

WAGE RATIO

To achieve Bonsucro certification, producers must pay at least minimum wage as set by their local legislation. The data shows that over time, the level of pay above the national minimum wage increases in both certified farms and certified mills. In the first year of certification, wages for the lowest paid worker, are on average 19% higher than the minimum wage at mill level and 15% higher than the minimum wage at farm level. Wages rise to 23% higher than the minimum at mill level and 20% higher than the minimum at farm level after five years of consecutive certification.

As a global average, Bonsucro-certified producers paid their workers 19% above minimum wage at mill level and 14% above minimum wage at farm level in 2020.

In 2019, 70% of Bonsucro certified farms paid their entry-level workers above minimum wage and 30% were paid the national minimum wage. In 2020, 82% of Bonsucro certified farms paid their entry-level workers above the national minimum wage and 18% were paid at the national minimum.

Graph 9: Average Lowest Entry-Level Wage Ratio compared to National Minimum Wage



DATA NOTES

All data used in this report has been submitted by certified entities via the Bonsucro Calculator throughout their certification journey. The data has been verified by third-party auditors and curated by Bonsucro.

Unless otherwise stated, all figures and results presented in this report are based on audit data submitted up to 19 July 2022 and extracted from Bonsucro's database. Volume figures should be treated as approximate because the 12-month reporting period of any given certified entity may not coincide exactly with a calendar year. Volumes are allocated to the calendar year at the beginning of the reporting period.

Due to the reporting timeframe and audit cycle for data verification, trade and calculator data is reported a year in arrears. As such, trade volumes are for 2020, and certification data is correct up to the 2020-21 sugarcane season.

CERTIFICATION YEAR

Where appropriate and relevant to the analysis, data has been presented by either calendar year, or in years of certification:

- Year 0 represents the data collected when a producer is first certified.
- Year 1 represents data collected by a producer one year after certification, and so on.

Average figures of each year group are likely to change in annual summaries. This is due to year-round audit reporting which adds to the dataset each month.

Each year as businesses become certified for the first time (year 0) or achieve another year of certification, the amount of data for that year category grows. Certification years above year 7 are excluded from this report due to small sample sizes (<30).

