

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2021 International Wage and Benefit Rates

Country Name	PPP Data 2018	PPP Data 2019	2020 Base Wage Rate (\$US)	2020 Benefits Rate (\$US)	2020 Total
United States	\$63,690	\$66,080	\$10.58	\$2.12	\$12.70

Country Name	2018	2019	Base Wage Rate (\$US)	Fringe Benefit Rate	Total
Afghanistan	\$1,970.00	\$2,190.00	\$0.33	\$0.07	\$0.39
Albania	\$13,350.00	\$14,450.00	\$2.22	\$0.44	\$2.66
Angola	\$6,170.00	\$6,380.00	\$1.02	\$0.20	\$1.23
Antigua and Barbuda	\$25,490.00	\$21,780.00	\$4.23	\$0.85	\$5.08
Argentina	\$19,870.00	\$22,120.00	\$3.30	\$0.66	\$3.96
Armenia	\$10,480.00	\$14,500.00	\$1.74	\$0.35	\$2.09
Australia	\$50,050.00	\$51,680.00	\$8.31	\$1.66	\$9.98
Austria	\$55,300.00	\$60,720.00	\$9.19	\$1.84	\$11.02
Azerbaijan	\$17,100.00	\$14,400.00	\$2.84	\$0.57	\$3.41
Bahamas, The	\$30,330.00	\$37,420.00	\$5.04	\$1.01	\$6.05
Bahrain	\$44,700.00	\$44,250.00	\$7.43	\$1.49	\$8.91
Bangladesh	\$4,570.00	\$5,200.00	\$0.76	\$0.15	\$0.91
Barbados	\$16,280.00	\$15,770.00	\$2.70	\$0.54	\$3.25
Belarus	\$19,240.00	\$19,400.00	\$3.20	\$0.64	\$3.84
Belgium	\$51,740.00	\$57,050.00	\$8.59	\$1.72	\$10.31
Belize	\$7,810.00	\$6,700.00	\$1.30	\$0.26	\$1.56
Benin	\$2,410.00	\$3,400.00	\$0.40	\$0.08	\$0.48
Bhutan	\$9,700.00	\$11,230.00	\$1.61	\$0.32	\$1.93
Bolivia	\$7,670.00	\$8,930.00	\$1.27	\$0.25	\$1.53
Bosnia and Herzegovina	\$14,580.00	\$16,280.00	\$2.42	\$0.48	\$2.91
Botswana	\$18,000.00	\$17,140.00	\$2.99	\$0.60	\$3.59
Brazil	\$15,850.00	\$14,890.00	\$2.63	\$0.53	\$3.16
Brunei Darussalam	\$82,180.00	\$66,590.00	\$13.65	\$2.73	\$16.38
Bulgaria	\$22,300.00	\$24,900.00	\$3.70	\$0.74	\$4.45
Burkina Faso	\$1,970.00	\$2,180.00	\$0.33	\$0.07	\$0.39
Burundi	\$750.00	\$790.00	\$0.12	\$0.02	\$0.15
Cabo Verde	\$7,280.00	\$7,330.00	\$1.21	\$0.24	\$1.45
Cambodia	\$4,070.00	\$4,320.00	\$0.68	\$0.14	\$0.81
Cameroon	\$3,700.00	\$3,730.00	\$0.61	\$0.12	\$0.74
Canada	\$47,590.00	\$51,140.00	\$7.91	\$1.58	\$9.49
Central African Republic	\$920.00	\$1,060.00	\$0.15	\$0.03	\$0.18
Chad	\$1,930.00	\$1,620.00	\$0.32	\$0.06	\$0.38
Chile	\$24,190.00	\$25,920.00	\$4.02	\$0.80	\$4.82
China	\$18,170.00	\$16,760.00	\$3.02	\$0.60	\$3.62
Colombia	\$14,480.00	\$15,510.00	\$2.41	\$0.48	\$2.89
Comoros	\$2,930.00	\$3,210.00	\$0.49	\$0.10	\$0.58
Congo, Dem. Rep.	\$900.00	\$1,110.00	\$0.15	\$0.03	\$0.18
Congo, Rep.	\$5,060.00	\$2,980.00	\$0.84	\$0.17	\$1.01
Costa Rica	\$16,700.00	\$20,470.00	\$2.77	\$0.55	\$3.33
Cote d'Ivoire	\$4,020.00	\$5,300.00	\$0.67	\$0.13	\$0.80
Croatia	\$27,180.00	\$30,660.00	\$4.52	\$0.90	\$5.42
Czech Republic	\$37,530.00	\$41,570.00	\$6.23	\$1.25	\$7.48
Denmark	\$56,410.00	\$63,920.00	\$9.37	\$1.87	\$11.24
Dominica	\$10,270.00	\$12,250.00	\$1.71	\$0.34	\$2.05
Dominican Republic	\$16,950.00	\$18,300.00	\$2.82	\$0.56	\$3.38
Ecuador	\$11,420.00	\$11,540.00	\$1.90	\$0.38	\$2.28

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Egypt, Arab Rep.	\$12,100.00	\$11,840.00	\$2.01	\$0.40	\$2.41
El Salvador	\$7,860.00	\$8,720.00	\$1.31	\$0.26	\$1.57
Equatorial Guinea	\$17,460.00	\$14,640.00	\$2.90	\$0.58	\$3.48
Estonia	\$34,970.00	\$39,080.00	\$5.81	\$1.16	\$6.97
Ethiopia	\$2,010.00	\$2,310.00	\$0.33	\$0.07	\$0.40
Fiji	\$10,140.00	\$13,120.00	\$1.68	\$0.34	\$2.02
Finland	\$48,580.00	\$53,430.00	\$8.07	\$1.61	\$9.68
France	\$46,360.00	\$52,050.00	\$7.70	\$1.54	\$9.24
Gabon	\$16,700.00	\$14,350.00	\$2.77	\$0.55	\$3.33
Gambia, The	\$2,570.00	\$2,280.00	\$0.43	\$0.09	\$0.51
Georgia	\$11,500.00	\$15,260.00	\$1.91	\$0.38	\$2.29
Germany	\$54,560.00	\$59,090.00	\$9.06	\$1.81	\$10.88
Ghana	\$4,650.00	\$5,530.00	\$0.77	\$0.15	\$0.93
Greece	\$29,670.00	\$31,540.00	\$4.93	\$0.99	\$5.91
Grenada	\$14,100.00	\$16,080.00	\$2.34	\$0.47	\$2.81
Guatemala	\$8,310.00	\$8,870.00	\$1.38	\$0.28	\$1.66
Guinea	\$2,460.00	\$2,650.00	\$0.41	\$0.08	\$0.49
Guinea-Bissau	\$1,800.00	\$2,230.00	\$0.30	\$0.06	\$0.36
Guyana	\$8,420.00	\$13,540.00	\$1.40	\$0.28	\$1.68
Haiti	\$1,880.00	\$3,040.00	\$0.31	\$0.06	\$0.37
Honduras	\$4,790.00	\$5,530.00	\$0.80	\$0.16	\$0.95
Hong Kong SAR, China	\$67,810.00	\$65,730.00	\$11.26	\$2.25	\$13.52
Hungary	\$29,860.00	\$34,020.00	\$4.96	\$0.99	\$5.95
Iceland	\$55,190.00	\$61,240.00	\$9.17	\$1.83	\$11.00
India	\$7,680.00	\$6,920.00	\$1.28	\$0.26	\$1.53
Indonesia	\$12,670.00	\$11,970.00	\$2.10	\$0.42	\$2.53
Iraq	\$17,210.00	\$11,310.00	\$2.86	\$0.57	\$3.43
Ireland	\$67,050.00	\$71,150.00	\$11.14	\$2.23	\$13.37
Israel	\$39,940.00	\$42,700.00	\$6.63	\$1.33	\$7.96
Italy	\$42,290.00	\$46,110.00	\$7.03	\$1.41	\$8.43
Jamaica	\$8,900.00	\$9,940.00	\$1.48	\$0.30	\$1.77
Japan	\$44,380.00	\$45,180.00	\$7.37	\$1.47	\$8.85
Jordan	\$9,430.00	\$10,520.00	\$1.57	\$0.31	\$1.88
Kazakhstan	\$24,450.00	\$24,080.00	\$4.06	\$0.81	\$4.87
Kenya	\$3,440.00	\$4,430.00	\$0.57	\$0.11	\$0.69
Kiribati	\$4,410.00	\$4,650.00	\$0.73	\$0.15	\$0.88
Korea, Rep.	\$40,090.00	\$44,390.00	\$6.66	\$1.33	\$7.99
Kosovo	\$11,540.00	\$12,140.00	\$1.92	\$0.38	\$2.30
Kyrgyz Republic	\$3,780.00	\$5,080.00	\$0.63	\$0.13	\$0.75
Lao PDR	\$7,090.00	\$7,980.00	\$1.18	\$0.24	\$1.41
Latvia	\$29,780.00	\$32,550.00	\$4.95	\$0.99	\$5.94
Lebanon	\$13,010.00	\$14,920.00	\$2.16	\$0.43	\$2.59
Lesotho	\$3,680.00	\$3,330.00	\$0.61	\$0.12	\$0.73
Liberia	\$1,130.00	\$1,320.00	\$0.19	\$0.04	\$0.23
Lithuania	\$34,320.00	\$38,630.00	\$5.70	\$1.14	\$6.84
Luxembourg	\$72,200.00	\$79,670.00	\$11.99	\$2.40	\$14.39
Libya	\$21,340.00	\$16,130.00	\$3.54	\$0.71	\$4.25
Madagascar	\$1,840.00	\$1,660.00	\$0.31	\$0.06	\$0.37
Malawi	\$1,310.00	\$1,080.00	\$0.22	\$0.04	\$0.26
Malaysia	\$30,650.00	\$28,830.00	\$5.09	\$1.02	\$6.11
Maldives	\$14,110.00	\$18,380.00	\$2.34	\$0.47	\$2.81
Mali	\$2,260.00	\$2,350.00	\$0.38	\$0.08	\$0.45
Malta	\$39,230.00	\$43,970.00	\$6.52	\$1.30	\$7.82

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Mauritania	\$4,120.00	\$5,360.00	\$0.68	\$0.14	\$0.82
Mauritius	\$26,080.00	\$26,840.00	\$4.33	\$0.87	\$5.20
Mexico	\$19,340.00	\$20,340.00	\$3.21	\$0.64	\$3.86
Moldova	\$7,620.00	\$14,330.00	\$1.27	\$0.25	\$1.52
Mongolia	\$12,500.00	\$11,420.00	\$2.08	\$0.42	\$2.49
Montenegro	\$20,930.00	\$24,120.00	\$3.48	\$0.70	\$4.17
Morocco	\$8,410.00	\$7,680.00	\$1.40	\$0.28	\$1.68
Mozambique	\$1,430.00	\$1,310.00	\$0.24	\$0.05	\$0.29
Myanmar	\$6,500.00	\$5,170.00	\$1.08	\$0.22	\$1.30
Namibia	\$10,870.00	\$9,780.00	\$1.81	\$0.36	\$2.17
Nauru	\$20,940.00	\$17,820.00	\$3.48	\$0.70	\$4.17
Nepal	\$3,110.00	\$3,610.00	\$0.52	\$0.10	\$0.62
Netherlands	\$56,890.00	\$61,520.00	\$9.45	\$1.89	\$11.34
New Zealand	\$39,410.00	\$44,090.00	\$6.55	\$1.31	\$7.86
Nicaragua	\$5,400.00	\$5,540.00	\$0.90	\$0.18	\$1.08
Niger	\$1,040.00	\$1,330.00	\$0.17	\$0.03	\$0.21
Nigeria	\$5,710.00	\$5,190.00	\$0.95	\$0.19	\$1.14
Norway	\$68,310.00	\$72,920.00	\$11.35	\$2.27	\$13.62
Oman	\$41,680.00	\$26,210.00	\$6.92	\$1.38	\$8.31
Pakistan	\$5,860.00	\$4,800.00	\$0.97	\$0.19	\$1.17
Palau	\$19,510.00	\$19,580.00	\$3.24	\$0.65	\$3.89
Panama	\$23,550.00	\$30,690.00	\$3.91	\$0.78	\$4.69
Papua New Guinea	\$4,220.00	\$4,360.00	\$0.70	\$0.14	\$0.84
Paraguay	\$13,220.00	\$12,790.00	\$2.20	\$0.44	\$2.64
Peru	\$13,710.00	\$12,790.00	\$2.28	\$0.46	\$2.73
Philippines	\$10,740.00	\$10,230.00	\$1.78	\$0.36	\$2.14
Poland	\$30,010.00	\$33,770.00	\$4.99	\$1.00	\$5.98
Portugal	\$32,680.00	\$37,040.00	\$5.43	\$1.09	\$6.51
Puerto Rico	\$26,610.00	\$24,300.00	\$4.42	\$0.88	\$5.30
Qatar	\$124,410.00	\$91,670.00	\$20.67	\$4.13	\$24.80
Romania	\$27,520.00	\$32,860.00	\$4.57	\$0.91	\$5.49
Russian Federation	\$26,470.00	\$28,270.00	\$4.40	\$0.88	\$5.28
Rwanda	\$2,200.00	\$2,250.00	\$0.37	\$0.07	\$0.44
Samoa	\$6,260.00	\$6,500.00	\$1.04	\$0.21	\$1.25
Sao Tome and Principe	\$3,440.00	\$4,130.00	\$0.57	\$0.11	\$0.69
Saudi Arabia	\$55,840.00	\$49,520.00	\$9.28	\$1.86	\$11.13
Senegal	\$3,670.00	\$3,470.00	\$0.61	\$0.12	\$0.73
Serbia	\$16,540.00	\$18,440.00	\$2.75	\$0.55	\$3.30
Seychelles	\$29,120.00	\$29,470.00	\$4.84	\$0.97	\$5.80
Sierra Leone	\$1,490.00	\$1,770.00	\$0.25	\$0.05	\$0.30
Singapore	\$94,670.00	\$92,270.00	\$15.73	\$3.15	\$18.87
Slovak Republic	\$33,060.00	\$32,920.00	\$5.49	\$1.10	\$6.59
Slovenia	\$37,450.00	\$41,750.00	\$6.22	\$1.24	\$7.47
Solomon Islands	\$2,320.00	\$2,750.00	\$0.39	\$0.08	\$0.46
South Africa	\$13,250.00	\$6,448.00	\$2.20	\$0.44	\$2.64
Spain	\$39,800.00	\$43,560.00	\$6.61	\$1.32	\$7.93
Sri Lanka	\$13,110.00	\$13,260.00	\$2.18	\$0.44	\$2.61
St. Kitts and Nevis	\$28,530.00	\$26,360.00	\$4.74	\$0.95	\$5.69
St. Lucia	\$12,990.00	\$15,180.00	\$2.16	\$0.43	\$2.59
St. Vincent and the Grenadines	\$12,160.00	\$12,930.00	\$2.02	\$0.40	\$2.42
Sudan	\$4,420.00	\$3,990.00	\$0.73	\$0.15	\$0.88
Suriname	\$13,820.00	\$15,310.00	\$2.30	\$0.46	\$2.75

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Sweden	\$54,030.00	\$58,060.00	\$8.98	\$1.80	\$10.77
Switzerland	\$68,820.00	\$73,800.00	\$11.43	\$2.29	\$13.72
Tajikistan	\$4,050.00	\$4,110.00	\$0.67	\$0.13	\$0.81
Tanzania	\$3,160.00	\$2,700.00	\$0.52	\$0.10	\$0.63
Thailand	\$18,200.00	\$18,570.00	\$3.02	\$0.60	\$3.63
Timor-Leste	\$7,010.00	\$4,970.00	\$1.16	\$0.23	\$1.40
Togo	\$1,780.00	\$1,670.00	\$0.30	\$0.06	\$0.35
Tonga	\$6,520.00	\$7,000.00	\$1.08	\$0.22	\$1.30
Trinidad and Tobago	\$30,980.00	\$27,140.00	\$5.15	\$1.03	\$6.18
Tunisia	\$12,070.00	\$10,850.00	\$2.01	\$0.40	\$2.41
Turkey	\$27,640.00	\$27,660.00	\$4.59	\$0.92	\$5.51
Tuvalu	\$6,100.00	\$6,180.00	\$1.01	\$0.20	\$1.22
Uganda	\$1,970.00	\$2,220.00	\$0.33	\$0.07	\$0.39
Ukraine	\$9,020.00	\$13,750.00	\$1.50	\$0.30	\$1.80
United Arab Emirates	\$75,440.00	\$70,430.00	\$12.53	\$2.51	\$15.04
United Kingdom	\$45,350.00	\$49,040.00	\$7.53	\$1.51	\$9.04
Uruguay	\$21,940.00	\$21,180.00	\$3.64	\$0.73	\$4.37
Uzbekistan	\$8,810.00	\$7,420.00	\$1.46	\$0.29	\$1.76
Vanuatu	\$3,250.00	\$3,320.00	\$0.54	\$0.11	0.65
Vietnam	\$6,930.00	\$7,910.00	\$1.15	\$0.23	\$1.38
West Bank and Gaza	\$6,000.00	\$7,510.00	\$1.00	\$0.20	\$1.20
Zambia	\$4,100.00	\$3,560.00	\$0.68	\$0.14	\$0.82
Zimbabwe	\$3,020.00	\$2,740.00	\$0.50	\$0.10	\$0.60

No Data

- Algeria
- Andorra
- American Samoa
- Aruba
- Bermuda
- Cayman Islands
- Channel Islands
- Cuba
- Curacao
- Cyprus
- Djibouti
- Eritrea
- Faroe Islands
- Gibraltar
- Greenland
- Guam
- Iran, Islamic Rep.
- Isle of Man
- Kuwait
- Liechtenstein
- St. Martin (French part)
- Macedonia, FYR
- Macao SAR, China
- Marshall Islands
- Micronesia, Fed. Sts.
- Monaco

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2021 International Wage and Benefit Rates

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
Turkmenistan
Turks and Caicos 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>