

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2018 International Wage and Benefit Rates

Country Name	PPP Data 2015	PPP Data 2016	2018 Base Wage Rate (\$US)	2018 Benefits Rate (\$US)	2018 Total
United States	57900	58700	\$9.99	\$ 2.00	\$11.99

Country Name	2015	2016	Base Wage Rate (\$US)	Fringe Benefit Rate	Total
Afghanistan	1940	1970	\$ 0.34	\$ 0.07	\$0.40
Albania	11170	11350	\$ 1.93	\$ 0.39	\$2.32
Algeria	14140	14390	\$ 2.45	\$ 0.49	\$2.94
Angola	6250	6090	\$ 1.04	\$ 0.21	\$1.24
Antigua and Barbuda	20970	22090	\$ 3.76	\$ 0.75	\$4.51
Arab World	16306.5508	16720.41338	\$ 2.85	\$ 0.57	\$3.41
Argentina	19950	19500	\$ 3.32	\$ 0.66	\$3.98
Armenia	9090	9020	\$ 1.54	\$ 0.31	\$1.84
Australia	45140	45210	\$ 7.69	\$ 1.54	\$9.23
Austria	49570	50530	\$ 8.60	\$ 1.72	\$10.32
Azerbaijan	17100	16130	\$ 2.75	\$ 0.55	\$3.29
Bahamas, The	21640	21640	\$ 3.68	\$ 0.74	\$4.42
Bahrain	44170		\$ 7.62	\$ 1.52	\$9.15
Bangladesh	3550	3790	\$ 0.65	\$ 0.13	\$0.77
Barbados	16710	17180	\$ 2.92	\$ 0.58	\$3.51
Belarus	17550	17220	\$ 2.93	\$ 0.59	\$3.52
Belgium	45330	46720	\$ 7.95	\$ 1.59	\$9.54
Belize	8120	7930	\$ 1.35	\$ 0.27	\$1.62
Benin	2110	2170	\$ 0.37	\$ 0.07	\$0.44
Bhutan	7520	8160	\$ 1.39	\$ 0.28	\$1.67
Bolivia	6720	7100	\$ 1.21	\$ 0.24	\$1.45
Bosnia and Herzegovina	11600	12190	\$ 2.07	\$ 0.41	\$2.49
Botswana	16090	16680	\$ 2.84	\$ 0.57	\$3.41
Brazil	15280	14810	\$ 2.52	\$ 0.50	\$3.02
Brunei Darussalam	83440	83010	\$ 14.13	\$ 2.83	\$16.95
Bulgaria	17750	19190	\$ 3.27	\$ 0.65	\$3.92
Burkina Faso	1630	1730	\$ 0.29	\$ 0.06	\$0.35
Burundi	800	770	\$ 0.13	\$ 0.03	\$0.16
Cabo Verde	6070	6220	\$ 1.06	\$ 0.21	\$1.27
Cambodia	3290	3510	\$ 0.60	\$ 0.12	\$0.72
Cameroon	3450	3540	\$ 0.60	\$ 0.12	\$0.72
Canada	43960	44230	\$ 7.53	\$ 1.51	\$9.03
Caribbean small states	14867.82866	14818.59585	\$ 2.52	\$ 0.50	\$3.03
Central African Republic	670	700	\$ 0.12	\$ 0.02	\$0.14
Central Europe and the Baltics	24909.82309	25852.37633	\$ 4.40	\$ 0.88	\$5.28
Chad	2110	1950	\$ 0.33	\$ 0.07	\$0.40
Chile	22060	22540	\$ 3.84	\$ 0.77	\$4.60
China	14400	15470	\$ 2.63	\$ 0.53	\$3.16
Colombia	13560	13900	\$ 2.37	\$ 0.47	\$2.84
Comoros	1510	1540	\$ 0.26	\$ 0.05	\$0.31
Congo, Dem. Rep.	740	780	\$ 0.13	\$ 0.03	\$0.16
Congo, Rep.	5840	5380	\$ 0.92	\$ 0.18	\$1.10
Costa Rica	15180	15750	\$ 2.68	\$ 0.54	\$3.22
Cote d'Ivoire	3350	3590	\$ 0.61	\$ 0.12	\$0.73
Croatia	22340	22630	\$ 3.85	\$ 0.77	\$4.62
Cyprus	31730	32200	\$ 5.48	\$ 1.10	\$6.58
Czech Republic	31210	32530	\$ 5.54	\$ 1.11	\$6.64

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2018 International Wage and Benefit Rates

Denmark	50190	50270	\$	8.56	\$	1.71	\$10.27
Dominica	10240	10620	\$	1.81	\$	0.36	\$2.17
Dominican Republic	13610	14480	\$	2.46	\$	0.49	\$2.96
Early-demographic dividend	8728.412259	9142.685476	\$	1.56	\$	0.31	\$1.87
East Asia & Pacific	16129.61904	17038.028	\$	2.90	\$	0.58	\$3.48
East Asia & Pacific (excluding hi	12885.90686	13767.70645	\$	2.34	\$	0.47	\$2.81
East Asia & Pacific (IDA & IBRD	13022.83186	13913.58586	\$	2.37	\$	0.47	\$2.84
Ecuador	11250	11030	\$	1.88	\$	0.38	\$2.25
Egypt, Arab Rep.	10570	10980	\$	1.87	\$	0.37	\$2.24
El Salvador	8000	8220	\$	1.40	\$	0.28	\$1.68
Equatorial Guinea	19920	18290	\$	3.11	\$	0.62	\$3.74
Estonia	28090	29160	\$	4.96	\$	0.99	\$5.96
Ethiopia	1630	1730	\$	0.29	\$	0.06	\$0.35
Euro area	40812.90082	42114.75529	\$	7.17	\$	1.43	\$8.60
Europe & Central Asia	30330.2988	31041.98162	\$	5.28	\$	1.06	\$6.34
Europe & Central Asia (excludin	18773.18229	19026.5913	\$	3.24	\$	0.65	\$3.89
Europe & Central Asia (IDA & IB	19352.8461	19633.03828	\$	3.34	\$	0.67	\$4.01
European Union	38165.1921	39358.74343	\$	6.70	\$	1.34	\$8.04
Fiji	8610	8710	\$	1.48	\$	0.30	\$1.78
Finland	42450	43720	\$	7.44	\$	1.49	\$8.93
Fragile and conflict affected situ	3957.60036	4150.788283	\$	0.71	\$	0.14	\$0.85
France	41080	42000	\$	7.15	\$	1.43	\$8.58
Gabon	16430	16720	\$	2.85	\$	0.57	\$3.41
Gambia, The	1620	1630	\$	0.28	\$	0.06	\$0.33
Georgia	9350	9510	\$	1.62	\$	0.32	\$1.94
Germany	48690	49690	\$	8.46	\$	1.69	\$10.15
Ghana	4060	4150	\$	0.71	\$	0.14	\$0.85
Greece	26820	26920	\$	4.58	\$	0.92	\$5.50
Grenada	13130	13720	\$	2.33	\$	0.47	\$2.80
Guatemala	7570	7750	\$	1.32	\$	0.26	\$1.58
Guinea	1770	1840	\$	0.31	\$	0.06	\$0.38
Guinea-Bissau	1570	1550	\$	0.26	\$	0.05	\$0.32
Guyana	7470	7800	\$	1.33	\$	0.27	\$1.59
Haiti	1770	1790	\$	0.30	\$	0.06	\$0.37
Heavily indebted poor countrie	2133.636804	2201.556192	\$	0.37	\$	0.07	\$0.45
High income	46200.8209	47208.43272	\$	8.03	\$	1.61	\$9.64
Honduras	4280	4410	\$	0.75	\$	0.15	\$0.90
Hong Kong SAR, China	58130	60090	\$	10.23	\$	2.05	\$12.27
Hungary	24680	25360	\$	4.32	\$	0.86	\$5.18
IBRD only	12181.83174	12766.61515	\$	2.17	\$	0.43	\$2.61
Iceland	46660	51170	\$	8.71	\$	1.74	\$10.45
IDA & IBRD total	10022.12827	10463.93654	\$	1.78	\$	0.36	\$2.14
IDA blend	5181.085879	5265.814952	\$	0.90	\$	0.18	\$1.08
IDA only	2699.788865	2809.130037	\$	0.48	\$	0.10	\$0.57
IDA total	3534.922693	3634.755931	\$	0.62	\$	0.12	\$0.74
India	6060	6490	\$	1.10	\$	0.22	\$1.33
Indonesia	10680	11220	\$	1.91	\$	0.38	\$2.29
Iran, Islamic Rep.	17620	20010	\$	3.41	\$	0.68	\$4.09
Iraq	15780	17210	\$	2.93	\$	0.59	\$3.51
Ireland	54880	59070	\$	10.05	\$	2.01	\$12.06
Israel	35580	36810	\$	6.26	\$	1.25	\$7.52
Italy	36430	38460	\$	6.55	\$	1.31	\$7.85
Jamaica	8350	8450	\$	1.44	\$	0.29	\$1.73
Japan	42270	43630	\$	7.43	\$	1.49	\$8.91

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2018 International Wage and Benefit Rates

Jordan	8940	8980	\$ 1.53	\$ 0.31	\$1.83
Kazakhstan	23530	22930	\$ 3.90	\$ 0.78	\$4.68
Kenya	2990	3120	\$ 0.53	\$ 0.11	\$0.64
Kiribati	4200	3050	\$ 0.52	\$ 0.10	\$0.62
Korea, Rep.	35300	36570	\$ 6.22	\$ 1.24	\$7.47
Kosovo	9840	10200	\$ 1.74	\$ 0.35	\$2.08
Kuwait	81000	83150	\$ 14.15	\$ 2.83	\$16.98
Kyrgyz Republic	3310	3410	\$ 0.58	\$ 0.12	\$0.70
Lao PDR	5860	6270	\$ 1.07	\$ 0.21	\$1.28
Late-demographic dividend	15683.53668	16425.22905	\$ 2.80	\$ 0.56	\$3.35
Latin America & Caribbean	14880.43572	14847.37524	\$ 2.53	\$ 0.51	\$3.03
Latin America & Caribbean (exc	14491.91812	14443.01964	\$ 2.46	\$ 0.49	\$2.95
Latin America & the Caribbean	14855.60586	14822.23968	\$ 2.52	\$ 0.50	\$3.03
Latvia	24400	25530	\$ 4.34	\$ 0.87	\$5.21
Least developed countries: UN	2505.001471	2593.209526	\$ 0.44	\$ 0.09	\$0.53
Lebanon	14060	14070	\$ 2.39	\$ 0.48	\$2.87
Lesotho	3210	3340	\$ 0.57	\$ 0.11	\$0.68
Liberia	720	700	\$ 0.12	\$ 0.02	\$0.14
Lithuania	27610	28680	\$ 4.88	\$ 0.98	\$5.86
Low & middle income	9857.163475	10298.83655	\$ 1.75	\$ 0.35	\$2.10
Low income	1612.805869	1665.828303	\$ 0.28	\$ 0.06	\$0.34
Lower middle income	6434.196663	6770.607454	\$ 1.15	\$ 0.23	\$1.38
Luxembourg	67970	69640	\$ 11.85	\$ 2.37	\$14.22
Macao SAR, China	98320	96570	\$ 16.43	\$ 3.29	\$19.72
Macedonia, FYR	13330	14310	\$ 2.44	\$ 0.49	\$2.92
Madagascar	1410	1440	\$ 0.25	\$ 0.05	\$0.29
Malawi	1120	1140	\$ 0.19	\$ 0.04	\$0.23
Malaysia	25880	26900	\$ 4.58	\$ 0.92	\$5.49
Maldives	15780	16710	\$ 2.84	\$ 0.57	\$3.41
Mali	1980	2050	\$ 0.35	\$ 0.07	\$0.42
Malta	34450	35710	\$ 6.08	\$ 1.22	\$7.29
Marshall Islands	5400	5370	\$ 0.91	\$ 0.18	\$1.10
Mauritania	3690	3760	\$ 0.64	\$ 0.13	\$0.77
Mauritius	19940	20990	\$ 3.57	\$ 0.71	\$4.29
Mexico	16860	17160	\$ 2.92	\$ 0.58	\$3.50
Micronesia, Fed. Sts.	4140	4090	\$ 0.70	\$ 0.14	\$0.84
Middle East & North Africa	18679.62767	19566.34136	\$ 3.33	\$ 0.67	\$4.00
Middle East & North Africa (exc	12125.22557	12976.37285	\$ 2.21	\$ 0.44	\$2.65
Middle East & North Africa (IDA	12203.89313	13067.01429	\$ 2.22	\$ 0.44	\$2.67
Middle income	10815.05476	11317.64737	\$ 1.93	\$ 0.39	\$2.31
Moldova	5410	5670	\$ 0.96	\$ 0.19	\$1.16
Mongolia	11160	11420	\$ 1.94	\$ 0.39	\$2.33
Montenegro	16690	17870	\$ 3.04	\$ 0.61	\$3.65
Morocco	7620	7710	\$ 1.31	\$ 0.26	\$1.57
Mozambique	1170	1190	\$ 0.20	\$ 0.04	\$0.24
Myanmar	5160	5530	\$ 0.94	\$ 0.19	\$1.13
Namibia	10560	10380	\$ 1.77	\$ 0.35	\$2.12
Nauru	16190	17510	\$ 2.98	\$ 0.60	\$3.58
Nepal	2500	2520	\$ 0.43	\$ 0.09	\$0.51
Netherlands	49250	49930	\$ 8.50	\$ 1.70	\$10.20
New Zealand	36090	37190	\$ 6.33	\$ 1.27	\$7.60
Nicaragua	5280	5530	\$ 0.94	\$ 0.19	\$1.13
Niger	940	970	\$ 0.17	\$ 0.03	\$0.20

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2018 International Wage and Benefit Rates

Nigeria	5880	5740	\$ 0.98	\$ 0.20	\$1.17
North America	56506.18217	57245.68758	\$ 9.74	\$ 1.95	\$11.69
Norway	64280	61620	\$ 10.49	\$ 2.10	\$12.58
OECD members	41274.08889	42143.04618	\$ 7.17	\$ 1.43	\$8.61
Oman	41330		\$ 7.13	\$ 1.43	\$8.56
Other small states	24018.93984		\$ 4.14	\$ 0.83	\$4.97
Pacific island small states	5627.313287	5640.646636	\$ 0.96	\$ 0.19	\$1.15
Pakistan	5310	5560	\$ 0.95	\$ 0.19	\$1.14
Palau	14230	14840	\$ 2.53	\$ 0.51	\$3.03
Panama	20210	20980	\$ 3.57	\$ 0.71	\$4.28
Papua New Guinea	4040	4140	\$ 0.70	\$ 0.14	\$0.85
Paraguay	8690	9050	\$ 1.54	\$ 0.31	\$1.85
Peru	12100	12480	\$ 2.12	\$ 0.42	\$2.55
Philippines	8850	9390	\$ 1.60	\$ 0.32	\$1.92
Poland	25690	26300	\$ 4.48	\$ 0.90	\$5.37
Portugal	28720	29940	\$ 5.10	\$ 1.02	\$6.11
Post-demographic dividend	44226.11739	45218.23706	\$ 7.70	\$ 1.54	\$9.23
Pre-demographic dividend	3605.914206	3669.624202	\$ 0.62	\$ 0.12	\$0.75
Puerto Rico	25350	25200	\$ 4.29	\$ 0.86	\$5.15
Qatar	124760		\$ 21.53	\$ 4.31	\$25.83
Romania	21060	22370	\$ 3.81	\$ 0.76	\$4.57
Russian Federation	24030	24120	\$ 4.10	\$ 0.82	\$4.93
Rwanda	1780	1860	\$ 0.32	\$ 0.06	\$0.38
Samoa	5800	6230	\$ 1.06	\$ 0.21	\$1.27
Sao Tome and Principe	3130	3250	\$ 0.55	\$ 0.11	\$0.66
Saudi Arabia	55590	55750	\$ 9.49	\$ 1.90	\$11.39
Senegal	2370	2480	\$ 0.42	\$ 0.08	\$0.51
Serbia	13210	13700	\$ 2.33	\$ 0.47	\$2.80
Seychelles	25670	28380	\$ 4.83	\$ 0.97	\$5.80
Sierra Leone	1380	1320	\$ 0.22	\$ 0.04	\$0.27
Singapore	82310	85020	\$ 14.47	\$ 2.89	\$17.36
Slovak Republic	28990	30030	\$ 5.11	\$ 1.02	\$6.13
Slovenia	30520	31810	\$ 5.41	\$ 1.08	\$6.50
Small states	21205.42267		\$ 3.66	\$ 0.73	\$4.39
Solomon Islands	2170	2140	\$ 0.36	\$ 0.07	\$0.44
South Africa	12840	12830	\$ 2.18	\$ 0.44	\$2.62
South Asia	5673.17392	6052.365283	\$ 1.03	\$ 0.21	\$1.24
South Asia (IDA & IBRD)	5673.17392	6052.365283	\$ 1.03	\$ 0.21	\$1.24
South Sudan	1700		\$ 0.29	\$ 0.06	\$0.35
Spain	34740	36300	\$ 6.18	\$ 1.24	\$7.41
Sri Lanka	11480	11970	\$ 2.04	\$ 0.41	\$2.44
St. Kitts and Nevis	25000	25640	\$ 4.36	\$ 0.87	\$5.24
St. Lucia	11870	12030	\$ 2.05	\$ 0.41	\$2.46
St. Vincent and the Grenadines	11080	11380	\$ 1.94	\$ 0.39	\$2.32
Sub-Saharan Africa	3595.312985	3605.479705	\$ 0.61	\$ 0.12	\$0.74
Sub-Saharan Africa (excluding h	3593.262766	3603.207609	\$ 0.61	\$ 0.12	\$0.74
Sub-Saharan Africa (IDA & IBRD	3595.312985	3605.479705	\$ 0.61	\$ 0.12	\$0.74
Sudan	4150	4290	\$ 0.73	\$ 0.15	\$0.88
Suriname	15640	14460	\$ 2.46	\$ 0.49	\$2.95
Swaziland	8340	8310	\$ 1.41	\$ 0.28	\$1.70
Sweden	48600	49680	\$ 8.45	\$ 1.69	\$10.15
Switzerland	65210	64480	\$ 10.97	\$ 2.19	\$13.17
Tajikistan	3360	3500	\$ 0.60	\$ 0.12	\$0.71

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2018 International Wage and Benefit Rates

Tanzania	2610	2740	\$ 0.47	\$ 0.09	\$0.56
Thailand	15380	16070	\$ 2.73	\$ 0.55	\$3.28
Timor-Leste	3690	3380	\$ 0.58	\$ 0.12	\$0.69
Togo	1300	1370	\$ 0.23	\$ 0.05	\$0.28
Tonga	5580	5780	\$ 0.98	\$ 0.20	\$1.18
Trinidad and Tobago	32180	31770	\$ 5.41	\$ 1.08	\$6.49
Tunisia	11090	11150	\$ 1.90	\$ 0.38	\$2.28
Turkey	24570	24980	\$ 4.25	\$ 0.85	\$5.10
Turkmenistan	15220	16060	\$ 2.73	\$ 0.55	\$3.28
Tuvalu	6030	5920	\$ 1.01	\$ 0.20	\$1.21
Uganda	1740	1790	\$ 0.30	\$ 0.06	\$0.37
Ukraine	7850	8190	\$ 1.39	\$ 0.28	\$1.67
United Arab Emirates	70600	72830	\$ 12.39	\$ 2.48	\$14.87
United Kingdom	40660	41640	\$ 7.09	\$ 1.42	\$8.50
Upper middle income	15917.31423	16649.34294	\$ 2.83	\$ 0.57	\$3.40
Uruguay	20530	21090	\$ 3.59	\$ 0.72	\$4.31
Uzbekistan	6200	6640	\$ 1.13	\$ 0.23	\$1.36
Vietnam	5610	6040	\$ 1.03	\$ 0.21	\$1.23
West Bank and Gaza	5700	5680	\$ 0.97	\$ 0.19	\$1.16
World	15679.19963	16176.12093	\$ 2.75	\$ 0.55	\$3.30
Yemen, Rep.	2710	2490	\$ 0.42	\$ 0.08	\$0.51
Zambia	3800	3850	\$ 0.66	\$ 0.13	\$0.79
Zimbabwe	1790	1810	\$ 0.31	\$ 0.06	\$0.37

No Data

Aruba
 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
 Korea, Dem. People's Rep.
 French Polynesia
 San Marino
 Somalia
 Sint Maarten (Dutch part)
 Syrian Arab Republic

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2018 International Wage and Benefit Rates

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>

Rates effective