

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2019 International Wage and Benefit Rates

Country Name	PPP Data 2016	PPP Data 2017	2019 Base Wage Rate (\$US)	2019 Benefits Rate (\$US)	2019 Total
United States	\$58,650	\$60,200	\$10.25	\$2.05	\$12.30

Country Name	2016	2017	Base Wage Rate (\$US)	Fringe Benefit Rate	Total
Afghanistan	\$1,940.00	\$1,980.00	\$0.34	\$0.07	\$0.40
Albania	\$12,080.00	\$13,050.00	\$2.22	\$0.44	\$2.67
Algeria	\$14,870.00	\$15,020.00	\$2.56	\$0.51	\$3.07
Angola	\$6,400.00	\$6,440.00	\$1.10	\$0.22	\$1.32
Antigua and Barbuda	\$20,940.00	\$22,420.00	\$3.82	\$0.76	\$4.58
Arab World	\$16,839.29	\$16,958.30	\$2.89	\$0.58	\$3.46
Argentina	\$19,600.00	\$20,250.00	\$3.45	\$0.69	\$4.14
Armenia	\$9,020.00	\$10,030.00	\$1.71	\$0.34	\$2.05
Aruba	\$36,410.00	\$36,920.00	\$6.29	\$1.26	\$7.54
Australia	\$45,110.00	\$47,160.00	\$8.03	\$1.61	\$9.64
Austria	\$50,500.00	\$52,500.00	\$8.94	\$1.79	\$10.73
Azerbaijan	\$16,120.00	\$16,650.00	\$2.83	\$0.57	\$3.40
Bahamas, The	\$28,990.00	\$29,790.00	\$5.07	\$1.01	\$6.09
Bahrain	\$43,970.00	\$44,850.00	\$7.64	\$1.53	\$9.16
Bangladesh	\$3,790.00	\$4,040.00	\$0.69	\$0.14	\$0.83
Barbados	\$17,180.00	\$17,630.00	\$3.00	\$0.60	\$3.60
Belarus	\$17,250.00	\$18,120.00	\$3.09	\$0.62	\$3.70
Belgium	\$46,750.00	\$48,240.00	\$8.21	\$1.64	\$9.86
Belize	\$7,900.00	\$7,800.00	\$1.33	\$0.27	\$1.59
Benin	\$2,160.00	\$2,260.00	\$0.38	\$0.08	\$0.46
Bhutan	\$8,160.00	\$8,580.00	\$1.46	\$0.29	\$1.75
Bolivia	\$7,100.00	\$7,340.00	\$1.25	\$0.25	\$1.50
Bosnia and Herzegovina	\$12,380.00	\$13,050.00	\$2.22	\$0.44	\$2.67
Botswana	\$15,960.00	\$16,420.00	\$2.80	\$0.56	\$3.35
Brazil	\$14,860.00	\$15,200.00	\$2.59	\$0.52	\$3.11
Brunei Darussalam	\$83,090.00	\$83,760.00	\$14.26	\$2.85	\$17.11
Bulgaria	\$19,450.00	\$21,220.00	\$3.61	\$0.72	\$4.34
Burkina Faso	\$1,710.00	\$1,800.00	\$0.31	\$0.06	\$0.37
Burundi	\$740.00	\$730.00	\$0.12	\$0.02	\$0.15
Cabo Verde	\$6,350.00	\$6,640.00	\$1.13	\$0.23	\$1.36
Cambodia	\$3,380.00	\$3,620.00	\$0.62	\$0.12	\$0.74
Cameroon	\$3,550.00	\$3,640.00	\$0.62	\$0.12	\$0.74
Canada	\$44,230.00	\$46,070.00	\$7.84	\$1.57	\$9.41
Caribbean small states	\$15,092.30	\$15,110.55	\$2.57	\$0.51	\$3.09
Central African Republic	\$690.00	\$730.00	\$0.12	\$0.02	\$0.15
Central Europe and the Baltics	\$26,070.36	\$28,027.25	\$4.77	\$0.95	\$5.73
Chad	\$2,110.00	\$1,920.00	\$0.33	\$0.07	\$0.39
Chile	\$22,820.00	\$23,670.00	\$4.03	\$0.81	\$4.84
China	\$15,480.00	\$16,760.00	\$2.85	\$0.57	\$3.42
Colombia	\$13,830.00	\$14,090.00	\$2.40	\$0.48	\$2.88
Comoros	\$2,700.00	\$2,760.00	\$0.47	\$0.09	\$0.56
Congo, Dem. Rep.	\$850.00	\$870.00	\$0.15	\$0.03	\$0.18
Congo, Rep.	\$5,250.00	\$4,920.00	\$0.84	\$0.17	\$1.01
Costa Rica	\$15,690.00	\$16,200.00	\$2.76	\$0.55	\$3.31
Cote d'Ivoire	\$3,670.00	\$3,820.00	\$0.65	\$0.13	\$0.78
Croatia	\$23,740.00	\$25,810.00	\$4.39	\$0.88	\$5.27

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Cyprus	\$32,370.00	\$33,610.00	\$5.72	\$1.14	\$6.87
Czech Republic	\$32,530.00	\$34,450.00	\$5.87	\$1.17	\$7.04
Denmark	\$50,270.00	\$52,390.00	\$8.92	\$1.78	\$10.70
Dominica	\$10,610.00	\$9,790.00	\$1.67	\$0.33	\$2.00
Dominican Republic	\$14,540.00	\$15,290.00	\$2.60	\$0.52	\$3.12
Early-demographic dividend	\$9,173.82	\$9,634.30	\$1.64	\$0.33	\$1.97
East Asia & Pacific	\$17,053.34	\$18,170.59	\$3.09	\$0.62	\$3.71
East Asia & Pacific (excluding high income)	\$19,055.15	\$20,103.16	\$3.42	\$0.68	\$4.11
East Asia & Pacific (IDA & IBRD countries)	\$31,079.00	\$32,423.79	\$5.52	\$1.10	\$6.62
Ecuador	\$11,070.00	\$11,330.00	\$1.93	\$0.39	\$2.31
Egypt, Arab Rep.	\$10,990.00	\$11,360.00	\$1.93	\$0.39	\$2.32
El Salvador	\$7,330.00	\$7,540.00	\$1.28	\$0.26	\$1.54
Equatorial Guinea	\$20,280.00	\$19,350.00	\$3.29	\$0.66	\$3.95
Estonia	\$29,160.00	\$31,100.00	\$5.30	\$1.06	\$6.35
Ethiopia	\$1,730.00	\$1,890.00	\$0.32	\$0.06	\$0.39
Euro area	\$42,140.51	\$43,834.34	\$7.46	\$1.49	\$8.96
Europe & Central Asia	\$13,930.40	\$15,004.02	\$2.55	\$0.51	\$3.07
Europe & Central Asia (excluding high income)	\$19,055.15	\$20,103.16	\$3.42	\$0.68	\$4.11
Europe & Central Asia (IDA & IBRD countries)	\$19,700.51	\$20,807.30	\$3.54	\$0.71	\$4.25
European Union	\$39,412.60	\$41,074.33	\$6.99	\$1.40	\$8.39
Fiji	\$8,770.00	\$9,090.00	\$1.55	\$0.31	\$1.86
Finland	\$43,720.00	\$45,400.00	\$7.73	\$1.55	\$9.28
Fragile and conflict affected situations	\$4,255.76	\$4,333.82	\$0.74	\$0.15	\$0.89
France	\$42,020.00	\$43,790.00	\$7.46	\$1.49	\$8.95
Gabon	\$16,670.00	\$16,940.00	\$2.88	\$0.58	\$3.46
Gambia, The	\$1,580.00	\$1,660.00	\$0.28	\$0.06	\$0.34
Georgia	\$9,510.00	\$10,110.00	\$1.72	\$0.34	\$2.07
Germany	\$49,770.00	\$51,680.00	\$8.80	\$1.76	\$10.56
Ghana	\$4,080.00	\$4,280.00	\$0.73	\$0.15	\$0.87
Greece	\$26,910.00	\$27,620.00	\$4.70	\$0.94	\$5.64
Grenada	\$12,880.00	\$13,720.00	\$2.34	\$0.47	\$2.80
Guatemala	\$7,770.00	\$8,000.00	\$1.36	\$0.27	\$1.63
Guinea	\$2,010.00	\$2,230.00	\$0.38	\$0.08	\$0.46
Guinea-Bissau	\$1,660.00	\$1,700.00	\$0.29	\$0.06	\$0.35
Guyana	\$7,850.00	\$8,210.00	\$1.40	\$0.28	\$1.68
Haiti	\$1,790.00	\$1,830.00	\$0.31	\$0.06	\$0.37
Heavily indebted poor countries (HIPC)	\$2,231.06	\$2,323.44	\$0.40	\$0.08	\$0.47
High income	\$46,088.20	\$47,574.99	\$8.10	\$1.62	\$9.72
Honduras	\$4,420.00	\$4,630.00	\$0.79	\$0.16	\$0.95
Hong Kong SAR, China	\$60,160.00	\$64,100.00	\$10.91	\$2.18	\$13.10
Hungary	\$25,210.00	\$26,960.00	\$4.59	\$0.92	\$5.51
IBRD only	\$12,801.63	\$13,581.33	\$2.31	\$0.46	\$2.77
Iceland	\$49,550.00	\$53,280.00	\$9.07	\$1.81	\$10.89
IDA & IBRD total	\$10,496.50	\$11,090.04	\$1.89	\$0.38	\$2.27
IDA blend	\$5,286.72	\$5,411.99	\$0.92	\$0.18	\$1.11
IDA only	\$2,838.36	\$2,980.41	\$0.51	\$0.10	\$0.61
IDA total	\$3,660.99	\$3,795.77	\$0.65	\$0.13	\$0.78
India	\$6,500.00	\$6,980.00	\$1.19	\$0.24	\$1.43
Indonesia	\$11,240.00	\$11,900.00	\$2.03	\$0.41	\$2.43
Iran, Islamic Rep.	\$20,010.00	\$20,880.00	\$3.56	\$0.71	\$4.27
Iraq	\$17,200.00	\$16,530.00	\$2.81	\$0.56	\$3.38
Ireland	\$59,000.00	\$61,910.00	\$10.54	\$2.11	\$12.65

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Israel	\$36,810.00	\$37,910.00	\$6.45	\$1.29	\$7.75
Italy	\$38,470.00	\$39,640.00	\$6.75	\$1.35	\$8.10
Jamaica	\$8,400.00	\$8,740.00	\$1.49	\$0.30	\$1.79
Japan	\$43,630.00	\$44,850.00	\$7.64	\$1.53	\$9.16
Jordan	\$8,980.00	\$9,110.00	\$1.55	\$0.31	\$1.86
Kazakhstan	\$22,900.00	\$23,530.00	\$4.01	\$0.80	\$4.81
Kenya	\$3,130.00	\$3,250.00	\$0.55	\$0.11	\$0.66
Kiribati	\$4,230.00	\$4,280.00	\$0.73	\$0.15	\$0.87
Korea, Rep.	\$36,730.00	\$38,340.00	\$6.53	\$1.31	\$7.83
Kosovo	\$10,340.00	\$11,020.00	\$1.88	\$0.38	\$2.25
Kuwait	\$83,150.00	\$83,310.00	\$14.18	\$2.84	\$17.02
Kyrgyz Republic	\$3,380.00	\$3,620.00	\$0.62	\$0.12	\$0.74
Lao PDR	\$6,270.00	\$6,650.00	\$1.13	\$0.23	\$1.36
Late-demographic dividend	\$16,454.32	\$17,529.18	\$2.98	\$0.60	\$3.58
Latin America & Caribbean	\$14,940.23	\$15,350.11	\$2.61	\$0.52	\$3.14
Latin America & Caribbean (exc	\$14,082.57	\$14,454.24	\$2.46	\$0.49	\$2.95
Latin America & the Caribbean	\$14,910.72	\$15,320.95	\$2.61	\$0.52	\$3.13
Latvia	\$25,660.00	\$27,990.00	\$4.77	\$0.95	\$5.72
Least developed countries: UN	\$2,638.17	\$2,760.49	\$0.47	\$0.09	\$0.56
Lebanon	\$13,960.00	\$14,350.00	\$2.44	\$0.49	\$2.93
Lesotho	\$3,370.00	\$3,290.00	\$0.56	\$0.11	\$0.67
Liberia	\$1,150.00	\$1,160.00	\$0.20	\$0.04	\$0.24
Lithuania	\$28,970.00	\$31,910.00	\$5.43	\$1.09	\$6.52
Low & middle income	\$10,250.73	\$10,836.02	\$1.85	\$0.37	\$2.21
Low income	\$2,036.18	\$2,126.85	\$0.36	\$0.07	\$0.43
Lower middle income	\$6,766.76	\$7,162.88	\$1.22	\$0.24	\$1.46
Luxembourg	\$69,640.00	\$72,690.00	\$12.38	\$2.48	\$14.85
Macao SAR, China	\$96,570.00	\$105,790.00	\$18.01	\$3.60	\$21.61
Macedonia, FYR	\$14,220.00	\$14,680.00	\$2.50	\$0.50	\$3.00
Madagascar	\$1,440.00	\$1,510.00	\$0.26	\$0.05	\$0.31
Malawi	\$1,140.00	\$1,180.00	\$0.20	\$0.04	\$0.24
Malaysia	\$26,920.00	\$28,660.00	\$4.88	\$0.98	\$5.86
Maldives	\$14,360.00	\$15,130.00	\$2.58	\$0.52	\$3.09
Mali	\$2,070.00	\$2,160.00	\$0.37	\$0.07	\$0.44
Malta	\$35,530.00	\$38,620.00	\$6.58	\$1.32	\$7.89
Marshall Islands	\$5,370.00	\$5,590.00	\$0.95	\$0.19	\$1.14
Mauritania	\$3,760.00	\$3,890.00	\$0.66	\$0.13	\$0.79
Mauritius	\$21,020.00	\$22,600.00	\$3.85	\$0.77	\$4.62
Mexico	\$17,330.00	\$17,840.00	\$3.04	\$0.61	\$3.65
Micronesia, Fed. Sts.	\$4,120.00	\$4,290.00	\$0.73	\$0.15	\$0.88
Middle East & North Africa	\$19,652.67	\$19,942.84	\$3.40	\$0.68	\$4.07
Middle East & North Africa (exc	\$13,093.29	\$13,446.27	\$2.29	\$0.46	\$2.75
Middle East & North Africa (IDA	\$13,183.61	\$13,545.80	\$2.31	\$0.46	\$2.77
Middle income	\$11,326.61	\$11,993.21	\$2.04	\$0.41	\$2.45
Moldova	\$5,740.00	\$6,090.00	\$1.04	\$0.21	\$1.24
Mongolia	\$11,230.00	\$11,100.00	\$1.89	\$0.38	\$2.27
Montenegro	\$18,020.00	\$19,750.00	\$3.36	\$0.67	\$4.04
Morocco	\$7,710.00	\$8,060.00	\$1.37	\$0.27	\$1.65
Mozambique	\$1,190.00	\$1,210.00	\$0.21	\$0.04	\$0.25
Myanmar	\$5,590.00	\$6,010.00	\$1.02	\$0.20	\$1.23
Namibia	\$10,350.00	\$10,300.00	\$1.75	\$0.35	\$2.10
Nauru	\$17,510.00	\$17,960.00	\$3.06	\$0.61	\$3.67

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Nepal	\$2,520.00	\$2,730.00	\$0.46	\$0.09	\$0.56
Netherlands	\$49,930.00	\$52,200.00	\$8.89	\$1.78	\$10.67
New Zealand	\$37,190.00	\$39,740.00	\$6.77	\$1.35	\$8.12
Nicaragua	\$5,380.00	\$5,680.00	\$0.97	\$0.19	\$1.16
Niger	\$970.00	\$990.00	\$0.17	\$0.03	\$0.20
Nigeria	\$5,750.00	\$5,700.00	\$0.97	\$0.19	\$1.16
North America	\$57,201.39	\$58,769.89	\$10.01	\$2.00	\$12.01
Norway	\$61,640.00	\$63,980.00	\$10.89	\$2.18	\$13.07
OECD members	\$42,130.91	\$43,533.88	\$7.41	\$1.48	\$8.89
Oman	\$41,750.00	\$40,240.00	\$6.85	\$1.37	\$8.22
Other small states	\$24,702.75	\$25,302.03	\$4.31	\$0.86	\$5.17
Pacific island small states	\$5,722.55	\$5,904.91	\$1.01	\$0.20	\$1.21
Pakistan	\$5,560.00	\$5,830.00	\$0.99	\$0.20	\$1.19
Palau	\$14,540.00	\$14,390.00	\$2.45	\$0.49	\$2.94
Panama	\$20,880.00	\$22,190.00	\$3.78	\$0.76	\$4.53
Papua New Guinea	\$3,940.00	\$4,030.00	\$0.69	\$0.14	\$0.82
Paraguay	\$11,860.00	\$12,680.00	\$2.16	\$0.43	\$2.59
Peru	\$12,490.00	\$12,880.00	\$2.19	\$0.44	\$2.63
Philippines	\$9,390.00	\$10,030.00	\$1.71	\$0.34	\$2.05
Poland	\$26,280.00	\$27,970.00	\$4.76	\$0.95	\$5.71
Portugal	\$29,920.00	\$30,980.00	\$5.27	\$1.05	\$6.33
Post-demographic dividend	\$45,221.32	\$46,793.28	\$7.97	\$1.59	\$9.56
Pre-demographic dividend	\$3,714.56	\$3,724.83	\$0.63	\$0.13	\$0.76
Puerto Rico	\$25,880.00	\$26,320.00	\$4.48	\$0.90	\$5.38
Qatar	\$126,560.00	\$128,050.00	\$21.80	\$4.36	\$26.16
Romania	\$23,240.00	\$25,940.00	\$4.42	\$0.88	\$5.30
Russian Federation	\$24,130.00	\$24,890.00	\$4.24	\$0.85	\$5.09
Rwanda	\$1,890.00	\$1,990.00	\$0.34	\$0.07	\$0.41
Samoa	\$6,230.00	\$6,420.00	\$1.09	\$0.22	\$1.31
Sao Tome and Principe	\$3,250.00	\$3,370.00	\$0.57	\$0.11	\$0.69
Saudi Arabia	\$55,710.00	\$54,700.00	\$9.31	\$1.86	\$11.18
Senegal	\$3,170.00	\$3,360.00	\$0.57	\$0.11	\$0.69
Serbia	\$13,860.00	\$14,360.00	\$2.45	\$0.49	\$2.93
Seychelles	\$25,530.00	\$26,840.00	\$4.57	\$0.91	\$5.48
Sierra Leone	\$1,310.00	\$1,500.00	\$0.26	\$0.05	\$0.31
Singapore	\$84,500.00	\$90,570.00	\$15.42	\$3.08	\$18.51
Slovak Republic	\$30,030.00	\$30,880.00	\$5.26	\$1.05	\$6.31
Slovenia	\$31,810.00	\$33,980.00	\$5.79	\$1.16	\$6.94
Small states	\$21,795.48	\$22,289.03	\$3.80	\$0.76	\$4.55
Solomon Islands	\$2,210.00	\$2,270.00	\$0.39	\$0.08	\$0.46
South Africa	\$12,880.00	\$13,090.00	\$2.23	\$0.45	\$2.67
South Asia	\$6,059.31	\$6,482.71	\$1.10	\$0.22	\$1.32
South Asia (IDA & IBRD)	\$6,059.31	\$6,482.71	\$1.10	\$0.22	\$1.32
South Sudan	\$1,440.00		\$0.25	\$0.05	\$0.30
Spain	\$36,300.00	\$37,990.00	\$6.47	\$1.29	\$7.76
Sri Lanka	\$12,010.00	\$12,490.00	\$2.13	\$0.43	\$2.55
St. Kitts and Nevis	\$26,190.00	\$26,710.00	\$4.55	\$0.91	\$5.46
St. Lucia	\$12,400.00	\$12,980.00	\$2.21	\$0.44	\$2.65
St. Vincent and the Grenadines	\$12,210.00	\$12,430.00	\$2.12	\$0.42	\$2.54
Sub-Saharan Africa	\$3,645.06	\$3,707.90	\$0.63	\$0.13	\$0.76
Sub-Saharan Africa (excluding h	\$3,643.06	\$3,705.82	\$0.63	\$0.13	\$0.76
Sub-Saharan Africa (IDA & IBRD)	\$3,645.06	\$3,707.90	\$0.63	\$0.13	\$0.76

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Sudan	\$4,290.00	\$4,480.00	\$0.76	\$0.15	\$0.92
Suriname	\$13,950.00	\$12,850.00	\$2.19	\$0.44	\$2.63
Sweden	\$49,460.00	\$50,980.00	\$8.68	\$1.74	\$10.42
Switzerland	\$64,480.00	\$65,610.00	\$11.17	\$2.23	\$13.41
Tajikistan	\$3,500.00	\$3,690.00	\$0.63	\$0.13	\$0.75
Tanzania	\$2,760.00	\$2,920.00	\$0.50	\$0.10	\$0.60
Thailand	\$16,140.00	\$17,040.00	\$2.90	\$0.58	\$3.48
Timor-Leste	\$7,110.00	\$6,330.00	\$1.08	\$0.22	\$1.29
Togo	\$1,620.00	\$1,720.00	\$0.29	\$0.06	\$0.35
Tonga	\$5,780.00	\$6,050.00	\$1.03	\$0.21	\$1.24
Trinidad and Tobago	\$31,420.00	\$30,520.00	\$5.20	\$1.04	\$6.24
Tunisia	\$11,280.00	\$11,530.00	\$1.96	\$0.39	\$2.36
Turkey	\$24,980.00	\$26,170.00	\$4.46	\$0.89	\$5.35
Turkmenistan	\$16,430.00	\$17,250.00	\$2.94	\$0.59	\$3.52
Tuvalu	\$5,720.00	\$5,780.00	\$0.98	\$0.20	\$1.18
Uganda	\$1,790.00	\$1,820.00	\$0.31	\$0.06	\$0.37
Ukraine	\$8,190.00	\$8,900.00	\$1.52	\$0.30	\$1.82
United Arab Emirates	\$73,450.00	\$74,410.00	\$12.67	\$2.53	\$15.20
United Kingdom	\$41,640.00	\$42,560.00	\$7.25	\$1.45	\$8.70
Upper middle income	\$16,541.00	\$17,552.95	\$2.99	\$0.60	\$3.59
Uruguay	\$21,030.00	\$21,870.00	\$3.72	\$0.74	\$4.47
Uzbekistan	\$6,640.00	\$7,130.00	\$1.21	\$0.24	\$1.46
Vietnam	\$6,030.00	\$6,450.00	\$1.10	\$0.22	\$1.32
West Bank and Gaza	\$5,830.00	\$5,560.00	\$0.95	\$0.19	\$1.14
World	\$16,205.91	\$16,902.15	\$2.88	\$0.58	\$3.45
Yemen, Rep.	\$2,770.00	\$2,590.00	\$0.44	\$0.09	\$0.53
Zambia	\$3,850.00	\$3,890.00	\$0.66	\$0.13	\$0.79
Zimbabwe	\$2,130.00	\$2,210.00	\$0.38	\$0.08	\$0.45

No Data

Andorra
 American Samoa
 Bermuda
 Channel Islands
 Cuba
 Curacao
 Cayman Islands
 Djibouti
 Eritrea
 Faroe Islands
 Gibraltar
 Greenland
 Guam
 Isle of Man
 Not classified
 Libya
 Liechtenstein
 St. Martin (French part)
 Monaco
 Northern Mariana Islands
 New Caledonia

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2019 International Wage and Benefit Rates

Korea, Dem. People's Rep.
French Polynesia
San Marino
Somalia
Sint Maarten (Dutch part)
Syrian Arab Republic
Swaziland
Turks and Caicos Islands
Venezuela, RB
British Virgin Islands
Virgin Islands (U.S.)
Vanuatu

Calculation: These rates are based San Francisco Admin Code Section 12U.3(b), which requires that Contractors and Subcontractors pay "for Workers working in countries other than the United States, a wage, to be set and adjusted annually by the Director, that shall be comparable to the wage for domestic manufacturers established above, adjusted to reflect the country's level of economic development by using the World Bank's most recent Gross National Income per capita Purchasing Power Parity Index."

Data Sources:

GNI per capita, PPP (current international \$)

<http://data.worldbank.org/indicator/NY.GNP.PCAP.PP.CD>