

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2020 International Wage and Benefit Rates

Country Name	PPP Data 2017	PPP Data 2018	2020 Base Wage Rate (\$US)	2020 Benefits Rate (\$US)	2020 Total
United States	\$60,200	\$63,690	\$10.44	\$2.09	\$12.53

Country Name	2017	2018	Base Wage Rate (\$US)	Fringe Benefit Rate	Total
Afghanistan	\$1,980.00	\$1,970.00	\$0.32	\$0.06	\$0.39
Albania	\$13,050.00	\$13,350.00	\$2.19	\$0.44	\$2.63
Angola	\$6,440.00	\$6,170.00	\$1.01	\$0.20	\$1.21
Antigua and Barbuda	\$22,420.00	\$25,490.00	\$4.18	\$0.84	\$5.01
Argentina	\$20,250.00	\$19,870.00	\$3.26	\$0.65	\$3.91
Armenia	\$10,030.00	\$10,480.00	\$1.72	\$0.34	\$2.06
Australia	\$47,160.00	\$50,050.00	\$8.20	\$1.64	\$9.84
Austria	\$52,500.00	\$55,300.00	\$9.06	\$1.81	\$10.88
Azerbaijan	\$16,650.00	\$17,100.00	\$2.80	\$0.56	\$3.36
Bahamas, The	\$29,790.00	\$30,330.00	\$4.97	\$0.99	\$5.97
Bahrain	\$44,850.00	\$44,700.00	\$7.33	\$1.47	\$8.79
Bangladesh	\$4,040.00	\$4,570.00	\$0.75	\$0.15	\$0.90
Barbados	\$17,630.00	\$16,280.00	\$2.67	\$0.53	\$3.20
Belarus	\$18,120.00	\$19,240.00	\$3.15	\$0.63	\$3.78
Belgium	\$48,240.00	\$51,740.00	\$8.48	\$1.70	\$10.18
Belize	\$7,800.00	\$7,810.00	\$1.28	\$0.26	\$1.54
Benin	\$2,260.00	\$2,410.00	\$0.40	\$0.08	\$0.47
Bhutan	\$8,580.00	\$9,700.00	\$1.59	\$0.32	\$1.91
Bolivia	\$7,340.00	\$7,670.00	\$1.26	\$0.25	\$1.51
Bosnia and Herzegovina	\$13,050.00	\$14,580.00	\$2.39	\$0.48	\$2.87
Botswana	\$16,420.00	\$18,000.00	\$2.95	\$0.59	\$3.54
Brazil	\$15,200.00	\$15,850.00	\$2.60	\$0.52	\$3.12
Brunei Darussalam	\$83,760.00	\$82,180.00	\$13.47	\$2.69	\$16.17
Bulgaria	\$21,220.00	\$22,300.00	\$3.66	\$0.73	\$4.39
Burkina Faso	\$1,800.00	\$1,970.00	\$0.32	\$0.06	\$0.39
Burundi	\$730.00	\$750.00	\$0.12	\$0.02	\$0.15
Cabo Verde	\$6,640.00	\$7,280.00	\$1.19	\$0.24	\$1.43
Cambodia	\$3,620.00	\$4,070.00	\$0.67	\$0.13	\$0.80
Cameroon	\$3,640.00	\$3,700.00	\$0.61	\$0.12	\$0.73
Canada	\$46,070.00	\$47,590.00	\$7.80	\$1.56	\$9.36
Central African Republic	\$730.00	\$920.00	\$0.15	\$0.03	\$0.18
Chad	\$1,920.00	\$1,930.00	\$0.32	\$0.06	\$0.38
Chile	\$23,670.00	\$24,190.00	\$3.97	\$0.79	\$4.76
China	\$16,760.00	\$18,170.00	\$2.98	\$0.60	\$3.57
Colombia	\$14,090.00	\$14,480.00	\$2.37	\$0.47	\$2.85
Comoros	\$2,760.00	\$2,930.00	\$0.48	\$0.10	\$0.58
Congo, Dem. Rep.	\$870.00	\$900.00	\$0.15	\$0.03	\$0.18
Congo, Rep.	\$4,920.00	\$5,060.00	\$0.83	\$0.17	\$1.00
Costa Rica	\$16,200.00	\$16,700.00	\$2.74	\$0.55	\$3.28
Cote d'Ivoire	\$3,820.00	\$4,020.00	\$0.66	\$0.13	\$0.79
Croatia	\$25,810.00	\$27,180.00	\$4.46	\$0.89	\$5.35
Czech Republic	\$34,450.00	\$37,530.00	\$6.15	\$1.23	\$7.38
Denmark	\$52,390.00	\$56,410.00	\$9.25	\$1.85	\$11.10
Dominica	\$9,790.00	\$10,270.00	\$1.68	\$0.34	\$2.02
Dominican Republic	\$15,290.00	\$16,950.00	\$2.78	\$0.56	\$3.33
Ecuador	\$11,330.00	\$11,420.00	\$1.87	\$0.37	\$2.25

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Egypt, Arab Rep.	\$11,360.00	\$12,100.00	\$1.98	\$0.40	\$2.38
El Salvador	\$7,540.00	\$7,860.00	\$1.29	\$0.26	\$1.55
Equatorial Guinea	\$19,350.00	\$17,460.00	\$2.86	\$0.57	\$3.43
Estonia	\$31,100.00	\$34,970.00	\$5.73	\$1.15	\$6.88
Ethiopia	\$1,890.00	\$2,010.00	\$0.33	\$0.07	\$0.40
Fiji	\$9,090.00	\$10,140.00	\$1.66	\$0.33	\$1.99
Finland	\$45,400.00	\$48,580.00	\$7.96	\$1.59	\$9.56
France	\$43,790.00	\$46,360.00	\$7.60	\$1.52	\$9.12
Gabon	\$16,940.00	\$16,700.00	\$2.74	\$0.55	\$3.28
Gambia, The	\$1,660.00	\$2,570.00	\$0.42	\$0.08	\$0.51
Georgia	\$10,110.00	\$11,500.00	\$1.89	\$0.38	\$2.26
Germany	\$51,680.00	\$54,560.00	\$8.94	\$1.79	\$10.73
Ghana	\$4,280.00	\$4,650.00	\$0.76	\$0.15	\$0.91
Greece	\$27,620.00	\$29,670.00	\$4.86	\$0.97	\$5.84
Grenada	\$13,720.00	\$14,100.00	\$2.31	\$0.46	\$2.77
Guatemala	\$8,000.00	\$8,310.00	\$1.36	\$0.27	\$1.63
Guinea	\$2,230.00	\$2,460.00	\$0.40	\$0.08	\$0.48
Guinea-Bissau	\$1,700.00	\$1,800.00	\$0.30	\$0.06	\$0.35
Guyana	\$8,210.00	\$8,420.00	\$1.38	\$0.28	\$1.66
Haiti	\$1,830.00	\$1,880.00	\$0.31	\$0.06	\$0.37
Honduras	\$4,630.00	\$4,790.00	\$0.79	\$0.16	\$0.94
Hong Kong SAR, China	\$64,100.00	\$67,810.00	\$11.12	\$2.22	\$13.34
Hungary	\$26,960.00	\$29,860.00	\$4.89	\$0.98	\$5.87
Iceland	\$53,280.00	\$55,190.00	\$9.05	\$1.81	\$10.86
India	\$6,980.00	\$7,680.00	\$1.26	\$0.25	\$1.51
Indonesia	\$11,900.00	\$12,670.00	\$2.08	\$0.42	\$2.49
Iraq	\$16,530.00	\$17,210.00	\$2.82	\$0.56	\$3.39
Ireland	\$61,910.00	\$67,050.00	\$10.99	\$2.20	\$13.19
Israel	\$37,910.00	\$39,940.00	\$6.55	\$1.31	\$7.86
Italy	\$39,640.00	\$42,290.00	\$6.93	\$1.39	\$8.32
Jamaica	\$8,740.00	\$8,900.00	\$1.46	\$0.29	\$1.75
Japan	\$44,850.00	\$44,380.00	\$7.27	\$1.45	\$8.73
Jordan	\$9,110.00	\$9,430.00	\$1.55	\$0.31	\$1.85
Kazakhstan	\$23,530.00	\$24,450.00	\$4.01	\$0.80	\$4.81
Kenya	\$3,250.00	\$3,440.00	\$0.56	\$0.11	\$0.68
Kiribati	\$4,280.00	\$4,410.00	\$0.72	\$0.14	\$0.87
Korea, Rep.	\$38,340.00	\$40,090.00	\$6.57	\$1.31	\$7.89
Kosovo	\$11,020.00	\$11,540.00	\$1.89	\$0.38	\$2.27
Kuwait	\$83,310.00	\$84,250.00	\$13.81	\$2.76	\$16.57
Kyrgyz Republic	\$3,620.00	\$3,780.00	\$0.62	\$0.12	\$0.74
Lao PDR	\$6,650.00	\$7,090.00	\$1.16	\$0.23	\$1.39
Latvia	\$27,990.00	\$29,780.00	\$4.88	\$0.98	\$5.86
Lebanon	\$14,350.00	\$13,010.00	\$2.13	\$0.43	\$2.56
Lesotho	\$3,290.00	\$3,680.00	\$0.60	\$0.12	\$0.72
Liberia	\$1,160.00	\$1,130.00	\$0.19	\$0.04	\$0.22
Lithuania	\$31,910.00	\$34,320.00	\$5.63	\$1.13	\$6.75
Luxembourg	\$72,690.00	\$72,200.00	\$11.83	\$2.37	\$14.20
Libya	\$19,700.00	\$21,340.00	\$3.50	\$0.70	\$4.20
Macao SAR, China	\$105,790.00	\$113,800.00	\$18.65	\$3.73	\$22.38
Madagascar	\$1,510.00	\$1,840.00	\$0.30	\$0.06	\$0.36
Malawi	\$1,180.00	\$1,310.00	\$0.21	\$0.04	\$0.26
Malaysia	\$28,660.00	\$30,650.00	\$5.02	\$1.00	\$6.03

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Maldives	\$15,130.00	\$14,110.00	\$2.31	\$0.46	\$2.78
Mali	\$2,160.00	\$2,260.00	\$0.37	\$0.07	\$0.44
Malta	\$38,620.00	\$39,230.00	\$6.43	\$1.29	\$7.72
Marshall Islands	\$5,590.00	\$5,090.00	\$0.83	\$0.17	\$1.00
Mauritania	\$3,890.00	\$4,120.00	\$0.68	\$0.14	\$0.81
Mauritius	\$22,600.00	\$26,080.00	\$4.28	\$0.86	\$5.13
Mexico	\$17,840.00	\$19,340.00	\$3.17	\$0.63	\$3.80
Micronesia, Fed. Sts.	\$4,290.00	\$3,640.00	\$0.60	\$0.12	\$0.72
Moldova	\$6,090.00	\$7,620.00	\$1.25	\$0.25	\$1.50
Mongolia	\$11,100.00	\$12,500.00	\$2.05	\$0.41	\$2.46
Montenegro	\$19,750.00	\$20,930.00	\$3.43	\$0.69	\$4.12
Morocco	\$8,060.00	\$8,410.00	\$1.38	\$0.28	\$1.65
Mozambique	\$1,210.00	\$1,430.00	\$0.23	\$0.05	\$0.28
Myanmar	\$6,010.00	\$6,500.00	\$1.07	\$0.21	\$1.28
Namibia	\$10,300.00	\$10,870.00	\$1.78	\$0.36	\$2.14
Nauru	\$17,960.00	\$20,940.00	\$3.43	\$0.69	\$4.12
Nepal	\$2,730.00	\$3,110.00	\$0.51	\$0.10	\$0.61
Netherlands	\$52,200.00	\$56,890.00	\$9.33	\$1.87	\$11.19
New Zealand	\$39,740.00	\$39,410.00	\$6.46	\$1.29	\$7.75
Nicaragua	\$5,680.00	\$5,400.00	\$0.89	\$0.18	\$1.06
Niger	\$990.00	\$1,040.00	\$0.17	\$0.03	\$0.20
Nigeria	\$5,700.00	\$5,710.00	\$0.94	\$0.19	\$1.12
Norway	\$63,980.00	\$68,310.00	\$11.20	\$2.24	\$13.44
Oman	\$40,240.00	\$41,680.00	\$6.83	\$1.37	\$8.20
Pakistan	\$5,830.00	\$5,860.00	\$0.96	\$0.19	\$1.15
Palau	\$14,390.00	\$19,510.00	\$3.20	\$0.64	\$3.84
Panama	\$22,190.00	\$23,550.00	\$3.86	\$0.77	\$4.63
Papua New Guinea	\$4,030.00	\$4,220.00	\$0.69	\$0.14	\$0.83
Paraguay	\$12,680.00	\$13,220.00	\$2.17	\$0.43	\$2.60
Peru	\$12,880.00	\$13,710.00	\$2.25	\$0.45	\$2.70
Philippines	\$10,030.00	\$10,740.00	\$1.76	\$0.35	\$2.11
Poland	\$27,970.00	\$30,010.00	\$4.92	\$0.98	\$5.90
Portugal	\$30,980.00	\$32,680.00	\$5.36	\$1.07	\$6.43
Puerto Rico	\$26,320.00	\$26,610.00	\$4.36	\$0.87	\$5.23
Qatar	\$128,050.00	\$124,410.00	\$20.39	\$4.08	\$24.47
Romania	\$25,940.00	\$27,520.00	\$4.51	\$0.90	\$5.41
Russian Federation	\$24,890.00	\$26,470.00	\$4.34	\$0.87	\$5.21
Rwanda	\$1,990.00	\$2,200.00	\$0.36	\$0.07	\$0.43
Samoa	\$6,420.00	\$6,260.00	\$1.03	\$0.21	\$1.23
Sao Tome and Principe	\$3,370.00	\$3,440.00	\$0.56	\$0.11	\$0.68
Saudi Arabia	\$54,700.00	\$55,840.00	\$9.15	\$1.83	\$10.98
Senegal	\$3,360.00	\$3,670.00	\$0.60	\$0.12	\$0.72
Serbia	\$14,360.00	\$16,540.00	\$2.71	\$0.54	\$3.25
Seychelles	\$26,840.00	\$29,120.00	\$4.77	\$0.95	\$5.73
Sierra Leone	\$1,500.00	\$1,490.00	\$0.24	\$0.05	\$0.29
Singapore	\$90,570.00	\$94,670.00	\$15.52	\$3.10	\$18.62
Slovak Republic	\$30,880.00	\$33,060.00	\$5.42	\$1.08	\$6.50
Slovenia	\$33,980.00	\$37,450.00	\$6.14	\$1.23	\$7.37
Solomon Islands	\$2,270.00	\$2,320.00	\$0.38	\$0.08	\$0.46
South Africa	\$13,090.00	\$13,250.00	\$2.17	\$0.43	\$2.61
Spain	\$37,990.00	\$39,800.00	\$6.52	\$1.30	\$7.83
Sri Lanka	\$12,490.00	\$13,110.00	\$2.15	\$0.43	\$2.58

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2020 International Wage and Benefit Rates

St. Kitts and Nevis	\$26,710.00	\$28,530.00	\$4.68	\$0.94	\$5.61
St. Lucia	\$12,980.00	\$12,990.00	\$2.13	\$0.43	\$2.56
St. Vincent and the Grenadines	\$12,430.00	\$12,160.00	\$1.99	\$0.40	\$2.39
Sudan	\$4,480.00	\$4,420.00	\$0.72	\$0.14	\$0.87
Suriname	\$12,850.00	\$13,820.00	\$2.27	\$0.45	\$2.72
Sweden	\$50,980.00	\$54,030.00	\$8.86	\$1.77	\$10.63
Switzerland	\$65,610.00	\$68,820.00	\$11.28	\$2.26	\$13.54
Tajikistan	\$3,690.00	\$4,050.00	\$0.66	\$0.13	\$0.80
Tanzania	\$2,920.00	\$3,160.00	\$0.52	\$0.10	\$0.62
Thailand	\$17,040.00	\$18,200.00	\$2.98	\$0.60	\$3.58
Timor-Leste	\$6,330.00	\$7,010.00	\$1.15	\$0.23	\$1.38
Togo	\$1,720.00	\$1,780.00	\$0.29	\$0.06	\$0.35
Tonga	\$6,050.00	\$6,520.00	\$1.07	\$0.21	\$1.28
Trinidad and Tobago	\$30,520.00	\$30,980.00	\$5.08	\$1.02	\$6.09
Tunisia	\$11,530.00	\$12,070.00	\$1.98	\$0.40	\$2.37
Turkey	\$26,170.00	\$27,640.00	\$4.53	\$0.91	\$5.44
Turkmenistan	\$17,250.00	\$18,490.00	\$3.03	\$0.61	\$3.64
Turks and Caicos Islands	\$23,470.00	\$24,580.00	\$4.03	\$0.81	\$4.83
Tuvalu	\$5,780.00	\$6,100.00	\$1.00	\$0.20	\$1.20
Uganda	\$1,820.00	\$1,970.00	\$0.32	\$0.06	\$0.39
Ukraine	\$8,900.00	\$9,020.00	\$1.48	\$0.30	\$1.77
United Arab Emirates	\$74,410.00	\$75,440.00	\$12.37	\$2.47	\$14.84
United Kingdom	\$42,560.00	\$45,350.00	\$7.43	\$1.49	\$8.92
Uruguay	\$21,870.00	\$21,940.00	\$3.60	\$0.72	\$4.32
Uzbekistan	\$7,130.00	\$8,810.00	\$1.44	\$0.29	\$1.73
Vanuatu	\$3,090.00	\$3,250.00	\$0.53	\$0.11	0.64
Vietnam	\$6,450.00	\$6,930.00	\$1.14	\$0.23	\$1.36
West Bank and Gaza	\$5,560.00	\$6,000.00	\$0.98	\$0.20	\$1.18
Zambia	\$3,890.00	\$4,100.00	\$0.67	\$0.13	\$0.81
Zimbabwe	\$2,210.00	\$3,020.00	\$0.50	\$0.10	\$0.59

No Data

- Algeria
- Andorra
- American Samoa
- Aruba
- Bermuda
- Channel Islands
- Cuba
- Curacao
- Cayman Islands
- Cyprus
- Djibouti
- Eritrea
- Faroe Islands
- Gibraltar
- Greenland
- Guam
- Iran, Islamic Rep.
- Isle of Man
- Liechtenstein

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2020 International Wage and Benefit Rates

St. Martin (French part)
Macedonia, FYR
Monaco
Northern Mariana Islands
New Caledonia
Korea, Dem. People's Rep.
French Polynesia
San Marino
Somalia
Sint Maarten (Dutch part)
Syrian Arab Republic
Swaziland
South Sudan
Venezuela, RB
British Virgin Islands
Virgin Islands (U.S.)
Yemen, Rep.

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>