Real, in LCU
		Garment manufacture, skilled grade IA, 10th year	LKR	11 330	Monthly	11 330	131.0	\$86	01-Jan-13	-0.2%	-5.0%
12	Thailand	National minimum wage	THB	300	Daily	7 800	32.9	\$237	01-Jan-13	-0.1%	-1.7%
13	Morocco	Non-agricultural, textile and clothing sector (SMIG)	MAD	12.24	Hourly	2 546	9.17	\$278	01-Dec-14	-8.4%	0.1%
14	Tunisia	Non-agricultural (SMIG), 40-hour week	TND	275	Monthly	275	1.88	\$146	01-May-14	-7.5%	0.3%
		Non-agricultural (SMIG), 48-hour week	TND	320	Monthly	320	1.88	\$170	01-May-14	-7.3%	0.5%
15	El Salvador	Maquila, textiles and apparel sector	USD	211	Monthly	211	1.0	\$211	01-Jan-15	4.0%	2.0%
16	Honduras	Manufacturing, 1-10 employees	HNL	7 222	Monthly	7 222	21.0	\$344	01-Jan-15	1.4%	-1.4%
		Manufacturing, 11-50 employees	HNL	7 683	Monthly	7 683	21.0	\$366	01-Jan-15	1.4%	-1.4%
		Manufacturing, 51-150 employees	HNL	8 250	Monthly	8 250	21.0	\$393	01-Jan-15	2.5%	-0.3%
		Manufacturing, 151+ employees	HNL	8 646	Monthly	8 646	21.0	\$412	01-Jan-15	4.0%	1.1%
17	Philippines	Provincial (Region V Bicol), non-agriculture	PHP	260	Daily	6 760	45.0	\$150	10-Jan-14	-1.3%	-4.1%
		Provincial (Region VII Central Visayas, Class A), non-agri.	PHP	340	Daily	8 840	45.0	\$197	14-Dec-14	2.7%	-0.3%
		Provincial (Region III Central Luzon), non-agriculture	PHP	349	Daily	9 074	45.0	\$202	30-Nov-14	2.5%	-0.4%
		Provincial (Region IVa Calabarzon, GCA), non-agri.	PHP	363	Daily	9 425	45.0	\$210	01-Dec-14	2.4%	-0.5%
		Provincial (National Capital Region), non-agri.	PHP	466	Daily	12 116	45.0	\$269	01-Jan-14	-1.3%	-4.1%
18	Egypt	National level (application to private sector pending)	EGP	1 200	Monthly	1 200	7.16	\$168	01-Jan-14	-2.8%	-7.6%
19	Peru	National level	PEN	750	Monthly	750	2.98	\$251	01-Jun-12	-6.2%	-2.9%
20	Guatemala	Export activities and maquila (incl. Q250 monthly bonus)	GTQ	2 451	Monthly	2 451	7.59	\$323	01-Jan-15	7.9%	0.5%

* For countries that set hourly and daily minimum wages, these have been converted into monthly rates on the assumption of a 48-hour work-week and 6 working days per week (unless a monthly equivalent was calculated by national authorities).

** As of 6 January 2015.

Notes: **India:** All rates refer to the total (inclusive of the Variable Dearness Allowance). The Government of Karnataka no longer sets a separate minimum wage for Town Municipal Areas (previously zone III). The former Zone IV (all places not listed in other zones) has therefore been re-denominated as Zone III. Data therefore refer to Zone IV (2014) and Zone II (2015) to capture the lowest minimum wage. **Pakistan:** In a notification dated September 9, 2014, the Government of Khyber Pakhtunkhwa had raised the provincial minimum wage for unskilled workers from Rs. 10,000 to Rs. 15,000, effective as of 1 July 2014. However, the Peshawar High Court suspended the notification on 3 March 2015 and asked the provincial government to form a wage board under the relevant law. Therefore, the previous notification that sets the provincial minimum wage at Rs. 10,000 remains in force. **Guatemala:** The government introduced a discounted rate of GTQ 1500 for light industry in four municipalities (San Agustín Acasaguastlán and Guastatoya, El Progreso; Estanzuela, Zacapa; Masagua, Escuintla). However, the main centres of the garment sector are located elsewhere so that the normal rate for export activities (maquila) has the greatest relevance. Rates are inclusive of GTQ 250 monthly bonus. The change in the purchasing power of minimum wage has been calculated by deflating nominal wages with the CPI, as obtained from the IMF.

Source: ILO compilation based on national sources. Exchange rates are from IMF and, where not available from the IMF, from xe.net.

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This research note has been published within the framework of the programme financed by the GIZ on behalf of the Government of the Federal Republic of Germany. The programme was initiated as part of a renewed partnership between the German Ministry for Development Cooperation (BMZ) and the International Labour Organization (ILO). The responsibility for opinions expressed in this research note rests solely with its author(s), and publication does not constitute an endorsement by the ILO or the Government of the Federal Republic of Germany of the opinions expressed in it.